



Board Agenda Item 16

DATE: November 24, 2020

TO: Board of Supervisors

SUBMITTED BY: Delfino E. Neira, Director, Department of Social Services

SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution adding 34 positions and deleting 34 vacant positions for the Department of Social Services Org 5610, effective November 30, 2020, as reflected on Appendix “D”; and**
2. **Adopt Budget Resolution increasing FY 2020-21 appropriations and estimated revenues for the Department of Social Services Org 5610 in the amount of \$377,294 (4/5 vote); and**
3. **Adopt Budget Resolution increasing FY 2020-21 appropriations and estimated revenues for the Social Services Fund 0065, Subclass 17225, Welfare Advance Fund Org 1120 in the amount of \$377,294 (4/5 vote).**

There is no additional Net County Cost associated with the recommended actions. Approval of the recommended actions will ensure the Department has sufficient staffing to mitigate the workload increase associated with the CalWORKs and In-Home Supportive Services (IHSS) Programs. The item would add twenty (20) Eligibility Workers, ten (10) Job Specialists, three (3) Social Services Program Supervisors, and one (1) Accountant position, while deleting thirty-four (34) vacant Office Assistant positions. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, it will result in insufficient staffing to address the increased workload in the CalWORKs and IHSS Programs.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended actions. The costs for the twenty (20) Eligibility Worker, ten (10) Job Specialist, and three (3) Social Services Program Supervisor positions will be offset with the Department's increase in CalWORKs Single Allocation revenues and the reduction in vacant Office Assistant positions. The cost for the one (1) Accountant position will be offset with State and Federal Social Services funds (\$46,695), 2011 Realignment (\$4,789) in lieu of State General Funds for Child Welfare Services and Adult Protective Services Programs that were realigned to counties through Assembly Bill (AB) 118, 1991 Realignment (\$2,377) and the required Net County Cost (\$375) which offsets the General Relief Program share of cost. The 2011 Realignment, 1991 Realignment, and Net County Cost will be absorbed by the Department of Social Services Org 5610 using existing budgeted appropriations.

The recommended resolutions will increase appropriations and estimated revenues in the FY 2020-21 Department of Social Services Org 5610 in the amount of \$377,294 and Welfare Advance fund Organization

1120 in the amount of \$377,294.

DISCUSSION:

The FY 2020-21 State Budget Act included significant changes to the CalWORKs Program including the restoral of the time on aid limit from 48 months to 60 months and expansion of the childcare and employment services programs. The Budget included an additional \$604 million in funding statewide for FY 2020-21; Fresno County's share of the increase is \$22.3 million. The Department is recommending the addition of thirty-three (33) positions in the program to mitigate the workload increases associated with the State Budget actions.

The recommended eligibility worker positions will be responsible for eligibility determination activities for clients that are both applying for CalWORKs assistance or are currently receiving CalWORKs assistance. The positions will also be utilized to respond on-site to rural community needs, most recently with the Creek Fire, and also provide case management supports for homeless families. The job specialist positions will be assigned to the employment services program and will assist CalWORKs adults in obtaining employment through a variety of activities including vocational education, job search/job readiness assistance, mental health and substance abuse treatment, subsidized employment, and other activities to remove barriers to employment. The recommended social services program supervisor positions will provide supervisory support to the new eligibility worker and job specialist positions, with 10 staff per supervisor.

In the IHSS Program, the County is responsible for calculating overpayments for providers or recipients that receive payment over the eligible amount. The recommended Accountant position will assist in the review of overpayment amounts and ensure that accurate revenues are returned to the County, State, and Federal government.

The Department is also recommending the deletion of thirty-four (34) vacant office assistant positions as a result of increased efficiency in clerical operations. DSS Pass, an online portal that allows clients to obtain case information and submit required documents, has reduced the workload associated with document imaging and also reduced the number of clients visiting the office in person. Additionally, the Department's move to a consolidated metro operation on the Clovis Campus has streamlined clerical processes and reduced the number of staff needed.

The recommended actions allow the Department to make the necessary staffing and budget adjustments for DSS Org 5610 and transfer Federal and State revenues to offset the costs.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution - Appendix "D"
On file with Clerk - Resolution (Org 5610)
On file with Clerk - Resolution (Org 1120)

CAO ANALYST:

Ron Alexander