



Board Agenda Item 31

DATE: October 18, 2016

TO: Board of Supervisors

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

SUBJECT: Salary Resolution Amendment for the Department of Social Services

RECOMMENDED ACTION(S):

Approve Salary Resolution Amendment for the Department of Social Services as reflected on Appendix “C”, adding one Principal Analyst position to Org 5610 effective October 24, 2016.

Approval of the recommended action will increase the total number of staff in the Department of Social Services by one position to a total of 2601. Adding this position reflects the staffing resources needed to effectively and efficiently implement the Continuum of Care Reform (CCR) in Fresno County scheduled for implementation on January 1, 2017. There is no increase in Net County Cost associated with this action.

ALTERNATIVE ACTION(S):

Your Board may choose not to approve the recommended action, which will significantly impact the Department's ability to implement the CCR scheduled for January 1, 2017.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The total cost of the Principal Analyst position (\$105,086) in FY 2016-17 will be offset with higher than anticipated vacancy rate discount; therefore, no increase in appropriations will be needed to fund the position. The current 12.5% vacancy discount rate is exceeding the budgeted vacancy discount rate by 6%. The annual cost for the position is \$152,375 and will be included in subsequent requested budgets.

DISCUSSION:

The Principal Analyst position will be utilized by the Department for implementation of the CCR in Fresno County. The CCR effort began through adoption of Senate Bill (SB) 1013 (Chapter 35, Statutes of 2012) and resulted in publication of the California Department of Social Services' 2015 report titled *California's Child Welfare Continuum of Care Report*.

The report outlined a comprehensive approach to improving the experiences and outcomes of children and youth in foster care, which focus on improved assessments to make more informed and appropriate initial placement decisions, emphasize home-based family placements, appropriately support placements with available services, and increase transparency and accountability for child outcomes. Additionally, CCR implementation includes the reform of the State's current rate-setting system from an age-based system to a child needs-based system, and also decreases the State's reliance on long-term group homes.

CCR is scheduled to be implemented on January 1, 2017, and will significantly impact Department workload as all children in foster care, approximately 2,664 children, would require an initial assessment or reassessment to

determine the appropriate placement type and needs level. CCR will also require higher-level training to resource families and congregate care facility staff providing care to foster youth. Additionally, the current foster care payment rate system would be revised to rate levels that have not yet been established. The full cost impact to the County is not known at this time.

The requested Principal Analyst position will be critical for the Department in CCR planning and determination of fiscal impacts associated with increased workload and the new rate structure. The position will be responsible for review and analysis of State legislation, development of Department policies and procedures, determination of rate structure and administrative workload impacts on the FY 2016-17 Adopted Budget and subsequent requested budgets, and communication to agency partners.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment (Appendix "C")

CAO ANALYST:

Ronald Alexander