



# Board Agenda Item 91

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DATE: June 20, 2017

TO: Board of Supervisors

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

SUBJECT: Agreement with VMS Family Counseling Services for Mentoring and Field-Based Training

RECOMMENDED ACTION(S):

**Approve and authorize the Chairman to execute an Agreement with VMS Family Counseling Services for the provision of Mentoring and Field-Based Training, effective July 12, 2017 through June 30, 2022, not to exceed five consecutive years, which includes a three-year base contract and two optional one-year extensions, total not to exceed \$1,482,007.**

Approval of the recommended action will allow the Department to provide Mentoring and Field-Based Training to Child Welfare Services (CWS) staff to assist with the application of core competencies learned at the Central California Training Academy (CCTA). The Agreement maximum (\$1,482,007) will be offset with Title IV-E Federal funds, with no Net County Cost.

ALTERNATIVE ACTION(S):

There is no viable alternative action. If the recommended action is not approved, professional development of CWS supervisory and line staff may be impacted as may services to children and families.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The maximum cost of the recommended Agreement (\$1,482,007) will be offset with Child Welfare Title IV-E funds (\$536,338) and 2011 Realignment funds (\$945,669). Sufficient appropriations will be included in the FY 2017-18 Recommended Budget for the Department of Social Services, Organization 5610, and will be requested in subsequent budgets.

The recommended administrative costs as compared to the total budget are 14% for FY 2017-18, 14% for FY 2018-19, 14% for FY 2019-20, 13% for FY 2020-21, and 12% for FY 2021-22. The recommended employee benefits costs for each FY are at 10% as compared to the total salaries. The benefits calculation includes employee payroll taxes, State disability and unemployment insurance. Based on similar contract services, the percentages are both reasonable and necessary for the administration of the program.

DISCUSSION:

Research shows that complex skills and competencies of Child Welfare Services (CWS) social work staff are enhanced and more effective with follow-up support and feedback that focus on imbedding classroom training concepts. Since 2003, the Department has provided this support through an agreement for mentoring/coaching and field-based training. These services assist staff with the application of core child welfare classroom training received from the Central California Training Academy. The Department's current contract for these services will expire June 30, 2017.

On January 24, 2017, Request for Proposal (RFP) #17-055 for mentoring and field-based training was sent to 1,337 potential bidders. A five-member review committee was established comprised of representatives from the Departments of Social Services and Public Health and from Fresno Unified School District. Two proposals were received by the closing date; however, County Purchasing found one unresponsive and it was excluded from review. The remaining proposal, submitted by VMS Counseling Services, was evaluated based upon the RFP specifications, response quality, proposed services and cost. Strengths of this proposal included VMS' competency-based training model and small group settings for new staff training. By consensus the RFP Review Committee recommended the VMS Counseling Services proposal for funding.

The recommended Agreement allows VMS Family Counseling Services to provide coaching/mentoring and training to CWS supervisory and line social work staff. This will include new and transitioning staff assigned to Emergency Response and ongoing Family Reunification programs. The Department estimates that VMS staff will mentor a minimum of 50 Social Work Supervisors and line staff Social Workers annually. Outcomes include improved social work practice and performance with children and families involved in CWS.

The recommended Agreement will be effective July 12, 2017 through June 30, 2020 and includes the option to extend for two twelve-month periods with the same terms and conditions upon written approval of both parties executed no later than thirty (30) days prior to the beginning of the next twelve-month extension period. The Department Director or designee is authorized to execute such written approval on behalf of the County based on the Contractor's satisfactory performance. The recommended Agreement gives the Department Director or designee authority to terminate the Agreement without cause upon giving 60-days advance written notice.

REFERENCE MATERIAL:

BAI #56, July 15, 2014, Agreement No. A-14-399

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Agreement

CAO ANALYST:

Ronald Alexander