



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Social Services
Department No.: 044
For Agenda Of: March 15, 2022
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Daniel Nielson, Social Services Director
Director(s) (805) 346-7101
Contact Info: Amy Krueger, Deputy Director, Department of Social Services
(805) 346-8351
SUBJECT: Social Services Request to Add 9 Positions

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Other Concurrence: Risk Management, Human Resources

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Adopt the attached amendment to the Salary Resolution, which allocates nine (9) additional full-time (1.0 FTE) positions to the Department of Social Services' authorized position allocations effective March 21, 2022; and
- b) Determine that the activity is not a "Project" subject to California Environmental Quality Act (CEQA) review per CEQA Guideline Section 15378(b)(4), the creation of government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment; and per CEQA Guideline Section 15378(b)(5), since the activity is an organizational or administrative activity of government that will not result in direct or indirect physical changes in the environment.

Summary Text:

The Department of Social Services (Department) is requesting the addition of 9 positions in order to utilize available state and federal funding allocations to increase staffing in existing programs, and meet new program requirements. This request reflects the Department's staffing need above and beyond the use of current vacant positions. The annualized costs for the new positions are 100% funded by state and federal funds. No new County funds are being requested.

Background:

Governed primarily by federal and state mandates, the Department provides a range of services and programs critical to delivering a countywide system of safety, protection, and services for children, families, and older and dependent adults. The Department is requesting 9 additional positions in the following programs:

In-Home Supportive Services (IHSS)

The IHSS program is a state mandated service that provides support services to low-income elderly, blind, and disabled people who would not otherwise be able to safely remain in their homes. Over the past 5 years, the IHSS program has experienced continued caseload growth of approximately 3% year-over-year due to the increasing number of eligible clients. This trend in caseload growth is expected to continue and potentially accelerate as the population of older adults continues to increase. Due to changes in the methodology used to calculate the IHSS Administrative Allocation, the Department has additional funding available to fully fund two (2) additional IHSS Social Worker positions. The addition of these positions will allow the Department to address the growing caseload in this program while continuing to meet applicable mandates.

Adult Protective Services (APS)

The APS program responds to reports of neglect or financial, physical, sexual or psychological abuse of older and/or disabled adults. By 2030, the number of Californians age 65 and older will have increased by more than 30 percent since the APS program was realigned in 2011. The number of seniors becoming homeless or facing homelessness is also reaching disproportionate numbers. Assembly Bill (AB) 135 provides APS with additional tools and structure to address the state's growing aging population. This bill enables the program to provide longer term case management for those with more complex cases; including those who are currently or are at risk of experiencing homelessness. AB 135 also lowers the eligible age to meet the statutory definition of "elder" for purposes of APS services from 65 to 60, allowing counties to investigate and provide services to vulnerable adults five years earlier than previously permissible.

The APS Program Expansion allocation for Fiscal Year (FY) 2021-2022 for Santa Barbara County is \$1,077,594. This additional available funding will allow the Department to fully fund four (4) additional APS Social Worker positions to address the expanded population and growing caseload in this program while continuing to meet applicable mandates. The APS program was realigned in 2011. Therefore, under W&IC section 15750(d), the expansion of providing services to elders 60-64 years old is subject to annual allocation. As outlined by the 2011 Realignment Legislation, counties shall only be required to provide APS services to the expanded age group to the extent that annual state funding is provided. If there is limited or no funding, any services to or activities on behalf of those within the expanded age group can be limited based on the amount of funding available. Counties can, but are not required to, provide services should funding not be available.

Child Welfare Services (CWS)

CWS helps protect children and preserve families by assessing and investigating allegations of child abuse or neglect, offering voluntary or court-ordered services to ensure child safety in the home, and arranging placements and services for children for whom a safe return home is not possible.

Emergency Response Enhancement Funds

CWS emergency response programs workloads are time sensitive and often involve very complex situations. With the heightened stress and constraints families experienced during the COVID-19 pandemic, the CWS workforce has been faced with many new challenges. Schools were shut down and businesses were closed, leaving many families and children vulnerable. The heightened stress and trauma experienced by some families also led to more complex concerns, which, in turn increase social worker workloads. Additional support is warranted given these increased needs.

Santa Barbara County has been allocated \$819,462 of state general funds for the purpose of enhancing the existing county CWS emergency response services including an increase in staff for hotline and investigation functions. This additional funding will allow the Department to fully fund two (2) additional CWS Case Aide positions to divert administrative activities away from emergency response program staff in order to focus on core social work activities. These funds are available for encumbrance or expenditure until June 30, 2025. Should this funding be decreased or discontinued, the Department has the ability to absorb these positions through regular attrition.

Family First Transition Act (FFTA) Transition Grant Allocation

On December 20, 2019, the federal government enacted P.L. 116-94, including the FFTA which provides one-time flexible funding to states to assist with the implementation of Family First Prevention Services Act (FFPSA). This funding can be used to provide prevention and intervention services as well as to support activities directly associated with the implementation of FFPSA.

Santa Barbara County has been allocated \$427,775 which will allow the Department to fund one (1) Department Business Specialist I/II position to provide administrative support for implementation activities including asset mapping, data analysis, and reporting requirements. These funds are available for expenditure through federal FY 2025. Should this funding be decreased or discontinued, the Department has the ability to absorb these positions through regular attrition.

Approval of the recommended actions will allow the Department to add the following positions:

1. Two (2) 2.0 FTE IHSS Social Worker
2. Four (4) 4.0 FTE APS Social Worker
3. Two (2) 2.0 FTE CWS Case Aide
4. One (1) 1.0 FTE Department Business Specialist I/II

Fiscal and Facilities Impacts:

Budgeted: No

Fiscal Analysis:

<u>Funding Sources</u>	<u>FY 2021-2022</u>	<u>Annualized On-going Cost</u>	<u>Total Project Cost</u>
General Fund			
State	\$ 203,470	\$ 813,880	
Federal	\$ 63,093	\$ 252,373	
Fees			
Other:			
Total	\$ 266,563	\$ 1,066,253	

Narrative:

These costs are associated with the addition of nine regular ongoing positions. The funding for these costs is provided through a combination of state (76.3%) and federal (23.7%) allocations. The annual cost of these positions is \$1,066,253. The cost for FY 2021-2022 is \$266,563 that is a projected total cost for the balance of the fiscal year. These positions are included in the FY 2022-2023 Recommended Budget. There is no impact to General Fund.

Staffing Impacts: -

Legal Positions:
Add 9 new

FTEs:
Add 9.0

Special Instructions:

Please scan, email and send a copy of the minute order and fully-executed salary resolution to:

1. DSS Contracts Unit
C/O Tricia Beebe, Contracts Coordinator
2125 S. Centerpointe Parkway, 3rd Floor
Santa Maria, CA 93455
T.Beebe@sbcsocialserv.org

2. Tracy Rogers, Workforce Planning Division
Human Resources
trogers@countyofsb.org

Attachments:

1. Attachment 1 – Salary Resolution

Authored by:

Amy Krueger, Deputy Director, Department of Social Services