



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: September, 18, 2012
Placement: Departmental
Estimated Tme: 30 Minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Kathy Gallagher, Director, Department of Social Services
Director(s)
Contact Info: Kathy Gallagher, Director, Department of Social Services, 681-4451

SUBJECT: **Department of Social Services Request to Add 39 Positions**

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form:

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

- 1) Adopt the attached Resolution adding 39 positions to the Department of Social Services, effective September 17, 2012, needed to facilitate the implementation of new legal mandates;
- 2) Approve attached Budget Revision Request (BJE No. 0002511) to increase salary and benefit appropriations by \$1,518,943, recognize unanticipated revenue in the amount \$1,487,799 and increase the use of Social Services Special Revenue fund balance in the amount of \$31,144 to fund 39 positions for 50% of the fiscal year. **(4/5 vote required)**

Summary Text:

The Department of Social Services is requesting the addition of 39 positions in order to meet new mandates emanating from recently enacted State and Federal laws and from a statewide lawsuit. DSS has not added any classified positions since 2006/07 in spite of significant workload impacts brought on by the longest economic downturn in history. In the FY 12/13 adopted budget, a total of 685 positions were approved, and with the approval of this request, adopted positions will be 724. This request reflects the department's staffing need above and beyond the use of current vacant positions. Federal and State Revenues are funding 98% of the annualized costs for the new positions. The small County share is already contained in the department budgeted reserves. No new County funds are being requested.

Background:

The Department of Social Services is tasked with operating numerous programs mandated in Federal and/or State law. As has been documented over the past several years, the recession and economic downturn has significantly increased applications and demands for cash assistance, food stamps and Medi-Cal coverage. During these difficult times, DSS has not added any classified positions. Authorized positions have remained at or below 686 since FY 2006/07, while caseloads in all programs have increased an average of 50%. The Department nearly depleted its reserves managing this new workload through the use of overtime and extra-help staff only.

One of these mandated programs is the Medi-Cal program (Federal Medicaid program). DSS conducts the eligibility determinations for assistance and provides on-going case management and redeterminations of eligibility. DSS is not a health service provider. Contained in the FY 12/13 State budget passed by the Legislature in June (AB 1494) is a provision to eliminate the Healthy Families program which has been operated by the Managed Risk Medical Insurance Board (MRMIB) and transition those recipients to the Medi-Cal program, effective January 2013 in Santa Barbara County. Also included in AB 1494 is a provision requiring the income eligibility threshold for children to be increased to 250% of the Federal Poverty Level. Both of these changes will serve to increase the Medi-Cal caseload and workload in the department. It is currently known that approximately 11,000 children receive Healthy Families benefits through either CenCal Health or Blue Shield. We estimate that approximately 25% of these children are already known to our department, for instance the family is receiving CalFresh benefits. Therefore the staffing estimate is based on a new workload of 8,750 children. Additionally, new applications are expected to increase by at least 250 per month thus increasing intake workload and necessitating additional staff. This transition is fully funded by Federal and State revenue with no impact on the County General Fund.

CalFresh (formerly Food Stamps) has grown over 80% since 2006/07, reaching a current caseload of 13,992 (31,541 individuals). No new positions have been added over the years to handle this workload; rather staff has seen their caseloads increase to historical highs. Local non-profits have been absorbing more and more of the demand from low-income families in need of food, and as a result independently sought and received a federal grant to redirect their clients to CalFresh. These new applicants in addition to current trend analysis for intakes and on-going case management will result in an estimated 1,000 new cases annually. Some additional positions are needed to handle this caseload growth, which is fully funded by the Federal and State revenue, with no impact on the County General Fund.

Child Welfare Services has two new mandates which require added positions. First, Extended Foster Care (AB 12) requires that the Foster Care program offer placement, support and services to foster youth from age 18 to age 21. This mandate was implemented last year however no new positions were added. In 2012 the caseload is anticipated to reach 40 youth, with another 35 becoming eligible in 2013. CWS can no longer manage these youth with existing staff alone, therefore we are requesting additional positions. The majority of the cost is covered by the CWS allocation which contains funding for this program. There is no additional county share for this program.

Second is *Katie A., et.al. v. Diana Bonta, et.al.*, a class action lawsuit originating in Los Angeles County which mandates specified mental health services for children in the child welfare system. Specific duties are prescribed for CWS which includes assessing as many as 3,000 children annually for mental health referral. The State Implementation Plan was filed with the U.S. District Court on August 28, 2012 and requires counties to begin providing services in two distinct programs no later than January 1, 2013. Additional service requirements will roll out on a phased-in basis throughout 2013. This will

require the addition of some social worker positions, funded primarily by federal and state revenue, with a small county share which will be funded by DSS budgeted reserves.

The Workforce Investment Act/Board is federally funded to provide youth development services. Two positions have been filled with extra-help staff while budget adjustments and program design changes were finalized. Extra-help staff is temporary and time-limited staff. Losing competent, trained staff is inefficient and leads to failures to achieve mandated performance goals and audit exceptions. Funding allocations are tied to the youth performance measures and if funding is reduced, fewer youth can be served. There is now a need to make these positions permanent by adding two classified positions, both of which are fully funded by Federal revenue with no County cost.

The Department has identified 36 separate key projects in FY 12/13 that have statutory and/or regulatory mandates behind them. Some of these projects and mandates have been outlined above. At the same time we must begin planning for the department's key role in the implementation of the Affordable Care Act (Health Care Reform) which contains a major Medi-Cal component. Enrollment is required to begin in October 2013. To meet these demands, we are establishing a Planning and Development division which will be responsible for department-wide project management, strategic planning, program development, grant procurement and coordination, research and data management, communication and outreach, and legislative analysis and tracking. To support these functions we are redirecting some existing positions, however the new mandates and requirements necessitate the addition of some classified positions. These positions and their functions can be charged to existing revenue sources, and will result in only a small general fund cost which will be funded by DSS.

The positions listed in the attachments represent the minimum level of staffing needed to achieve the newly mandated outcomes contained in Federal and State statute and outlined in this section. The department has successfully managed its revenue and budget over the years without requiring additional County support, and without adding new positions during the longest recession in history. Without these additional positions, we will not be able to meet new required mandates, and the County may be at risk of sanctions and audit claims. We feel strongly that these positions should be approved.

Performance Measure:

Performance measures will be established as part of the planning and implementation process for each of the mandated projects, as required by the particular program statutes and regulations.

Impacts:

These 39 positions will be funded 98% with Federal and State funding with the remaining 2% being funded through the Department of Social Services' special revenue funds. There is sufficient Department fund balance to cover the local share of \$31,143 in FY 2012/2013.

Human Resources has reviewed and classified these new positions. We do not anticipate that we will be able to recruit and hire all these positions before January 2013. This BRR increases salary and benefits appropriations, increases anticipated revenue and use of special revenue funds with the anticipated hiring date of January, 2013.

There will be no facilities impact. These positions will be located in existing buildings.

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State/Federal	\$ 1,487,800.00	\$ 2,975,600.00	
Fees			
Special Revenue	\$ 31,143.00	\$ 62,287.00	
Total	\$ 1,518,943.00	\$ 3,037,887.00	\$ -

Staffing Impacts:

Legal Positions: 39 **FTEs:** 19.5 in FY
2012/13; 39
thereafter

Special Instructions:

After execution by the Chair, please return one (1) certified copy of the minute order to Diana Klopp, Department of Social Services.

Attachments:

Personnel Resolution
BJE – 0002511

Authored by:

Kathy Gallagher, Director, Department of Social Services

cc: