



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:** April 4, 2023  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

**FROM:** Department Daniel Nielson, Director, Department of Social Services  
Director(s) (805) 346-7101  
Contact Info: Amy Krueger, Deputy Director, Adult and Children Services  
(805) 346-8351

**SUBJECT:** Social Services amendment to a Salary Resolution allocating additional nineteen (19) FTEs

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**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 a Resolution amending the Salary Resolution to allocate nineteen (19) additional full-time (1.0 FTE) positions to the Department of Social Services' authorized position allocations effective April 17, 2023; 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.

**Summary Text:**

The Department of Social Services (Department) is requesting the addition of 19 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 19 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 4% 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. The Department currently has sufficient IHSS Administrative Allocation 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.

### **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. Over the last several years with implementation of initiatives such as Katie A, Continuum of Care Reform, Family First Prevention Services, as well as the lasting impacts of Covid-19, CWS workloads have grown increasingly more complex and administratively burdensome. New mandates in regards to investigations, assessments, placement, case planning, service coordination and delivery, and documentation have continued to increase and significantly impact both the social work and administrative requirements of CWS Social Workers. With the growing complexity of the work and the additional workload, additional staffing for the program is critical to ensure CWS Social Workers are able to meet their legal mandates, ensure child safety, and provide quality services to the children and families in our community.

The Department currently has sufficient state and federal CWS Allocation sources available to fully fund five (5) CWS Social Worker Positions to address this increased workload, as well as ten (10) additional CWS Case Aide positions, and two (2) Administrative Office Professionals to divert administrative and support activities away from CWS Social Workers and allow them to focus on core social work activities as recommended by KPMG. Should this funding be decreased or discontinued for any reason, the Department has the ability to absorb these positions through regular attrition. Additionally, we will re-visit our anticipated 1991 and 2011 realignment revenue estimates following the Governor's revised budget that will be released in mid-May to determine if any adjustments need to be made to our staffing plans.

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

1. Two (2) 1.0 FTE IHSS Social Worker
2. Five (5) 1.0 FTE CWS Social Worker
3. Ten (10) 1.0 FTE CWS Case Aide
4. Two (2) 1.0 FTE Administrative Office Professional I/II

**Fiscal and Facilities Impacts:**

Budgeted: No

**Fiscal Analysis:**

<b><u>Funding Sources</u></b>	<b><u>FY 2022-2023</u></b>		<b><u>Annualized</u></b>		<b><u>Total One-Time</u></b>
	<b><u>Cost:</u></b>		<b><u>On-going Cost:</u></b>		<b><u>Project Cost</u></b>
General Fund					
State	\$	15,201	\$	96,765	
Federal	\$	90,890	\$	578,793	
Fees					
Other: 2011RE	\$	146,927	\$	935,700	
Total	\$	253,018	\$	1,611,258	\$ -

**Narrative:**

These costs are associated with the addition of nineteen (19) regular ongoing positions. The funding for these costs is provided through a combination of state (6.0%), federal (35.9%), and State 2011 Realignment (58.1%) allocations. The annual cost of these positions is \$1,611,258. The projected cost for the balance of FY 2022-2023 is \$253,018, which will be absorbed within existing appropriations.

These positions are included in the FY 2023-2024 Recommended Budget. There is no impact to General Fund.

**Staffing Impacts:**

**Legal Positions:**

Add 19 new

**FTEs:**

Add 19.0

**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  
[TBeebe@countyofsb.org](mailto:TBeebe@countyofsb.org)

**Attachments:**

1. Attachment 1 – Salary Resolution

**Authored by:**

Amy Krueger, Deputy Director, Department of Social Services