



Agenda Date: 11/22/2005
Agenda Placement: 6T

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Barbara Scriven for Mark Gregersen - Acting Director
Human Resources
REPORT BY: Barbara Scriven, Human Resources Analyst III, 253-4000
SUBJECT: Amend the Departmental Allocation List - HHS

RECOMMENDATION

Acting Human Resources Director requests adoption of a resolution amending the Departmental Allocation List for the Social Services Division of the Health and Human Services Agency with regards to the following actions, effective December 3, 2005:

1. Delete:
 - a. Two (2) Social Worker IV Limited Term (LT) through June 30, 2006; and
 - b. One (1) Staff Services Analyst I/II LT through June 30, 2006;
2. Add:
 - a. Two (2) Social Worker IV;
 - b. One (1) Staff Services Analyst I/II;
 - c. One (1) .5 Office Assistant II LT through June 30, 2007; and
 - d. One (1) Social Worker IV LT through June 30, 2007.

EXECUTIVE SUMMARY

Amends the Departmental Allocation for the Social Services division of the Health and Human Services Agency effective December 3, 2005.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	The Staff Services Analyst I/II (in 2b. above) and the two Social Worker IVs (in 2a. above) are budgeted in Social Services and funded by the Housing

Authority of the City of Napa, the CalWORKS Single Allocation, and AB 1913.

The .5 Limited Term Office Assistant (in 2c. above) and the 1.0 Limited Term Social Worker IV (in 2d. above) will be funded by the Child Welfare Services Outcome Improvement Project funding.

Is it Mandatory or Discretionary? Discretionary

Discretionary Justification: Without the Social Worker IV and Office Assistant II Limited Term positions, the department will be unable to perform the activities necessary to meet the outcomes required under AB 636 (The Child Welfare System and Improvement Accountability Act of 2001). Furthermore, the Child Welfare Services Outcome Improvement Project funding will not be utilized and will need to be returned to the state.

Is the general fund affected? No

Future fiscal impact: The Health and Human Services Agency will apply for a continuation of Child Welfare Services Outcome Improvement Project funding to fund the two Limited Term positions from July 1, 2006 through June 30, 2007.

Consequences if not approved: See above.

Additional Information: None

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Agency is converting these three positions (one Staff Services Analyst I/II and two Social Workers) from limited term to regular full-time positions due to State regulations. This change is occurring per California Code of Regulations Local Agency Personnel Standards (LAPS) which governs Social Services positions. Limited Term Appointment Section §17486 of the LAPS rules states, "The duration of limited term appointments shall be for no longer than one day less than the probationary period." The LAPS probationary period is one year. While the County allows for LT positions to be filled for longer than one year, LAPS rules requires the person in the position to be converted to a regular employee or for the person to be laid off or terminated.

The Child Welfare System Improvement and Accountability Act of 2001 (AB 636) came about as a response to an unfavorable federal review of California's child welfare system. The intention of the legislation is to improve outcomes for children in the child welfare system. In working toward these outcomes, counties (and the State) are held accountable for measurable outcomes.

The focused intent of AB 636 is to improve outcomes in safety, permanence, and wellbeing. In order to move forward in this process, several county requirements were put into place by the State: counties conduct self-assessments, submit a System Improvement Plan (SIP) to the State and update it annually, and conduct peer quality case reviews. In Napa County, our System Improvement Plan focus is in three primary areas: ensuring that children are protected from abuse and neglect, improving the transition of foster youth to adulthood, and improving

foster parent recruitment and retention.

Approval of the recommended action will implement the necessary amendments to the departmental allocation list to comply with the requirements of LAPS and AB 636.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Andrew Carey