

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: COMMUNITY SERVICES AGENCY

BOARD AGENDA # *B-2

Urgent Routine

AGENDA DATE OCTOBER 16, 2001

CEO Concurs with Recommendation YES pk NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

APPROVAL OF THE CORRECTION TO THE FAMILY SERVICES RECLASSIFICATION PLAN AND AMENDMENTS TO THE SALARY AND POSITION ALLOCATION.

STAFF
RECOMMEN-
DATIONS:

1. APPROVE THE CORRECTION OF SALARY RANGE FOR THE FAMILY SERVICES SUPERVISOR INTERN IN ATTACHMENT 1 TO TAKE EFFECT JULY 15, 2001, THE SECOND PAY PERIOD BEGINNING IN FY 2001/02.

FISCAL
IMPACT:

The increased cost of salaries to correct the salary range for the nine affected employees is estimated to be \$14,787 annually, or \$1,643 per employee. Appropriations and estimated revenues for the increased salaries have already been included in the Agency's budget, Fund 1631, for FY 2001/2002. Most of the staff salaries affected by this correction are federal and state funded or subject to Maintenance of Effort requirements, which are met with existing program operations. There is no additional impact to the County General Fund as a result of the correction.

BOARD ACTION AS FOLLOWS:

No. 2001-802

On motion of Supervisor Caruso, Seconded by Supervisor Blom
and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy



File No.

APPROVAL OF THE CORRECTION TO THE FAMILY SERVICES RECLASSIFICATION PLAN AND AMENDMENTS TO THE SALARY AND POSITION ALLOCATION.

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DISCUSSION: On July 10, 2001, the Board of Supervisors approved a comprehensive reclassification plan submitted by the Community Services Agency (CSA) and the Department of Employment and Training (DET). This plan recognized the added responsibilities and demands on caseworkers imposed by welfare reform and the Workforce Investment Act of 1998.

This plan eliminated eleven job classifications in the Eligibility Worker, Employment Coordinator, and Employment and Training Specialist series and replaced them with 5 new job classifications, Family Services Specialist I – IV and Family Services Supervisor.

As some of the minimum education requirements were changed a transition plan was implemented so that current employees would not be adversely affected by moving to the new structure. A temporary Internship classification was approved to provide current incumbents an opportunity to meet the requirements for the new position. As approved, this temporary classification will be abolished no later than July 15, 2005.

The salary for the Family Service Specialist III and IV Interns was approved at 98% of the regular salary for these classifications. The Family Service Supervisor Intern salary was adopted at 92.8% of the regular salary for that classification. This resulted in a negative, that is, a reduction in wage, for Family Services Supervisor Interns on Steps 3, 4, or 5. To counter this negative impact, the nine affected employees were "Y" rated at their Eligibility Supervisor salary.

This was an inadvertent oversight by the full committee, which included both labor and management. Our goal with the internship program was to encourage staff requiring additional education to meet the new minimum requirements. There was never an intention to have a detrimental impact on the Eligibility Supervisors entering the internship program.

To correct this oversight, CSA recommends the Family Services Supervisor Intern salary be 98% of the regular salary for this position, as outlined in Attachment 1. Setting the intern salary at 98% would be consistent with the intern salary adopted for the Family Services Specialist III and IV classifications.

It is further requested that this correction be retroactive to the date of the original approval of the reclassification plan, July 15, 2001, the second pay period of FY 2001/02.

As DET did not formerly use the Eligibility Supervisor classification, this recommendation only affects positions at CSA. The salary recommendation affects a maximum of nine positions for an estimated annual cost of \$14,787 or \$1,643 per employee affected.

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POLICY

ISSUE:

This correction and the original reclassification plan is consistent with the Board of Supervisor's priority of creating and maintaining efficient government operations.

STAFFING

IMPACT:

This will set the Family Services Supervisor Intern salary rate to be consistent with the intern salary rate set for the Family Services Specialist III and IV classifications, at 98% of the regular salary for these classifications.

COMMUNITY SERVICES AGENCY PROPOSED CORRECTION FOR FAMILY SERVICES SUPERVISOR INTERN SALARY RATES

Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Family Services Supervisor (FS Sup)	19.29	20.25	21.26	22.32	23.44
	1,543.20	1,620.00	1,700.80	1,785.60	1,875.20
	3,343.60	3,510.00	3,685.07	3,868.80	4,062.93
	40,123.20	42,120.00	44,220.80	46,425.60	48,755.20
Family Services Supervisor Intern (98% of FS Sup Salary)	18.90	19.85	20.84	21.88	22.97
	1,512.00	1,588.00	1,667.20	1,750.40	1,837.60
	3,276.00	3,440.67	3,612.27	3,792.53	3,981.47
	39,312.00	41,288.00	43,347.20	45,510.40	47,777.60