



Solano County

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Meeting Minutes - Action Only Board of Supervisors

Erin Hannigan (Dist. 1) Chairwoman

(707) 553-5363

Monica Brown (Dist. 2), Vice-Chair

(707) 784-3031

James P. Spering (Dist. 3)

(707) 784-6136

John M. Vasquez (Dist. 4)

(707) 784-6129

Skip Thomson (Dist. 5)

(707) 784-6130

Tuesday, June 4, 2019

8:30 AM

Board of Supervisors Chambers

24 [19-429](#) Consider adopting a resolution amending the Position Allocation List to add 1.0 FTE Health Chief Deputy/Health Officer - TBD, add 1.0 FTE Behavioral Health Chief Deputy - TBD, add 1.0 FTE Human Services Chief Deputy - TBD, add 1.0 FTE Administration Chief Deputy - TBD, add 1.0 FTE Administrative Services Administrator - TBD, add 1.0 FTE Grant Writer - TBD, add 3.0 FTE Administrative Secretary, add 2.0 FTE Social Worker II (navigator positions), add 2.0 FTE Public Health Nurses (navigator positions), and delete 3.0 vacant FTE - TBD by July 14, 2019 to implement the proposed reorganization of the Department of Health and Social Services to support client/population-centric service delivery

Director of Health and Social Services Gerald Huber provided an overview of the item.

A) Joanne Godreau, SEIU Local 1021, commented that the union was supportive but had concerns with the number of staffing changes being proposed, the number of allocated positions being filled verses new positions, consistent vacancy rates, agreement with administrators, grant writers, navigator positions with later revisiting, concerns with 3 deleted vacant positions, concerns with four Chief Deputy and 3 Administrative Secretary positions.

Hannigan, Ms. Godreau advised that discussions with Mr. Huber had been taking place regarding the concerns.

Hannigan, Dr. Bela Matyas advised that the vacancy rate had been consistently 5% and was the norm for the industry. He advised that it

Hannigan, Birgitta Corsello provided information on removal of positions and ?

Hannigan commented that there were a lot more jobs being posted and shared on social media

Thomson - the navigator positions - 3?

Huber - currently have none, they are community coordinators for homeless outreach

Dr. Matyas provided information on the proposed roles of the navigators.

Thomson - agree with navigator positions, goal is to bring more people through the system quicker, will need to have intake folks to take care of it

Dr. Matyas advised that the number of clients won't change but the experience for the client will improve, expect that there will be less impact on intake workload.

Thomson - have had a number of calls and conversations with intake workers who have concerns about increasing workload

Dr. Matyas noted that the intake workload was dictated by the economy and advised that the navigators would decrease the workload, would improve the capacity to ensure efficiency, it is a pilot

Thomson, 162 positions, Mr. Huber noted that the positions were distributed across all the divisions, working with HR to fill these positions, need to make sure we have the managers and supervisors to work with HR to streamline the hiring process

Hannigan, Ms. Corsello noted that there were 3 HR analysts assigned to it, the Board increased this number in February.

Vasquez, changes lead to unanticipated issues, how can you prove this is going to work....

Mr. Huber advised that there were four positions vacant in the executive team, challenges presented a need for the department to get the supervisory structure in place

Vasquez - compliance aspect is driving it

Huber advised that there would be more audits coming from the federal and state, have to make sure we have the program integrity to be in compliance, considerable cost of not meeting compliance

Brown, Employment and Eligibility Administrator Kelly Crutison? provided information on the length of time that clients received their benefits, 90% of clients were in compliance of the time frame,

Brown, Mr. Huber provided information on.... Dr. Matyas provided information on intake procedures and efforts to optimize the ability to help clients navigate through what was available to them.

Brown, Mr. Huber noted that the focus was on person-centered services, need management team to support workers, information on grant

opportunities through Gresky? by having integration

Hannigan, the message is correct, what we are hearing is that management is being expanded but not customer facing positions, extremely difficult to supervise varied educated levels of customer facing positions, time to get started on moving this, motion to support this

Huber - projected funding and its sources,

Hannigan - looking forward to seeing results

Spering - 162 vacancies, total number of employees

Corsello - just under 1300 employees in the dept

Spering, Dr. Matyas advised that the dept was poorer than comparable counties in regards to current structure, Huber advised that he was advocating for internal promotion for all of the positions

Spering, Birgitta please instruct HR to focus on internal promotions for positions, we need to look at how to be more competitive....feel this is the right move at this time, other issues about filling vacancies and helping line staff that need to be resolved, seconded the motion

Vasquez - coming back to evaluate where you are at down the road? setting benchmarks...

Dr. Matyas - proposed to report back as benchmarks are achieved and at least annually

On motion of Chairwoman Hannigan, seconded by Supervisor Spering, the Board adopted Resolution No. 2019 - 127 amending the Position Allocation List to add 1.0 FTE Health Chief Deputy/Health Officer - TBD, add 1.0 FTE Behavioral Health Chief Deputy - TBD, add 1.0 FTE Human Services Chief Deputy - TBD, add 1.0 FTE Administration Chief Deputy - TBD, add 1.0 FTE Administrative Services Administrator - TBD, add 1.0 FTE Grant Writer - TBD, add 3.0 FTE Administrative Secretary, add 2.0 FTE Social Worker II (navigator positions), add 2.0 FTE Public Health Nurses (navigator positions), and delete 3.0 vacant FTE - TBD by July 14, 2019 to implement the proposed reorganization of the Department of Health and Social Services to support client/population-centric service delivery. So ordered by 5-0 vote. (see Resolution Book)

Enactment No: Resolution 2019-127