



Agenda Submittal

Agenda #: 8 **Status:** Approved
Type: Resolution **Department:** Health and Social Services
File #: 17-688 **Contact:** Gerald Huber, 784-8400
Agenda date: 9/26/2017 **Final action:** 9/26/2017
Title: Adopt a resolution amending the List of Numbers and Classifications of Positions to reclassify 1.0 Full-Time Equivalent (FTE) Social Worker III to a 1.0 FTE Mental Health Clinical Supervisor in the Department of Health & Social Services (H&SS) Public Health Division, Maternal, Child and Adolescent Health Bureau
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. Adopted Resolution, 3. Minute Order

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|---------|--------|
| 9/26/2017 | 1 | Board of Supervisors | Adopted | |

Published Notice Required? Yes _____ No X
Public Hearing Required? Yes _____ No X

DEPARTMENTAL RECOMMENDATION:

The Department of Health & Social Services (H&SS) recommends the Board adopt a resolution amending the List of Numbers and Classifications of Positions to reclassify 1.0 Full-Time Equivalent (FTE) Social Worker III to a 1.0 FTE Mental Health Clinical Supervisor in the Public Health Division, Maternal, Child and Adolescent Health Bureau.

SUMMARY:

On April 28, 2015, H&SS’s Public Health Division, Maternal, Child and Adolescent Health Bureau (MCAH) received accreditation from the Healthy Families America National Office for implementing the evidence-based Healthy Families America (HFA) home visiting program. In order to receive and maintain accreditation, MCAH must provide evidence of program implementation adherence to HFA model standards. The HFA model standards require home visitors to receive clinical and administrative oversight and supervision to maintain model fidelity when delivering services to families. The duties performed by the Social Worker III (incumbent) are consistent with the duties of the Mental Health Clinical Supervisor classification. Reclassification will more accurately demonstrate the required clinical skills and knowledge to provide the services to Solano County children and families. Reclassification will also ensure recruitment of more suitably qualified candidates for the unique duties of the position in the future.

FINANCIAL IMPACT:

There are no County General Funds supporting this position or the HFA Program. HFA is funded by Intergovernmental Transfer Funds and CalWORKS Temporary Assistance for Needy Families (TANF) funds. The difference between the Social Worker III and Mental Health Clinical Supervisor classifications associated with salaries and benefits is \$10,094 per year, which has been anticipated and projected in the County Budget for Fiscal Year FY2017/18 and the funders’ budgets.

DISCUSSION:

The HFA program is charged with serving high-risk, overburdened families to cultivate and strengthen nurturing parent-child relationships, and with promoting healthy childhood growth and development by reducing risks and building protective factors to enhance family functioning. Between January 2013 and January 2017, the program has served over 210 families and their newborns. In this short time, the program has seen outcomes that include the following:

- Nearly all clients (97%) have accessed early prenatal care during the first trimester of pregnancy;
- Nearly all infants (97%) have been born at optimal weight-greater than 2500 grams (or approximately 5.5 pounds);
- Nearly all families (99.5%) have been able to avoid entering or re-entering the Child Protective Services system;
- More than four of five (83%) children have received two or more developmental screens; and,
- All children (100%) have a medical home (linkage to a health care provider).

Currently, a Social Worker III provides oversight of the HFA team and other members of the MCAH Bureau who are required to have consultation with a Licensed Clinical Social Worker (LCSW). The current incumbent is an LCSW. The HFA team consists of a Health Education Specialist, five (5) Health Assistants (Home Visitors), an Office Assistant II, a Data Entry Technician and a Program Manager. The other staff members who receive oversight and consultation from the LCSW include Social Worker III's, Mental Health Clinicians, and Public Health Nurses in MCAH. The oversight of these positions is more appropriate to be provided by a Mental Health Clinical Supervisor, which would also help the HFA Program meet standards set by the evidence-based program's HFA National Office.

These and other duties currently performed by the incumbent, requiring specific clinical knowledge and skills, are outside of the Social Worker III classification and are more accurately incorporated in the Mental Health Clinical Supervisor classification.

The Mental Health Clinical Supervisor will also aid the HFA Program by meeting the required National Accreditation Standards for program implementation and continued accreditation by conducting continuous quality improvement, reviewing and analyzing program data and assuring adherence to program policies and procedures. In addition, the Mental Health Clinical Supervisor will provide clinical evaluation and support to MCAH Bureau Social Worker III's and a Mental Health Clinician.

ALTERNATIVES:

The Board could choose not to adopt the resolution approving the reclassification of the Social Worker III to a Mental Health Clinical Supervisor position in H&SS. This is not recommended as the evidence-based Healthy Families America Program requires adherence to standards for continued program accreditation in order to meet the needs of Solano County's vulnerable population. In addition, by not approving the reclassification, it would limit the ability to efficiently manage direct service staff, meet the operational goals of the MCAH Bureau and maintain Healthy Families America Program accreditation.

OTHER AGENCY INVOLVEMENT:

H&SS worked with the County Administrator's Office and the Department of Human Resources on this Board item.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION