



# COUNTY OF HUMBOLDT

For the meeting of: 8/20/2019

---

File #: 19-1129

---

**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**SUBJECT:**

Amendment of the July 1, 2017 - June 30, 2020 Compensation Plan for American Federation Of State, County & Municipal Employees (AFSCME) to include the new job class of Social Worker III

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt the new classification of Social Worker III (class 0727, salary range 475, unit 219) into the classification plan; and
2. Adopt Resolution No. \_\_\_\_\_ Attachment A approving the amendment of Appendix A of the July 1, 2017 - June 30, 2020 American Federation Of State, County & Municipal Employees (AFSCME) Memorandum of Understanding to include the new job class of Social Worker III (class 0727, salary range 475, unit 219) effective immediately following approval by the Board.

**SOURCE OF FUNDING:**

General Fund

**DISCUSSION:**

The recommendation included in this agenda item concerns the continued reorganization of the Public Defenders' Office and the proposed addition of a Social Worker III to provide significant support to clients of the Public Defender's office who are homeless under the California Business, Consumer Services and Housing Agency's Homeless Emergency Aid Program (HEAP) as approved by the Board of Supervisors on Jan. 22, 2019. The perpetual changing demands and growth in services provided by the Public Defenders' Office support the need in revising the current job class of Social Worker III to a county position, which will support and build upon the continued efforts in the reorganization of the Public Defenders' Office.

**FINANCIAL IMPACT:**

There is no financial impact for adopting the new job class of Social Worker III. A financial impact will not be realized until the Public Defender returns to the Board to request the allocation of a Social

Worker III position. At that point the Public Defender will need to show the source of funding to fund the position. The annual salary and benefits for 1.0 full-time equivalent Social Worker III is approximately \$93,534.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service.

OTHER AGENCY INVOLVEMENT:

Public Defenders' Office

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve the adoption of the new classification of Social Worker III. However, this is not recommended as it will have a negative impact on the Public Defenders' ability to meet the needs of the community.

ATTACHMENTS:

- A. Resolution No. \_\_\_\_\_
- B. Job Specification for Social Worker III

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-19  
Meeting of: August 21, 2018  
File No.: 18-1357