

AMENDMENT TO COMM. 7E-12 (2018)

DELETE the resolution in its entirety and REPLACE with the following:

WHEREAS, the Department of Social Services, in consultation with the Departments of Personnel and Labor Relations, hereby requests approval to merge and upgrade certain positions within the County of Erie; and

WHEREAS, the Department of Social Services risks losing existing employees, and not being able to attract and retain new employees, if the salary of certain positions is not adjusted; and

WHEREAS, due to the inability of Erie County and CSEA to negotiate a successor collective bargaining agreement for seven years, the salaries of certain titles in the Department of Social Services have fallen below the salaries of similar workers in comparable counties; and

WHEREAS, the below market wages have resulted in significant turnover and inability to attract quality applicants for non-clerical entry-level positions the Division of Family Wellness; and

WHEREAS, in a comparison of other large-sized counties, it was found that most counties besides Erie used an identical job title for its Child Protective Service employees and its Children Services employees; and

WHEREAS, the Department of Social Services wishes to merge the titles used in the Division of Family Wellness, including, but not limited to Child Protective Service, Children Service and Adult Protective Services, to allow for greater administrative flexibility in assigning employees between the units within the division.

NOW, THEREFORE, BE IT

RESOLVED, that the Personnel Officer is authorized to merge and certify the civil service lists of Child Protective Worker, Caseworker and Social Caseworker I into Caseworker; and be it further

RESOLVED, that the Personnel Officer is authorized to merge and certify the civil service lists of Senior Child Protective Worker, Senior Caseworker and Social Caseworker II into Senior Caseworker; and be it further

RESOLVED, that all Child Protective Worker and Social Caseworker I positions be retitled to be Caseworker positions, and all current incumbents maintain their permanency; and be it further

RESOLVED, that all Senior Child Protective Worker and Social Caseworker II positions be retitled to be Senior Caseworker positions, and all current incumbents maintain their permanency; and be it further

RESOLVED, that the Caseworker job title be reallocated from a Job Group 7 to a Job Group 9; and be it further

RESOLVED, that the Senior Caseworker job title be reallocated from a Job Group 9 to a Job Group 10; and be it further

RESOLVED, that all personnel adjustments outlined above shall apply to the comparable job titles of Caseworker (Spanish Speaking), Senior Caseworker (Spanish Speaking), Child Protective Worker (Spanish Speaking), Child Protective Worker (PT), and Senior Caseworker (Domestic Violence); and be it further

RESOLVED, that subsequent salary increases for employees in these positions follow the salary scale schedules and other relevant provisions contained in the appropriate Collective Bargaining Agreement; and be it further

RESOLVED, all incumbents moved into a higher job group as a result of this resolution maintain their current step and anniversary date; and be it further

RESOLVED, all civil service employees that are a job group 10 or higher that directly provide child protective services pursuant to Title 6 of the social services law, or supervise child protective services workers, and have three-years or more experience in child protective services, shall be provided a \$1.75 per hour stipend for hours worked in child protective services; and be it further

RESOLVED, that the following budget adjustments are hereby authorized in the 2018 Budget of the Department of Social Services in order to fund the personnel adjustments;

2018 Budget
Department of Social Services

Revenue	Increase/(Decrease)
407540 State Aid Social Serv. Adm.	412,302
411540 Federal Aid Social Serv. Admin.	<u>160,340</u>
Total Revenue	572,642
 Expense	
500000 Full Time Salaries	696,886
500350 Other Employee Payment	248,510
 500010 Part Time Salaries	 6,095
501000 Overtime	68,239
502000 Fringe Benefits	107,971
525000 Medicaid	<u>(555,059)</u>

Total Expense	572,642
Net	0

and be it further

RESOLVED, that the Director of Budget and Management is hereby authorized to make interdepartmental billing budget adjustments to properly budget for the implementation of this resolution; and be it further

RESOLVED, that the Commissioner of Labor Relations shall engage the CSEA in “impact negotiations” , with respect to any contractual issues that may arise as a result of these changes: and be it future

RESOLVED, that all payroll and personnel adjustments provided for in this resolution shall take effect as soon as practicable; and be it further

RESOLVED, that the Director of Budget and Management is hereby authorized to make any and all required budgetary adjustments in the 2018 Budget to properly fund the increased costs associated with the job group increases, including accepting state and/or federal reimbursement; and be it further

RESOLVED, that the Commissioner of Personnel is authorized to make any necessary personnel adjustments to implement the increases; and be it further

RESOLVED, that certified copies of this resolution be forwarded to the Erie County Executive, Erie County Comptroller, Department of Social Services, Department of Budget and Management, Department of Labor Relations and Department of Personnel.