



LASSEN COUNTY

Health and Social Services Department

Memo

To: Chris Gallagher, Chairman
Lassen County Board of Supervisors

From: Richard Egan, County Administrative Officer
Barbara Longo, Director for Health and Social Services

Date: October 17, 2018

Re: Range Increase for Specific Positions within Health and Social Services

Background: Lassen County's Health and Social Services (HSS) Agency has experienced a long-standing problem with the recruitment and retention of qualified individuals. In response, HSS conducted a salary market research analysis on the salaries of drivers, social workers and integrated caseworkers among similar size counties within our region. We found that the Lassen County pay schedule for these positions was less than the majority of the counties we surveyed.

Additionally, we need to resolve the discrepancy in what we currently pay our drivers with the new California minimum wage pay schedule. Beginning January 1, 2019, the minimum wage will increase to \$12.00 per hour, a wage that is higher than our current pay.

Therefore, we are proposing a one-range increase as follows:

Position Title	Current Range	Current		Proposed Range	Proposed	
		Minimum	Maximum		Minimum	Maximum
Driver	6	\$ 2,000.00	\$ 2,388.00	7	\$ 2,090.00	\$ 2,497.00
Integrated Case Worker I	11	\$ 2,497.00	\$ 2,991.00	12	\$ 2,611.00	\$ 3,130.00
Integrated Case Worker II	13	\$ 2,732.00	\$ 3,277.00	14	\$ 2,858.00	\$ 3,430.00
Senior Integrated Case Worker	16	\$ 3,130.00	\$ 3,761.00	17	\$ 3,277.00	\$ 3,939.00
Social Worker I	13	\$ 2,732.00	\$ 3,277.00	14	\$ 2,858.00	\$ 3,430.00
Social Worker II	15	\$ 2,991.00	\$ 3,592.00	16	\$ 3,130.00	\$ 3,761.00

Fiscal Impact: There will be no impact to the County General Fund with the increased salaries. There are funds available in Fund 120 and Budget 852, 853, and 855.

Action Requested: Approve the requested range increase.