

# Social Worker and Program Management Series Base Wage Compensation Recommendation



Board of Supervisors Meeting  
February 7, 2023

# Social Worker Classification Series Base Wage Compensation Study

- Due to the staffing challenges with recruiting and retaining Social Workers, the Human Resources Department completed a base wage compensation study of the Social Worker classification series which includes:
  - Social Worker I, II, III, IV, V
  - Social Work Supervisor I, II
- The base wage analysis of the County's comparable agencies found that the Social Worker series was approximately 10.87% below the salary mean of our comparable agencies.
- The Social Work Supervisor classifications in the Department of Social Services report to Program Managers. Increasing the salary of the Social Worker Supervisor series by 10.87% would result in a decrease of the salary spread between the Program Manager II and the Social Worker Supervisor II classification.



# Program Manager Classification Series Base Wage Compensation Study

- Due to the impacts associated with the base wage compensation study of the Social Worker classification series, the Human Resources Department conducted a base wage compensation study of the Program Manager classification series.
- The base wage analysis of the County's comparable agencies found that the Program Manager series was approximately 5.75% below the salary mean of our comparable agencies.



# Financing

The impacted departments have worked with the Budget Office and Human Resources Department to provide the annual salary and benefit cost associated with the study as indicated in the Board Report.



# Recommendation

It is recommended that the Board of Supervisors adopt a Resolution to:

- a). Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Social Worker I-V and Social Worker I-II classifications as indicated in Attachment A;
- b). Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Program Manager I-II classifications as indicated in Attachment A;
- c). Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system.

