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2022 RES-152

**AUTHORIZING RETITLE OF A BILINGUAL (SPANISH) SOCIAL WORKER POSITION TO A
NON-BILINGUAL SOCIAL WORKER POSITION AND MODIFYING POSITION AUTHORITY
DCDHS – CYF DIVISION**

The Dane County Department of Human Services (DCDHS) Children Youth and Families (CYF) Division has a Social Worker (SW) position #2291 (Bilingual Spanish) which has been vacant for over six months, this position is in the Child Protection Services (CPS) Unit. This position has been vacant since 09/03/21 and although the Department has posted this position for the past 11 months and has made efforts to recruit candidates, only 1 candidate applied since that date, but declined the opportunity to interview. This position is critical in CPS Access which receives, analyzes and documents reports of alleged child maltreatment. The Department is requesting to retitle this position from a Bilingual SW to a Non-Bilingual SW. The Department will continue using the language line and other bilingual staff to assist when responding to calls from Spanish Speaking reporters.

The CYF Division is requesting to change the staff allocation of position #1095 which is currently a 1.0 FTE to a 0.75 FTE and position #2290 which is currently a 0.5 FTE to be increased to a 0.75 FTE. Both of these positions are in Child Protection Services in CYF. CPS in the CYF Division currently has 10 vacancies. The workers in these positions are requesting the changes in their FTE, which is a benefit to all current working employees and the CPS Unit, which will lead to retention of these two workers in CPS.

NOW, THEREFORE, BE IT RESOLVED that the Dane County Board of Supervisors does hereby support and authorize the retitling of the Social Worker position #2291 (SW 16-18) in payroll org 6054 in DCDHS to a Non-Bilingual Social Worker.

BE IT FURTHER RESOLVED that position #2291 which has been vacant for more than six months, is authorized to be filled pursuant to the Dane County Ordinance 29.52(15), which requires the Personnel and Finance Committee and the County Executive to approve filling positions that are vacant for longer than six months.

BE IT FINALLY RESOLVED that the Dane County Board of Supervisors does hereby support and authorize decreasing position authority of Social Worker position #1095 (SW 16-18) by 0.25 FTE and increasing position authority of Social Worker position #2290 (SW 16-18) by 0.25 FTE both in payroll org 6054 in DCDHS effective 10/9/2022.