



DAVIDSON COUNTY

AGENDA ITEM

TO: BOARD OF COMMISSIONERS

DEPARTMENT:

PREPARED BY: Tim Maness

TITLE: DSS Reclassification of SW III's to SW I/A/T's

BACKGROUND:

Social Services wishes to reclassify (19) Social Worker III (SWIII) (Salary Grade 69) employees to Social Worker Investigation/Assessment/Treatment (SW I/A/T) (Salary Grade 70). This group of employees performs fieldwork in line with that of a Social Worker I/A/T, justifying the need for a reclassification that more accurately depicts their day-to-day job duties. The net cost for the remainder of FY 2020 totals \$6,799, which will be paid via DSS operating transfer from professional services to personnel (no additional County money required). See the attached document that outlines the new salaries for each proposed reclassified employee.

RECOMMENDATION(S):

- Staff recommends approval of the reclassification as presented in the attached *Reclassification Summary*. This reclassification was not recognized during PTRC's Pay Study, so the reclass simply realigns these employees to a position that accurately represents their daily job duties. As such, each employee not making the minimum salary for Grade 70 (\$47,249) will be raised to that level, and those employees making over the minimum will receive an increase of 1.25%, which follows the same method from PTRC's Pay Study.
- Staff also recommends approval to complete the following budget amendment / transfer as listed within the table below. This action will cover the remaining net FY 2020 cost of (\$6,799).

Revenue/ Expenditure	Type	Account #	Account Description	Current Budget	Change	Revised Budget
Revenue	Intergovernmental	110-2301-331.10-05	SSBG-Regular	\$ (446,841)	\$ (5,612)	\$ (452,453)
			Total	\$ (446,841)	\$ (5,612)	\$ (452,453)
Expenditure	Personnel	110-2301-441.10-05	Regular	\$ 8,013,936	\$ 10,265	\$ 8,024,201
		110-2301-441.20-05	FICA	\$ 643,225	\$ 784	\$ 644,009
		110-2301-441.20-15	Retirement	\$ 874,972	\$ 1,070	\$ 876,042
		110-2301-441.20-30	Workers Comp	\$ 62,029	\$ 292	\$ 62,321
	Operating	110-2301-442.30-90	Professional Services	\$ 172,661	\$ (6,799)	\$ 165,862
			Total	\$ 9,766,823	\$ 5,612	\$ 9,772,435
			Net County \$'s	\$ 9,319,982	\$ -	\$ 9,319,982

Attachments

- 1) Reclassification of SW III's to SW I/A/T's Summary