

Ashe Department of Social Services
Proposal for change to Ashe County Commissioners
Monday, November 6, 2017

Two staff are resigning their current roles which gives me an opportunity to look at how we can do things better and more efficiently.

Position # 5310-343-16 is a 25% time Social Worker II position formerly filled by Marcia Moore

Position # 5310-350-16 is a 100% time Social Worker I position currently filled by Ashton Little, who has submitted her resignation effective November 30, 2017.

Proposal is to eliminate the part time Social Worker II position and upgrade the full time Social Worker I position to a Social Worker II.

Rationale:

- DSS needs more people trained to screen reports of abuse and neglect within the centralized intake unit. Social Worker I position is not adequate level of experience and training to accomplish this goal.
- NC Fast has lessened the tasks that are needed to be done in the child care area, so the part time role is not as effective to assist the child care staff.

Financial Analysis:

Everything is analyzed at a step one basis. Figures are annual numbers.

Save \$11,093 by eliminating the part time position.

Change the full time Social Worker I to Social Worker II and the cost goes from \$37,476 to \$44,373.

Overall savings to county is \$4,196.

The benefits are already in place in the budget for the full time position.