



ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS
AGENDA COMMUNICATION FORM

ITEM DATE: 6/27/2022	ITEM TIME: 11:15 AM

FROM:	Julie Hulslander DHS
TODAY'S DATE:	6/21/2022
AGENDA TITLE:	Child Welfare & Adult Protection Afterhours Duties and Compensation

CHECK ONE THAT APPLIES TO YOUR ITEM:
<input type="checkbox"/> ACTION ITEM
<input type="checkbox"/> DIRECTION
<input checked="" type="checkbox"/> INFORMATION

I. DESCRIBE THE REQUEST OR ISSUE:

The Department's Child Welfare & Adult Protection Afterhours Duties and Compensation Policy has been developed to set expectations of duties and outline compensation. The duties align with Colorado Children's Code and Adult Protection requirements. The compensation was developed with consideration of statewide market data.

There is not currently a policy for these duties, and the compensation for this work was evaluated to ensure adequacy.

II. RECOMMENDED ACTION (*motion*):

Motion to approve the Child Welfare & Adult Protection Afterhours Duties and Compensation Policy on Tuesday, June 28th.

III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):

PROPOSED REVENUE (*if applicable*): \$0

CURRENT BUDGETED AMOUNT: \$

PROPOSED EXPENDITURE: \$

FUNDING SOURCE: State Allocation 80/20

SUPPLEMENTAL BUDGET NEEDED: YES NO

Current Budget: \$16,520

Child Welfare Allocation: Child Welfare is a 80/20 split. The 20% cost to the county is \$3,304 yearly. This request is to increase the overall afterhours budget to \$25,448.

This would be another \$9,612, which comes out of the CW block (State funded). The 20% cost to the county is an additional \$1,932.

IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):

No regional impact



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V. BACKGROUND INFORMATION:

Current Structure:

- We pay \$3/hr. (\$369/wk.), no additional pay for a response, no increase in pay for weekends. An increase to \$6/hr. for holidays.
- The supervisor takes a week of on-call with pay. When Child Welfare is fully staffed with a four-person team, each employee in Child Welfare has one week per month.
- The supervisor provides support to caseworkers with no additional compensation 24/7 and 365 unless annual leave coverage is requested and approved.

Reasoning:

- On-call for Child Welfare is a challenging part of the job. An increase in compensation could increase staff retention. The request is in alignment with other Child Welfare pay structures in Colorado.
- Routt County doesn't have a large on-call workload. Being a small rural county, you can go a week without the phone ringing, and others will ring frequently. However, being married to your phone for one week is stressful, especially since cell service is limited, requiring caseworkers to stay put.

VI. LEGAL ISSUES:

None

VII. CONFLICTS OR ENVIRONMENTAL ISSUES:

No conflicts

VIII. SUMMARY AND OTHER OPTIONS:

No other information to provide.