

# A BIG BOOST FOR CHILDREN'S SOCIAL WORKERS A HUGE WIN FOR CHILD SAFETY!

**SEIU 721 Children's Social Workers have warned for years about how high turnover, staff vacancies and heavy caseloads threaten child safety in the Los Angeles child welfare system. Now, help is on the way!**

Thanks to the tireless advocacy of SEIU 721 CSWs, help is on the way for CSWs in the Antelope Valley struggling with high caseloads driven by high turnover and short-staffing! Led by Supervisor Kathryn Barger, the LA County Board of Supervisors has directed the County CEO and DCFS to institute two major pay premiums to retain and attract qualified CSWs at Antelope Valley DCFS offices, which have been especially hard hit by employee turnover and staff shortages.

## **EMPLOYEE RETENTION STEP INCREASE EQUIVALENT TO 5-10% OF PAY**

The LA County CEO has authorized a Critical Shortage Recruitment Rate of step 5 for the following positions, for incumbents permanently assigned to and working in Antelope Valley DCFS offices:

- **Children's Social Worker I** - 9071
- **Children's Social Worker II** - 9072
- **Children's Social Worker III** - 9073
- **Supervising Children's Social Worker** - 9074

According to a memo from the County CEO, "Current employees who are assigned in the AV Offices and are currently holding the above-mentioned positions who are below Salary Step 5 shall be advanced to the Recruitment Step and shall retain their existing anniversary date."

## **EMPLOYEE RECRUITMENT STEP INCREASE EQUIVALENT TO 5-10% OF PAY**

To attract both new hires and voluntary transfer to the Antelope Valley, the CEO also authorized a Critical Shortage Range of 10 percent for these positions and Children's Social Worker Trainee, item No. 9070. The 10% Critical Shortage Range is for "both new hires and existing employees in the designated positions while permanently assigned to and working in the AV offices."



*LA County Supervisor Kathryn Barger led the charge for the CSW retention and attraction pay premiums.*



*"These pay premiums will be a game-changer for improving retention and attraction and protecting children."*

*David Green, CSW  
Treasurer, SEIU 721*

**SEIU 721 CHILDREN'S SOCIAL WORKERS:  
IMPROVING CHILD SAFETY IN L.A. COUNTY  
BY WINNING THE TOOLS WORKERS NEED**



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