



**STATE OF NORTH CAROLINA
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**MICHAEL F. EASLEY
GOVERNOR**

**THOMAS H. WRIGHT
STATE PERSONNEL DIRECTOR**

MEMORANDUM

TO: Directors, Local Departments of Social Services
County Managers

FROM: Thomas H. Wright

DATE: February 17, 2004

SUBJECT: Child Welfare Crisis Compensation and Classification Study

Please find attached for your review and consideration a copy of the recently completed Child Welfare Crisis Compensation and Study Report. This report was completed by the NC Office of State Personnel in collaboration with the NC Department of Health and Human Services-Division of Social Services and the NC Association of County Directors of Social Services. This report makes various recommendations regarding pay administration options to reduce significant turnover in Child Welfare Social Worker positions in local departments of social services. These pay options are generally accepted compensation practices and strategies in the professional field of human resources administration. We strongly recommend that these recommendations be reviewed and considered in light of extreme difficulties in recruiting fully qualified Child Welfare Social Workers.

The study also concluded the need for a higher classification level for Child Welfare Social Workers that perform investigative/assessment and treatment functions. Contained in the report is the new class specification that has been developed to capture the investigative/assessment and treatment functions. While the classification has been assigned to the state pay grade 70, the position will be placed in its' own occupational grouping for local pay plan reporting purposes. This will allow counties the flexibility to assign the classification to the most appropriate pay grade based on local labor market considerations. The intent is to allow counties to assign the classification to a sufficient salary grade that recognizes the complexity of these child welfare positions and at the same time attempt to reduce any severe turnover and retention issues that the local department of social services is experiencing. The reallocation of these positions coupled with progressive pay administration policies can greatly assist in the recruitment and development of a highly qualified and experienced workforce in child welfare services.

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Local Social Services Directors need to review their current social work positions to determine which positions may meet the classification criteria and submit them to NC Office of State Personnel for review. All approved classification items will need to be implemented no later than July 1, 2004.

If you have any questions or need any further assistance, please do not hesitate to contact Patrick McCoy, Local Government Program Team Leader.

enclosures

c: Secretary Carmen Hooker Odom
Drake Maynard
Patrick McCoy
Pheon Beal
Larry Johnson