



Mendocino County Health & Human Services Agency

Healthy People, Healthy Communities

Tammy Moss Chandler, Director
Anne Molgaard, Chief Operations Officer



September 14, 2018

Honorable Board of Supervisors
County of Mendocino

RE: Extra Help Need

Dear Board Members:

Social Worker IV-B, Nori Dolan, announced her intent to retire on August 15, 2018. Because Ms. Dolan's position is not entry level, and because it's difficult to hire a replacement with the necessary experience, Family and Children's Services of the Health and Human Services Agency requests a waiver of the 180-day waiting period for rehire.

If a waiver is granted, Ms. Dolan will be rehired as temporary extra help to fulfill critical duties covering child abuse hotline calls. Without her assistance, other social workers, whose important duties include conducting investigations in the field and writing court reports, will have to be reassigned to cover hotline calls. Additionally, Ms. Dolan's help is critical because the number of hotline calls received is trending upwards – child abuse hotline calls have increased over the last three fiscal years, with Family and Children's Services averaging 202 calls per month in fiscal year 17-18.

Finally, the Health and Human Services Agency has twelve vacant social worker positions for which it continues to advertise. Allowing Ms. Dolan to return as an extra help employee while the Health and Human Services Agency searches for a social worker of her caliber and experience will temporarily prevent vacancy in an additional social worker position.

The Health and Human Services Agency requests approval for Nori Dolan to return as an extra help employee prior to the 180-day waiting period in accordance with Government Code Section 7522.56.

Thank you,

A handwritten signature in blue ink that reads "Anne Molgaard".

Anne Molgaard, Chief Operations Officer
Health and Human Services Agency

cc: Carmel Angelo, CEO