

**RESOLUTION NO.21 - \_\_\_\_\_**

A Resolution Amending The Health And Human Services Departments' Addendum To The Handbook Of Personnel Policies And Work Rules.

WHEREAS several departments of County government, due to their unique circumstances, have addendums to the Handbook of Personnel Policies and the Health and Human Services Department is such a department, and it is necessary from time to time to amend a department's addendum in order to meet the needs of that department, and

WHEREAS there is a need for an amendment to the Department's Addendum in order to authorize the Director to waive professional certification/license requirements for a position in order to be able to hire an otherwise-qualified individual to fill a difficult-to-recruit position, and

WHEREAS the Health and Human Services Board and the Director of the Health and Human Services Department, Ms. Tracy Thorsen, have recommended to the Finance and Personnel Committee that the Department's Addendum be amended.

NOW THEREFORE BE IT RESOLVED by the Richland County Board of Supervisors that section 1 d under the heading "Hiring and Employment Considerations" of the Department of Health and Human Services's Addendum to the Handbook of Personnel Policies and Work Rules is hereby amended by adding the following underlined language:

1, Hiring for Long-Term Vacancies (90 days or longer):

d. Employees hired for a Social Worker or AODA Counselor Opposition who have not yet received certification shall be paid at the Social Worker (Temporary Certification) starting rate, and agree to obtain temporary certification by the end of his/her probationary period. This is a requirement and condition of employment for the position he/she has been appointed to and an agreement will be entered into as part of the employment offer. The Director may waive the Social Worker certification requirement of an otherwise qualified candidate if it does not conflict with any other program requirements and is in the best interest of the Department and the services to be provided. When the certification requirement is waived, the employee may not advance to the pay grade for the certified Social Worker level positions. and

BE IT FURTHER RESOLVED that this Resolution shall be effective immediately upon its passage and publication.

VOTE ON FOREGOING RESOLUTION

AYES \_\_\_\_\_ NOES \_\_\_\_\_

RESOLUTION \_\_\_\_\_

\_\_\_\_\_  
COUNTY CLERK

DATED \_\_\_\_\_

RESOLUTION OFFERED BY THE FINANCE AND PERSONNEL COMMITTEE

FOR AGAINST

Shaun Murphy-Lopez	X
Marc Couey	X
Marty Brewer	X
Linda Gentes	X
Melissa Luck	X
Donald Seep	X
David Turk	X