



COUNTY ADMINISTRATOR

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TO: Barbara Levin Bergman, Chair
Ways & Means Committee

THROUGH: Robert E. Guenzel
County Administrator

FROM: Denise Dalrymple, Director
Children's Services

DATE: September 2, 1998

SUBJECT: Authorization to Hire a Detention Supervisor and a Detention Social Services Worker
at a Salary Higher Than the Midpoint of the Salary Range

Board Action Requested

It is requested that the Board of Commissioners approve the hiring of two Detention staff positions above the midpoint of the applicable salary ranges We are asking for Step 6 of Grade 77, Group 10 for Mr. Thomas Restrick, Jr., one of three Detention Supervisors. We are asking for Step 6 of Grade 22, Group 15 for Ms. Kaye Brockman Scott, one of two Social Services Workers.

Background

The County assumed responsibility for the Detention facility on January 1, 1998. On April 8, 1998 the Board of commissioners approved a resolution authorizing the creation of five new positions at Detention: Three Detention Shift Supervisors and two Social Services Workers.

The historical focus of the Detention facility has been on basic care and custody. With addition of supervisors and social services workers, we have the capacity to redefine the mission of the facility to include short-term intervention for detained youth. This new mission is in accordance with the nationally recognized definition of Detention published by the American Correctional Association in cooperation with the Commission on Accreditation for Corrections.

The Detention facility has been without Shift Supervisors for about two years. The new Shift Supervisor position descriptions have some modifications in duties. The Social Services Worker position descriptions are newly created. Persons who fill both positions will be responsible for the development of short-term intervention services.

The three Detention Supervisor positions have been posted twice. After the first posting, three individuals were offered the three positions. Two of the three persons declined the position in favor of other jobs. One of the three positions is being filled through the promotion of an existing Detention Youth Counselor. After the second posting for two Detention Supervisors, we have identified two qualified individuals. One of the persons, Mr. Thomas Restrick, Jr., has qualifications and experience which would more properly place him at Step 6 of the Supervisory salary schedule.

We posted the two Social Services Worker positions once. Ms. Kaye Brockman Scott, the other potential Social Services Worker, also has qualifications and experience that place her at Step 6 of the appropriate salary schedule.

County policy requires Board approval for any starting salary that exceeds the midpoint of the assigned salary range.

Discussion

The combination of qualifications, education and skills presented by these employees supports this request. We are confident that this action will assist us in developing a quality detention facility.

Mr. Restrick is presently a Division Manager for Boysville of Michigan, a position he has held since 1996. He is responsible for program management; clinical training and supervision; program development, monitoring and evaluation; and supervision of 25 clinical staff and 36 youth in specialized programs including adolescent sex offenders and lower I.Q. delinquents. He was formerly the Clinical Supervisor at Boysville. He has worked at Boysville since 1984. His previous experience includes Treatment Coordinator, contractual therapist, mental health worker, and group home counselor. He has seventeen years of applicable experience with children and youth. He has particular training and expertise with adolescent sex offenders. He received his Bachelor of Social Work in 1977 and his Master of Social Work in 1983. We are proposing to start Mr. Restrick at Step 6, or \$47,273 per year. The midpoint for this position is \$44,481 per year.

Ms. Scott has been employed at McAuley Out-Patient Mental Health Services since January 1992 as a limited license psychologist. She conducts individual and group work with families, adolescents, children and adults. Areas of special expertise include survivors of sexual abuse, Attention Deficit Disorder, adoption issues and parenting skills. Ms. Scott obtained her Associates Degree in 1970, her Bachelors Degree in 1972, and her M.A. in Psychology in 1991. Ms. Scott worked for the Detroit Police Department for over twenty years as an investigator in the Sex Crimes Unit, the Narcotics Section and the Homicide Section. She also worked with local schools in substance abuse prevention. We are proposing to start Ms. Scott at Step 6, or \$37,190 per year. The midpoint for this position is \$35,163 per year.

Impact on Human Resources

Approval of hiring of one Detention Supervisor and one Social Services Worker above the midpoint of the salary schedule.

mpact on Budget:

No budget adjustment necessary. No additional funds are being requested. The costs will be absorbed by the current Detention budget.

Impact on Indirect Costs:

No impact on indirect costs.

Impact on Other County Departments or Outside Agencies

No impact.

Conformity to County Policies

This request conforms with County Policy.

A RESOLUTION AUTHORIZING THE WASHTENAW DETENTION FACILITY TO HIRE A DETENTION SUPERVISOR AND A SOCIAL SERVICES WORKER AT HIGHER THAN THE MIDPOINT OF THE SALARY RANGES FOR EACH POSITION

Washtenaw County Board of Commissioners

August 5, 1998

WHEREAS in April 1998 the Board of Commissioners created Detention Supervisor positions at Grade 77 and Social Service Worker positions at Grade 22; and

WHEREAS the Director of Children's Services and the Director of Residential Services have interviewed numerous candidates for these positions, and have identified Mr. Thomas Restrick as their choice for Detention Supervisor and Ms. Kaye Brockman Scott as their choice for Social Services Worker; and

WHEREAS Mr. Restrick brings seventeen years of applicable experience and Ms. Scott brings six years of direct and twenty years of indirect experience; and

WHEREAS both Mr. Restrick and Ms. Scott have education and experience which qualify them at a very high level for the respective positions; and

WHEREAS neither Mr. Restrick nor Ms. Scott will accept a salary at the midpoint or less for these positions; and

WHEREAS Detention Administration wishes to offer salaries above the midpoint but less than the maximum of the range; and

WHEREAS, this matter has been reviewed by Corporation Counsel, Human Resources, the Finance Department, the County Administrator's Office and the Ways & Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby authorizes the Detention Facility to hire the following individuals at an annual salary above the applicable midpoint: 1) Mr. Thomas Restrick as a Detention Supervisor at Grade 77, Group 10, Step 6 or \$47,273; and, 2) Ms. Kaye Brockman Scott as a Social Services Worker at Grade 22, Group 15, Step 6 or \$37,190.

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