

STAFF REPORT

BOARD MEETING DATE: October 17, 2023

CATEGORY: Board Matters 2

SUBJECT: Adopt a resolution which recognizes Health and Human Services Agency Assistant Social Worker Nicole Foote as Shasta County's Employee of the Month for October 2023.

DEPARTMENT: Support Services

SUPERVISORIAL DISTRICT #: All

DEPARTMENT CONTACT: Vanessa Garcia, Agency Staff Services Analyst I-Confidential, (530) 225-5515

STAFF REPORT APPROVED BY: Monica Fugitt, Director of Support Services

<u>Vote Required?</u>	<u>General Fund Impact?</u>
Simple Majority Vote	No Additional General Fund Impact

RECOMMENDATION

Adopt a resolution which recognizes Health and Human Services Agency Assistant Social Worker Nicole Foote as Shasta County's Employee of the Month for October 2023.

DISCUSSION

The Shasta County Employee Recognition Committee screens nominees for the Employee of the Month program. The Employee Recognition Committee recommends that the Board of Supervisors adopt a resolution recognizing Nicole Foote, Assistant Social Worker, as the Shasta County Employee of the Month for October 2023.

Nicole is a trustworthy employee who provides ethical and robust services to the population. She quickly builds rapport with high risk and high need clients within the drug court program. Nicole has been witnessed connecting with people during Addicted Offender Program (AOP) evaluation interviews in the jail and speaking to those clients with dignity and respect. Clients have reported how much they appreciate having her as their case worker.

In less than a year, Nicole has improved the AOP homework assignments to reflect the latest information on addiction. She has ensured that the drug court assignments match the needs of the population, and she has advocated for the implementation of a robust incentive program within the AOP.

Nicole can be counted on to help where needed, often making sure she can be available for her peers and other departments. She has facilitated a Parent Engagement class and performed American Society of Addiction Medicine (ASAM) assessments for child welfare. She has also offered substance use disorder counseling weekly to youth and is always willing to do what she can to support her team.

Nicole makes sure she meets with every client on her caseload and is a role model employee. She has recently changed her schedule to accommodate the needs of clients by starting an evening AOP group. She performs her work with little to no instruction, is trusted to have strong boundaries with clients, seeks guidance when needed, speaks in court with significant professionalism, and operates with humility in the department.

Nicole has a great working relationship with our service partners and is recognized as being pleasant to work with and reliable. She is passionate, enthusiastic, consistent, and dependable.

For the reasons stated above, the Employee Recognition Committee recommends Nicole Foote, Assistant Social Worker, in the

Health and Human Services Agency be selected as the Employee of the Month for October 2023.

ALTERNATIVES

No alternatives are recommended.

OTHER AGENCY INVOLVEMENT

The Employee Recognition Program was developed and operates with significant input from, and involvement by, County departments and employee bargaining units. The Employee of the Month nomination is submitted by the Employee Recognition Committee made up of Monica Fugitt, Director of Support Services; Nicholas Frisbie, IT Supervisor; Captain Logan Stonehouse; Jared Biddle, Administrative Analyst; and Sergeant Ken Koenen.

The Employee Recognition Program wishes to extend their thanks and appreciation to the following contributors: Shasta County Sheriff's Administrative Association (SAA), Teamsters (Trades & Craft Unit) Local #137, United Public Employees of California (UPEC) – General Unit, Board of Supervisors, and Department Head Forum.

FISCAL IMPACT

The cost of the Employee Recognition Program is nominal and is included in the Support Services Fiscal Year 2023-24 Adopted Budget.

ATTACHMENTS:

1: Resolution - EOM October 2023