

Memorandum



To: HCM Administrators

From: Bobbi Lind, HCM Manager
Office of Talent Manager

Date: December 23, 2014

Re: Social Worker Minimum Qualifications

As you know, new licensing requirements for social workers were adopted earlier this year. ORC 4758.28 now requires all social workers, practicing in Ohio, to be licensed by the State of Ohio Counselor, Social Worker and Marriage and Family Therapist Board. The new legislation also provided exceptions to the licensure requirement that included civil service employees who have at least two (2) years as a Social Worker on July 10, 2014. This language has caused much confusion as to whether it only grandfathered the individual into their current position or if it allows an individual exempted from the licensure requirement to move into another position within the same classification.

Based on a HRD Policy review, this language permits an employee to laterally move to another Social Worker position as long as they have met the two (2) year experience requirement and were assigned to a position classified as a Social Worker on July 10, 2014. The exemption, however, does not permit an employee to promote into a higher level Social Worker position, for example, a Social Worker 1 to a Social Worker 2 or Social Worker Supervisor.