



DEPARTMENT OF CHILD SAFETY MONTHLY STAFFING REPORT July 2018

Pursuant to Laws 2015, Chapter 117, Section 24 requires the Department of Child Safety to issue a monthly report on the Department's new hires and separations. Staffing numbers captured in this report reflect information as of the final day of the month. Due to delays in processing, final numbers may be different in subsequent reports. The requirement for this report was due to expire on June 30, 2018. However, with the passage of SB1518 in the second regular session of the fifty-third Arizona Legislature, much of the data required in this stand-alone report will now be required on a monthly basis with the consolidated monthly operational and outcomes report. Therefore, this version of DCS monthly staffing data will be the last in this format covering data through June 2018.

As required, the Department has provided the required data from January 2016 until June 2018, for the month of July 2018.

Data Descriptions and Assumptions

- New Hires are defined as employees “new to DCS” which excludes internal transfers, demotions, or promotions. In February 2018, DCS added clarity to the identification of additions and separations for each job type category in this report. These counts may include staff who promote out of a position or who voluntarily or involuntarily demote out of a position but remain with the Department.
- Separations are defined as any employee separating from DCS. This includes all voluntary and involuntary separation, as well as interagency transfers.
- Data and calculations were extracted from the Human Resources Information Solution (HRIS). Employees in “Future Hire” status were omitted.

Table 1 provides hiring details for the Specialist positions. This table represents the number of Filled FTE in the following categories: *Case-Carrying Specialists*, *Specialist in Training*, and *Intake Positions*.

Table 1: DCS Specialists																
MONTH	May 2018 ^{1,2}								June 2018 ²							
POSITIONS	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers
Appropriated (Funded/Budgeted)	1406								1406							
Filled Case Specialist (active)	1063	5	2	10	31	31	0	0	1053	0	2	13	23	22	0	1
Filled Case Specialist (training)	177	48	0	2	4	3	1	0	209	56	7	0	7	6	0	1
Filled intake (hotline)	67	0	1	0	2	1	1	0	70	0	5	0	2	2	0	0
Total Filled - Specialists	1307	53	3	12	37	35	2	0	1332	56	14	13	32	30	0	2
Monthly turnover rate	2.8%															

¹ Denotes updated data, validated based on 7/6/2018 HRIS reports

² Includes voluntary and involuntary separations as well as promotions, demotions and transfers by DCS Specialists to/from other positions within the Department.

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Table 2 provides hiring details for the Non-DCS Case Specialist. This table represents the number of Filled FTE in all Non-Case Specialist Positions. Included in this information is the number of separations, transfers and new hires for the respective areas.

Table 1: DCS Specialists																
MONTH	May 2018 ^{1,2}								June 2018 ²							
POSITIONS	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers
Appropriated (Funded/Budgeted)	1406								1406							
Filled Case Specialist (active)	1063	5	2	10	31	31	0	0	1053	0	2	13	23	22	0	1
Filled Case Specialist (training)	177	48	0	2	4	3	1	0	209	56	7	0	7	6	0	1
Filled intake (hotline)	67	0	1	0	2	1	1	0	70	0	5	0	2	2	0	0
Total Filled - Specialists	1307	53	3	12	37	35	2	0	1332	56	14	13	32	30	0	2
Monthly turnover rate	2.8%															

¹ Denotes updated data, validated based on 7/6/2018 HRIS reports

² Includes voluntary and involuntary separations as well as promotions, demotions and transfers by DCS Specialists to/from other positions within the Department.

Table 2A provides a detailed breakdown of Non-Case Specialist for all of Field Operations. Included in this information is the number of separations, transfers and new hires for the respective areas.

Table 2A: Non-Case Specialist: Field Operations																
MONTH	May 2018 ^{1,2}								June 2018 ²							
POSITIONS	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers
Filled Program Managers	40	0	1	0	0	0	0	0	39	0	0	0	1	1	0	0
Filled Program Supervisors	222	0	4	5	2	1	1	0	224	0	7	3	2	2	0	0
Filled Case Aides	293	7	5	1	9	7	2	0	288	4	0	5	4	4	0	0
Filled OCWI	99	0	4	1	5	5	0	0	101	2	0	0	0	0	0	0
Filled Other Field Support	270	3	1	7	1	1	0	0	277	4	7	0	4	3	0	1
Total Filled - Field Operations Staff	924	10	15	14	17	14	3	0	929	10	14	8	11	10	0	1
Monthly turnover rate	1.8%															

¹ Denotes updated data, validated based on 7/6/2018 HRIS reports

² Includes promotions, demotions and transfers by employees to other positions within the Department.

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Table 2B provides a detailed breakdown of Non-Case Specialist for all of Central Administration. Included in this information is the number of separations, transfers and new hires for the respective areas.

Table 2B: Non-Case Specialist: Central Administration																
MONTH	May 2018 ^{1,2}								June 2018 ²							
POSITIONS	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers	Total	Total Hires	Promotions, Demotions (Additions)	Promotions, Demotions (Losses)	Total Separations	Voluntary Separations	Involuntary Separations	Transfers
Filled Directors Office	5	1	0	0	0	0	0	0	5	1	0	0	1	0	0	1
Filled Deputy Director of Support Services	17	0	1	0	1	0	0	1	18	0	1	0	0	0	0	0
Filled Office of Contracts and Procurement	19	0	0	0	1	0	1	0	18	0	0	0	1	0	0	1
Filled Office of Licensing and Regulation	34	2	0	0	1	1	0	0	33	0	0	1	0	0	0	0
Filled Business Services	24	1	0	0	0	0	0	0	24	0	0	0	0	0	0	0
Filled Real Estate	10	0	0	0	0	0	0	0	9	0	0	0	1	1	0	0
Filled Child Safety Support Admin	27	0	0	1	1	1	0	0	26	1	0	0	2	2	0	0
Filled Technology Services	56	7	0	0	0	0	0	0	56	1	0	0	1	1	0	0
Filled Human Resources & L&D ³	52	2	2	0	1	0	0	1	49	0	0	2	1	1	0	0
Filled Finance and Accounting	67	0	0	0	1	0	0	1	68	2	1	0	2	0	0	2
Filled Office of Policy and Rules	21	0	0	2	0	0	0	0	21	0	0	0	0	0	0	0
Filled CMDP	67	1	0	0	3	2	0	1	69	2	0	0	0	0	0	0
Filled Inspection Bureau	14	0	2	0	3	2	0	1	15	0	1	0	0	0	0	0
Filled Ombudsman	26	3	3	0	0	0	0	0	27	0	1	0	0	0	0	0
Filled Enterprise Risk Management	6	0	0	0	0	0	0	0	6	0	0	0	0	0	0	0
Filled Foster Care Support ³	50	0	1	0	1	1	0	0	51	0	2	1	0	0	0	0
Filled Communications ³	5	0	1	0	0	0	0	0	5	0	0	0	0	0	0	0
Total Filled - Central Administrative staff	500	17	10	3	13	7	1	5	500	7	6	4	9	5	0	4
Monthly turnover rate	2.6%															

1 Denotes updated data, validated based on 7/6/2018 HRIS reports

2 Includes promotions, demotions and transfers by employees to other positions within the Department.

3 Learning and Development (L&D)(formerly known as CWTI)

Tables 3 and 3A provide the total number of agency positions appropriated and filled for the prior calendar year for each month of CY 2017 and CY 2018 to date. This includes updated data for May 2018.

Table 3: Agency Total	2017											
	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Appropriated (Funded/Budgeted)	2917	2917	2917	2917	2917	2917	2917	2917	2917	2917	2917	2917
Total Filled	2698	2745	2735	2759	2731	2720	2742	2716	2711	2728	2719	2721
Total Separation	53	52	60	56	64	74	55	64	66	50	57	62
Total New Hire	72	63	56	54	36	75	51	43	53	61	50	42
Monthly Turnover Rate	1.96%	1.89%	2.19%	2.03%	2.34%	2.72%	2.01%	2.36%	2.43%	1.83%	2.10%	2.28%

Table 3: Agency Total	2018											
	JANUARY	FEBRUARY	MARCH	APRIL ¹	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Appropriated (Funded/Budgeted)	2917	2917	2917	2917	2917	2917	2917	2917	2917	2917	2917	2917
Total Filled	2710	2716	2728	2719	2731	2761						
Total Separation	44	46	48	66	67	52						
Total New Hire	56	43	53	57	80	73						
Monthly Turnover Rate	1.62%	1.69%	1.76%	2.43%	2.45%	1.88%						

1 Denotes updated data, validated based on 7/6/2018 HRIS reports