



Division of Child Safety and Family Services

Janice K. Brewer
Governor

Charles Flanagan
Director

April 7, 2014

The Honorable Janice K. Brewer
Governor of Arizona
1700 West Washington
Phoenix, Arizona 85007

Re: DCSFS Monthly Staffing Report

Dear Governor Brewer:

Pursuant to Laws 2014, Chapter 4, the Department of Economic Security (DES) is submitting the enclosed monthly report on the Department's progress in hiring child safety and family services staff for the period March 2014. Per Executive Order 2014-01, the Division of Child Safety and Family Services (Division) will produce this monthly report, on behalf of DES, through June 2015.

Laws 2014, Chapter 4 provided an appropriation to the Division of Child Safety and Family Services in the amounts of \$5,748,000 from the state General Fund, \$1,111,300 from expenditure authority, and 192 FTE positions. In addition, the Division is required to produce a monthly report on the progress of filling the new FTE positions. The Division continues to work diligently to fill the additional positions in order to keep pace with the increasing workloads and to achieve improved outcomes for children and families.

The Division would like to express appreciation to the Governor and Legislative leadership for the bipartisan support the Division has received as we continue to work to reform and improve outcomes for children and families during a time of rapidly increasing caseloads. The Division remains committed to working with the Governor's Office, members of the Legislature, and other critical partners to address the challenges and issues attendant to all aspects of Arizona's child welfare system.

If you have any questions, please contact me at (602) 542-5874.

Sincerely,

A handwritten signature in black ink, appearing to read "Charles Flanagan", written over the word "Sincerely,".

Charles Flanagan
Director
Division of Child Safety and Family Services

Enclosure

cc: Representative John Kavanagh, Chairman, House of Representatives Appropriations Committee
Representative Steve Montenegro, Chairman, House of Representatives Reform and Human Services Committee
Senator Don Shooter, Chairman, Senate Appropriations Committee
Senator Nancy Barto, Chairman, Senate Health and Human Services Committee
Richard Stavneak, Director, Joint Legislative Budget Committee
John Arnold, Director, Governor's Office of Strategic Planning and Budgeting
Joan Clark, Director, Arizona State Library, Archives and Public Records

**DEPARTMENT OF ECONOMIC SECURITY
DIVISION OF CHILD SAFETY & FAMILY SERVICES MONTHLY STAFFING REPORT
March 2014**

Pursuant to Laws 2014, Chapter 4, the Department of Economic Security (DES) developed a monthly report on the Department's progress in hiring child safety and family services staff. Per Executive Order 2014-01, the Division of Child Safety and Family Services (DCSFS) will produce this monthly report, on behalf of DES, through June 2015.

SUMMARY

Laws 2014, Chapter 4 provided the Division of Child Safety and Family Services with funding to hire 192 additional caseworkers and support staff. The Division is targeting an average of at least 32 net filled positions each month. In March, the agency doubled its monthly hiring rate with 64 new DCSFS Specialist positions hired. Since the appropriation, the Division has hired a total of 95 DCSFS Specialist positions, with 39 separations from state employment, to equal 56 new net DCSFS Specialist positions.

	14-Jan	14-Feb	14-Mar
Funded	2,475	2,667	2,667
Filled	2,284	2,297	2,318

CASEWORKERS

Caseworkers are responsible for providing assistance to children and families by assessing safety and risk through investigations, placing children who have been removed from their homes in the best possible setting, and providing resource support to the families in their own homes. Including the additional positions provided through Laws 2014, Chapter 4, DCSFS has a total of 1,320 caseworker positions funded. As of the last day of the current reporting period, a total of 1,006 positions were filled. This represents a decrease of one position filled from the previous reporting period.

HOTLINE STAFF

Hotline Staff are responsible for assessing child safety on all incoming calls and documentation received. DCSFS has a total of 70 hotline staff positions funded. As of the last day of the current reporting period, a total of 96 of Hotline positions were filled. The number of filled Hotline Staff includes the 20 temporary staff hired during the current reporting period. This represents an increase of 31 positions filled from the previous reporting period.

STAFF IN TRAINING

New employees complete a 22-week CORE training program that provides timely, effective, and culturally sensitive professional development and establishes partnerships with others involved in child welfare to enhance the safety, permanency, and well-being of children and families. As of the last day of the current reporting period, a total of 151 staff were in the process of completing this mandatory training. This represents an increase of 33 positions filled from the previous reporting period.

NON- CASEWORKERS

The non-caseworkers category is comprised of all other support staff within DCSFS including Unit Supervisors, Assistant Program Managers, Case Aides, and all business and field support positions. Including the additional positions provided through Laws 2014, Chapter 4, DCSFS has a total of 1,347 non-caseworker positions funded. As of the last day of the current reporting period, a total of 1,085 of those positions were filled. This is a net activity of negative 20 positions from the previous reporting period.

DCSFS Specialist I, II, III & IV Personnel Activity

Positions	14-Jan	14-Feb	14-Mar
Funded / Budgeted	1,194	1,320	1,320
Filled (Caseworkers)	983	1,007	1,006
Filled (Hotline)	70	65	96*
Training	137	118	151
Net Filled	1,190	1,189	1,233
New Hires	32	31	64
Total Separations	(38)	(19)	(20)

**Number of filled Hotline Staff includes 20 temporary staff hired during the current reporting period.*

DCSFS Non-Caseworkers Personnel Activity

	14-Jan	14-Feb	14-Mar
Funded	1,281	1,347	1,347
Filled	1,094	1,105	1,085
Net Activity	11	11	(20)

** Staffing numbers captured in this report reflect a point in time data pull as of March 31, 2014. As a result, the staffing numbers may not exactly reflect those reported in other DCSFS reports due to inevitable delays in processing and capturing personnel data.*