



Division of Child Safety and Family Services

Janice K. Brewer
Governor

Charles Flanagan
Director

May 7, 2014

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

Re: DCSFS Monthly Staffing Report

Dear Governor Brewer:

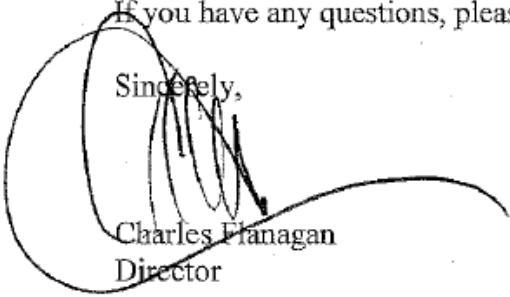
Pursuant to Laws 2014, Chapter 4, the Department of Economic Security (DES) is submitting the enclosed monthly report on the Department's progress in hiring child safety and family services staff for the period April 2014. Per Executive Order 2014-01, the Division of Child Safety and Family Services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


Charles Flanagan
Director

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

DIVISION OF CHILD SAFETY & FAMILY SERVICES
MONTHLY STAFFING REPORT
April 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. 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.

In early February the Governor signed a supplemental appropriation that provided the DCSFS with funding to hire 126 additional caseworkers and 66 supporting positions (supervisors, case aides and support staff). In total, the additional 126 caseworker brought the number of authorized CPS Specialist positions to 1,320. At the end of January, the Division had 1,190 filled CPS Specialist positions (caseworkers and intake staff) and 130 unfilled Specialist positions. Between March and April, the Division has filled 53, (or 41%) of the additional Specialist positions. As of April 30, there were 1,243 Specialist positions filled and 77 unfilled positions. Hiring details for the Specialists positions are shown in *Table 1*.

The Division also has 52 positions for which offers have been accepted and staff are scheduled to begin in May and June. An additional 66 candidates have completed interviews and 76 candidates have interviews scheduled.

In addition to these hires, the Division also hired and trained 20 temporary staff to work in the Intake Center (Hotline). These staff were brought on to address the excessive wait times and abandoned call rates until permanent solutions are implemented to improve the intake process.

The Division has also begun hiring the 66 non-caseworker positions. Three of the four Assistant Program Managers have been hired, and interviews for the fourth position have been conducted. For the 20 Unit Supervisor positions, 39 interviews are being scheduled for the first round of hiring. The 12 support staff and 30 case aide positions were posted May 1.

Table 1: Specialist I, II, III & IV Personnel Activity

Positions	January	February	March	April
Funded / Budgeted	1,194	1,320	1,320	1,320
Filled Caseworkers (Active)	983	1,007	1,006	1,003
Filled Caseworkers (In Training)	137	118	151	165
Filled Intake (Hotline)*	70	65	76	75
TOTAL Filled	1,190	1,190	1,233	1,243

**Number of filled Hotline Staff excludes 20 temporary staff.*