



Department of Child Safety

Janice K. Brewer
Governor

Charles Flanagan
Director

July 9, 2014

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

Re: DCS Monthly Staffing Report

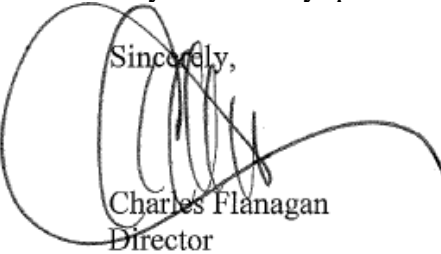
Dear Governor Brewer:

Pursuant to Laws 2014, Chapter 4, the Department of Child Safety is submitting the enclosed monthly report on the Department's progress in hiring child safety staff through June 2014.

Chapter 4 provided an appropriation to the Department in the amounts of \$5,748,000 from the state General Fund, \$1,111,300 from expenditure authority, and 192 FTE positions. The Department is required to produce the attached monthly report on progress in filling the new FTE positions.

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

**DEPARTMENT OF CHILD SAFETY
MONTHLY STAFFING REPORT
JUNE 2014**

Pursuant to Laws 2014, Chapter 4, the Department of Child Safety developed a monthly report on the Department's progress in hiring child safety and family services staff. 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 Department with funding to hire 126 additional caseworkers and 66 supporting positions (supervisors, case aides and support staff). The additional 126 caseworkers brought the total number of authorized Specialist positions to 1,320. At the end of January, the Division had 1,190 filled Specialist positions (caseworkers and intake staff) and 130 unfilled Specialist positions. As of June 30, the Department had filled 93, or 73%, of those unfilled Specialist positions, bringing the totals to 1,283 filled Specialist positions and 37 unfilled positions. Hiring details for the Specialist positions are shown in *Table 1*.

Due to university graduation schedules and Spring holidays, April and May hiring activity resulted in many new hires who started in June. The number of those in training increased by 48 from the previous reporting month. The Department has 43 positions for which offers have been accepted and staff are scheduled to begin in July. The Department will continue its hiring efforts to keep up with attrition as well as to begin filling additional positions authorized for fiscal year 2015 after July 1.

The Department is also in the process of hiring the 66 non-caseworker positions. All the Assistant Program Managers have been hired. Fifteen of the 20 Unit Supervisor positions are filled. Offers for the remaining supervisor positions are expected the first week of July. Interviews have been completed for many of the support staff positions. Five of the 42 support staff positions have been hired. We are prepared to extend an additional 20 offers in July having just completed interviews, references and background checks. We will continue the recruiting process in July to complete the hiring of the remaining support positions.

Specialist I, II, III, & IV Personnel Activity

Positions	January	February	March	April	May	June
Funded/Budgeted	1,194	1,320	1,320	1,320	1,320	1,320
Filled Caseworkers (Active)	983	1,007	1,006	1,003	995	982
Filled Caseworkers (Training)	137	118	151	165	177	225
Filled Intake (Hotline)	70	65	76	75	76	76
TOTAL Filled	1,190	1,190	1,233	1,243	1,248	1,283

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

Non-Caseworker Personnel Activity

Positions	January	February	March	April	May	June
Appropriated	1,281	1,347	1,347	1,347	1,347	1,347
Filled Ass't Program Managers	36	36	34	34	32	34
Filled Unit Supervisors	168	172	179	183	182	193
Filled Case Aides	211	211	221	228	231	232
Filled Other Non-Caseworkers	646	699	678	673	661	650
TOTAL Non-Caseworkers Filled	1,061	1,118	1,112	1,118	1,106	1,109