



Department of Child Safety

Janice K. Brewer
Governor

Charles Flanagan
Director

June 6, 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 for the period May 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,

A handwritten signature in black ink, appearing to read "Charles Flanagan", written over the printed name and title.

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
MAY 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 May 31, the Department had filled 58, or 45%, of those unfilled Specialist positions, bringing the totals to 1,248 filled Specialist positions and 72 unfilled positions. Hiring details for the Specialists 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 will start in June. The Department has 79 positions for which offers have been accepted and staff are scheduled to begin in June. With these new staff, the Department will have hired all authorized Specialist positions in fiscal year 2014. 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. An additional 22 candidates have completed interviews and 105 candidates have interviews scheduled to continue.

The Department has also begun hiring the 66 non-caseworker positions. Three of the four Assistant Program Managers have been hired, and second round interviews for the fourth position are pending. For the 20 Unit Supervisor positions, about a third of the interviews have been completed and the remaining two thirds are scheduled for early June. We are currently in the interview phase of the hiring process for case aides in Phoenix. Interviews for support staff positions will begin the 2nd week of June.

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

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

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

Table 2: Non-Caseworker Personnel Activity

Positions	January	February	March	April	May
Appropriated	1,281	1,347	1,347	1,347	1,347
Filled Assistant Program Managers	36	36	34	34	32
Filled Unit Supervisors	168	172	179	183	182
Filled Case Aides	211	211	221	228	231
Filled Other Non-Caseworkers	646	699	678	673	661
TOTAL Non-Caseworkers Filled	1,061	1,118	1,112	1,118	1,106