

## Child Protection Committee

### DCF staffing, turnover, caseloads, and related issues

<b>DCF Family Services Division (FSD) staffing levels (by FTE)</b>			
<b>Year</b>	<b>SW</b>	<b>Supervisors</b>	<b>Total</b>
March 2005	126	26	152
March 2006	131	25	156
July 2008	131	25	156
March 2009	131	25	156
August 2011	144	27	171
August 2012	~ 144		
August 2013			
August 2014	160	30	190

Data in terms FTE's (full time equivalents):

- 190 includes new positions (17 social workers and 10 other).
- Only 2 of the new positions, and perhaps 6 other positions, are unfilled as of September 23, 2014.
- 190 represents a 9% increase over 2006 – 2009 staffing levels.

<b>DCF FSD turnover</b>		
<b>Staff</b>	<b>FY 2012</b>	<b>FY2013</b>
Total # FTE's	144	151
Resignations	18	18
Retirements	3	1
Lateral moves	7	3
Promotion	3	2
Total movement	31	24
Turnover (DCF calculation)	22%	15%
Turnover (resignations & retirements only)	15% (21)	13% (19)

<b>DCF FSD caseloads: average statewide</b>				
7/10/2010	8/2/2011	6/2/2012	6/5/2013	6/5/2014
16.7	15.8	15.8	16.2	17.5

<b>DCF FSD caseloads: average per social worker per district</b>	
<b>District</b>	<b>Average</b>
Barre	16.5
Bennington	17.2
Brattleboro	23.4
Burlington	14.1
Hartford	23.8
Middlebury	16.3
Morrisville	10.5
Newport	14.2
Rutland	14.1
Springfield	18.2
St. Albans	20.9
St. Johnsbury	22.0

The job specifications for Social Worker Trainee, Social Worker, Senior Social Worker, Social Services Supervisor, and Family Services District Director I are attached.

There are no separate “investigator” positions. Social workers carry out both investigations and assessments in most districts, and these individuals are hired for their social work competence and skills, as opposed to any investigatory competence or skills. Social workers who handle investigations are given training in topics such as forensic interviewing (for training, please see large binders, tab 5).