



VERMONT

DEPARTMENT FOR CHILDREN AND FAMILIES Family Services Division

To: Senate Appropriations Committee
 From: Cindy Walcott, Deputy Commissioner, DCF Family Services
 Date: February 19, 2015
 Subject: DCF Family Services Staffing

Pre-position Pilot Staffing – Early Aug 2014 (Note: Does not include Woodside)

	Mgr	Non Mgr	Grand Total
Central Office	8	54	62
Administrative Assistant B		5	5
Administrative Svcs Cord II		3	3
Adoption Program Chief		1	1
Child Benefits Unit Supervisor		1	1
Child Prot & Field Oper Dir	1		1
Child Safety Manager		1	1
Child Victim Treatment Dir		1	1
Child Welfare Resource Monitor		1	1
Client Placement Specialist		1	1
Compact Administrator		1	1
Dir of Res Lic & Spec Inves	1		1
Domes & Sexual Violence Dir		1	1
Fed & St Agreement Team Ldr		1	1
Fed & State Agreement Spec		1	1
Juvenile Justice Administrator		1	1
Juvenile Justice Coordinator		1	1
Policy & Operations Manager	4		4
Practice & Policy Specialist		1	1
Program Technician I		1	1
Quality Assurance Adm		1	1
Quality Assurance Coordinator		1	1
Revenue Enhancement Director	1		1
Revenue Team Leader		1	1
Senior Social Worker*		3	3
Social Services Supervisor*		6	6
Social Worker*		20	20
System of Care Unit Director	1		1

District Offices	11	224	235
Administrative Assistant A		15	15
Administrative Assistant B		12	12
Administrative Svcs Cord I		1	1
Child Benefits Specialist		2	2
Domestic Violence Specialist		2	2
Family Services Dist Dir II	1		1
Family Services District Dir I	10		10
Family Svcs Asst Dist Dir		2	2
Resource Coordinator		12	12
Senior Social Worker		3	3
Social Services Supervisor		28	28
Social Worker		147	147
Grand Total	19	278	297

*includes Licensing, Central Intake and Emergency Services

Position Pilot –Spring/Summer 2014

Position	Note	Location	#	Filled?
Social Workers		Hartford 3, Springfield 1 Bennington 1 Brattleboro 3 St. Albans 5 St. Johnsbury 2 Licensing 1 Floaters 2	18	Yes
Supervisor		St. Albans, Barre	2	Yes
Admin. Assistant	Temp conversion	St. Albans	1	Yes
Domestic Violence Specialist		Rutland	1	Yes
Child Safety Manager		Central Office	1	Yes
Post-Permanence Manager	Contract conversion	Central Office	1	Yes
Foster and Kin Care Manager	Contract conversion	Central Office	1	Yes
Nurse	Converted to Quality Assurance Coordinator in Jan 2015, in response to system evaluations.	Central Office	1	No
Woodside Assistant Director		Woodside	1	Yes
Total			27	

Position Pilot – Fall 2014

Position	Note	Location	#	Filled?
Assistant Director, Centralized Intake and Emergency Services		Central Office	1	No
Assistant District Director		St. Albans	1	No
Policy and Planning Coordinator		Central Office	1	No
Total			3	

These positions were recommended in AHS Acting Secretary Chen’s plan of October 1, 2015. This plan focused on changes that would allow the DCF commissioner to spend more time on Child Protection. The position aspect of this plan was not approved until late January 2015. The positions are in the process of being classified by DHR. None of the position are designated managers.

Changes in Caseload and District Staffing 2013-2014

	2013	2014	Net Chg	% Change
Intakes	17,460	19,292	1,832	10%
Investigations and Assessments	5136	5848	712	14%
Children in Custody at Year End	1000	1185	185	19%
Children < 6 Yrs in Custody at Year End	281	403	122	43%
Social Worker FTEs in Districts	146.5	159.5	13	9%*
Assigned to Investigations	51	56	5	10%
Assigned to Ongoing Casework	94.5	103.5	9	10%
# Families/Social Worker	17	16.9	-0.1	-1%

*If the percentage increase in social workers is calculated on all social workers, not just district social workers, the increase is 5%.