



Board of County Commissioners Agenda Request

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Agenda Item #

Requested Meeting Date: **August 11, 2015**

Title of Item: **FT Social Worker**

<input type="checkbox"/> REGULAR AGENDA <input checked="" type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
Submitted by: Tom Burke		Department: H&HS
Presenter (Name and Title):		Estimated Time Needed:
Summary of Issue: As the result of the Governor's Task Force on Child Protection, it has been recommended that Aitkin County enhance services in this area. In looking at our needs we are requesting to hire one full time social worker for child protection. Please find attached supporting documentation for the position. I would also note the position is fully funded by the state.		
Alternatives, Options, Effects on Others/Comments:		
Recommended Action/Motion:		
Financial Impact: Is there a cost associated with this request? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>Please Explain:</i> The MN Dept of Human Services has already sent us \$60,000.00 for this position with the potential to draw down 15,000.00 more. This position will also draw down revenue through case management.		

Legally binding agreements must have County Attorney approval prior to submission.

CHILD PROTECTION SOCIAL WORKER

July 2015

In the fall of 2014, Governor Dayton convened a Task Force on the Protection of Children in response to a child death in Minnesota. Circumstances around the homicide of this child also included discoveries that the child protection system failed to protect this child even though it seemed that there were opportunities for the child protective services agency where the child lived to do so. The Task Force worked through the winter of 2014-2015, and in March 2015 it made its final recommendations. Among the 93 recommendations were that child protection caseloads are too large and need to be more manageable for child protection social workers and supervisors. (recommended size of ten child protection cases per worker)

In May 2015 the Legislature signed the Health and Human Services Omnibus Finance Bill. As part of this Bill, new funding for the State's child protective services programming was authorized. This new funding is coming to the counties as grants determined according to a formula (MN Stat. 256M.41), and is to be used for child protection staffing and services. The intent of this legislation and the grants is to improve the current child protection worker caseloads so that more timely case work will occur to ascertain the safety of children and to support children in need of protection. (DHS Bulletin #15-68-09) Aitkin County has already received its 2015 allocation of \$60,000. Another \$15,000 will come in January 2016 provided the Agency meets certain performance outcomes. Then, in July 2016 Aitkin County will receive another \$60,000, and another \$15,000 in January 2017 provided the Agency meets the same performance outcomes.

These performance outcomes are measures of data that can be pulled off of our Social Service Information System (SSIS), the data base where social workers document the activities performed and the time spent on their child welfare and child protection cases. These are the performance outcomes that are being used to assure that children are more likely to be safe and their well-being is monitored in those counties that can meet the measure. To date at the current staffing patterns, Aitkin County has many challenges in meeting the performance standard of 90% compliance with the measures. The two measures are: 1) Monthly face-to-face visits with foster children and children who live at home while receiving protective services [well-being]. 2). Timely face-to-face contact with alleged child victim [safety].

Aitkin County Statistics:

Agency has four social workers who perform child protection activities.... family assessments, family investigations, foster care placements, Child In Need of Protection or Services court interventions, concurrent permanency planning. However, these workers also do general child welfare cases, truancy cases, Parent Support Outreach Cases.

In 2014 these four social workers completed 74 family assessments and 17 investigations.

RE: Child Protection Social Worker

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In 2014 Aitkin County had the second highest number of properly "screened-in" child protection reports in the state. That means that these four workers were seeing more families and children because of abuse and neglect reports than most counties in the state.

In 2014 Aitkin County had the second lowest rate of timeliness of first contact with child victims, an indication that at our current staffing levels, we are unable to keep up with our screen-in rate. (55.9%)

A few weeks ago a snapshot of the caseloads of these four workers showed that they are managing 63 child welfare/child protection cases. A bit off the mark of the Task Force recommendation of 10 cases per child protection worker. Admittedly, out of these 63 cases there are several that are not 'child protection.' There are general child welfare, truancy, and parent support outreach cases. Out of the same snapshot of the caseloads, when removing general child welfare, truancy, and parent support outreach, the total count of child protection cases was 42. On the face of it, this does meet the Governor's Task Force recommended ratio of workers to cases. However, who, then, will manage and service the 21 cases that were taken out of the count? Twenty-one cases of general child welfare, truancy and parent support is a large caseload of its own. Also, these 21 case situations are often times "early intervention and prevention" cases through which we hope our interventions at this stage will prevent greater problems that turn into child protection cases.

Recommendation:

It takes a village; it takes a state; it takes a nation to raise a child. The protection of our most vulnerable citizens is everyone's responsibility. The Feds assist with funding through Social Services Time Study and Child Welfare Targeted Case Management; the State has sent us funds for staffing. In light of the intent of the Governor's Task Force and the 2015 Legislature, not to act will increase the liability to the county if a child becomes egregiously harmed, or worse, in our county because the Agency did not have the ability to respond in the manner mandated by statute, rule, and standards of practice in child welfare.

Therefore, it is the recommendation of Aitkin County Health and Human Services that the child protection staff will increase by adding one social worker position.

CP SOCIAL WORKER SALARY CHART W/BENEFITS

2015	Start	1	2	3	4	6
2015 Wage Scale	A	B	C	D	E	F
GRADE 09	\$ 23.80	\$ 24.51	\$ 25.23	\$ 25.98	\$ 26.75	\$ 27.54
FICA	\$ 1.82	\$ 1.87	\$ 1.93	\$ 1.99	\$ 2.05	\$ 2.11
PERA	\$ 1.73	\$ 1.78	\$ 1.83	\$ 1.88	\$ 1.94	\$ 2.00
Health/Life Single	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41
Total Hourly	\$ - \$ 31.76	\$ 32.57	\$ 33.40	\$ 34.26	\$ 35.15	\$ 36.06
Total Salary	\$ - \$ 66,052.90	\$ 67,737.79	\$ 69,473.23	\$ 71,260.73	\$ 73,101.86	\$ 74,998.22

Per Bulletin 15-68-09 \$ 60,000.00 Base Allocation **Received 07/2015
 \$ 15,000.00 Performance W/D Issued in 2/2016

CW-TCM \$167.00 1 Hit per Month/Federal Share
 15 Hits Per Month
 Monthly CM \$2,505.00
 Yearly CM \$30,060.00

****Worker will also bring in SSTS Admin revenue**

2015

2015 Wage Scale	K	L	M	N	Maximum/O
GRADE 09	\$ 31.88	\$ 32.83	\$ 33.81	\$ 34.81	\$ 35.55
FICA	\$ 2.44	\$ 2.51	\$ 2.59	\$ 2.66	\$ 2.72
PERA	\$ 2.31	\$ 2.38	\$ 2.45	\$ 2.52	\$ 2.58
Health/Life Single	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41	\$ 4.41
Total Hourly	\$ - \$ 41.04	\$ 42.13	\$ 43.25	\$ 44.41	\$ 45.26
Total Salary	\$ - \$ 85,368.31	\$ 87,632.67	\$ 89,964.96	\$ 92,367.21	\$ 94,134.46