



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

Department of Family
and Community Services

OFFICE OF CHILDREN'S SERVICES

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February 23, 2023

The Honorable David Wilson
Senate Health & Social Services Chair
Alaska State Legislature
State Capitol Room 121
Juneau, AK 99801

The Honorable Mike Prax
House Health & Social Services Chair
Alaska State Legislature
State Capitol Room 108
Juneau, AK 99801

Dear Senator Wilson and Representative Prax:

The Office of Children's Services received the following questions during the joint Health and Social Services meeting on February 14, 2023:

1. ***Representative Fields: How many employees turned over last year? What is the aggregate cost of turn-over?***

In FY2022, 92 case carrying staff departed the Office of Children's Services (OCS). OCS has not developed its own calculation for the cost of staff turnover. The National Child Welfare Workforce Institute estimates a national average cost of \$54,000 per staff departure/turnover. Using this estimate: 92 OCS staff departures x \$54,000 cost per position = \$4,968,000 total cost of staff departures/turnover in FY2022.

2. ***Representative Fields: Can you help us understand what people are currently getting paid? What is the wage level of a Protective Services Specialist III?***

The chart below details the pay (both hourly and bi-weekly salary) of the Protective Services Specialist series at step A with no geographic differential.