

Fiscal Note

State of Alaska
2018 Legislative Session

Bill Version:	SCS CSHB 151(HSS)
Fiscal Note Number:	11
(S) Publish Date:	4/6/2018

Identifier: HB151CS(FIN)-DHSS-FLSW-3-16-18
Title: DHSS;CINA; FOSTER CARE; CHILD PROTECTION
Sponsor: GARA
Requester: Senate HSS

Department: Department of Health and Social Services
Appropriation: Children's Services
Allocation: Front Line Social Workers
OMB Component Number: 2305

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2019 Appropriation Requested	Included in Governor's FY2019 Request	Out-Year Cost Estimates					
			FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
OPERATING EXPENDITURES								
Personal Services	1,546.5		2,062.0	2,062.0	2,062.0	2,062.0	2,062.0	2,062.0
Travel	96.0		96.0	96.0	96.0	96.0	96.0	96.0
Services	184.8		184.8	184.8	184.8	184.8	184.8	184.8
Commodities	142.8		8.4	8.4	8.4	8.4	8.4	8.4
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	1,970.1	0.0	2,351.2	2,351.2	2,351.2	2,351.2	2,351.2	2,351.2

Fund Source (Operating Only)

	FY 2019	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
1002 Fed Rcpts (Fed)	696.2		799.4	799.4	799.4	799.4	799.4
1004 Gen Fund (UGF)	1,273.9		1,551.8	1,551.8	1,551.8	1,551.8	1,551.8
Total	1,970.1	0.0	2,351.2	2,351.2	2,351.2	2,351.2	2,351.2

Positions

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Full-time	21.0	21.0	21.0	21.0	21.0	21.0
Part-time						
Temporary						

Change in Revenues

	FY 2019	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2018) cost: 0.0 (separate supplemental appropriation required)
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2019) cost: 0.0 (separate capital appropriation required)
(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? no
If yes, by what date are the regulations to be adopted, amended or repealed? n/a

Why this fiscal note differs from previous version/comments:

Reduced positions based on receipt of 31 positions in FY2018. Due to better retention trends so far in the current year, there is a remaining need for 12 Protective Services Specialists, 3 supervisory positions and 6 support staff to meet the standards outlined in this CS. Travel expenditures were moved from Children's Services Training component to this component. The general funds for these costs are a combination of match to federal funds and regular general funds. For accounting purposes the fiscal note is placing the costs in general funds rather than general fund match.

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Division:	Office of Children's Services	Date:	03/16/2018 02:00 PM
Approved By:	Shawnda O'Brien, Asst. Commissioner	Date:	03/16/18
Agency:	Health and Social Services		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2018 LEGISLATIVE SESSION

Analysis

Section 15 requires that the division implement workload standards and increase the level of training for new front line caseworkers. New caseworker workload recommendations:

- No more than six cases are assigned to a new front line worker in the first three months of employment, and
- No more than twelve cases in fourth, fifth, and six month of employment.

This section also amends AS 47.14 by adding a new subsection, AS 47.14.112(a)(2), requiring mentors. The division added mentors in FY2018. New subsection AS 47.14.112(a)(4) recommending that average statewide caseload be not more than thirteen families for each worker. In order to maintain this recommended average, the division will need an increase in front line worker positions. The division needs to add a total of 12 Protective Services Specialists positions. Per the workload study completed in 2012 by Hornby, Zeller and Associates, the following ratios of support and supervision are needed:

- One Supervisor for every five front line workers
- One Social Services Associate for every four front line workers
- One Office Assistant for every 3.7 front line workers

The division proposes to bring on the additional staff in the first year. The following is a breakdown to reflect the number of staff necessary to ensure acceptable caseloads of an average of thirteen cases per caseworker and lower caseloads in rural areas that require significant travel.

QTY	Title	Range	Location
5	Protective Services Specialist I/II	15/17	Anchorage
2	Protective Services Specialist I/II	15/17	Fairbanks
1	Protective Services Specialist I/II	15/17	Nome
2	Protective Services Specialist I/II	15/17	Kotzebue
1	Protective Services Specialist I/II	15/17	Kenai
1	Protective Services Specialist I/II	15/17	Craig
1	Social Services Associate II	12	Anchorage
1	Social Services Associate II	12	Petersburg
1	Social Services Associate II	12	Valdez
3	Office Assistant II	10	Anchorage/Wasilla
3	Protective Services Specialist IV	20	Anchorage/Wasilla
21			

In the first year, personal services are calculated at 75 percent of total cost in consideration of the time it would take to establish and recruit for the new positions. In addition, months 1-3 are calculated with a higher federal share based on the enhanced federal reimbursement rate for Protective Services Specialists when high training standards are met. The table below reflects the personal services detail for new hires in FY2019.

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2018 LEGISLATIVE SESSION

BILL NO. CSHB151(FIN)

Analysis

FY2019									
Year 1									
QTY	Title	Range	Location	Salary & Benefits @ 75%	TOTAL	Month 1-3 @ 45% fed reimbursement	Month 4-12 @ 34% fed reimbursement	TOTAL FEDERAL SHARE	STATE GENERAL FUND
Enhanced Training for New Hires: No more than six cases month 1-3, no more than 12 cases in months 4-6.									
5	Protective Services Specialist I/II	15/17	Anchorage	\$ 72.0	\$ 360.2	\$ 40.5	\$ 91.9	\$ 132.4	\$ 227.8
2	Protective Services Specialist I/II	15/17	Fairbanks	\$ 73.8	\$ 147.6	\$ 16.6	\$ 37.6	\$ 54.3	\$ 93.4
1	Protective Services Specialist I/II	15/17	Nome	\$ 93.9	\$ 93.9	\$ 10.6	\$ 23.9	\$ 34.5	\$ 59.4
2	Protective Services Specialist I/II	15/17	Kotzebue	\$ 107.5	\$ 215.0	\$ 24.2	\$ 54.8	\$ 79.0	\$ 136.0
1	Protective Services Specialist I/II	15/17	Kenai	\$ 72.0	\$ 72.0	\$ 8.1	\$ 18.4	\$ 26.5	\$ 45.6
1	Protective Services Specialist I/II	15/17	Craig	\$ 72.0	\$ 72.0	\$ 8.1	\$ 18.4	\$ 26.5	\$ 45.6
1	Social Services Associate II	12	Anchorage	\$ 54.8	\$ 54.8			\$ 18.6	\$ 36.2
1	Social Services Associate II	12	Petersburg	\$ 54.8	\$ 54.8			\$ 18.6	\$ 36.2
1	Social Services Associate II	12	Valdez	\$ 59.4	\$ 59.4			\$ 20.2	\$ 39.2
3	Office Assistant II	10	Anchorage/Wasilla	\$ 50.1	\$ 150.2			\$ 51.1	\$ 99.2
3	Protective Services Specialist IV	20	Anchorage/Wasilla	\$ 88.8	\$ 266.3			\$ 90.6	\$ 175.8
21					\$ 1,546.5			\$ 552.2	\$ 994.3

NOTE: Actual amounts shown in thousands; rounding may result in what appear to be math errors but in fact are not.

Annual support costs for new hires (34% fed, 66% GF):
 Travel for training for new hire Protective Services Specialists with duty stations outside of Anchorage/Wasilla to the six week training - 7 staff x \$12.0 = \$84.0
 Travel for training for new hire Social Services Associates with duty stations outside of Anchorage/Wasilla to the basic two to three week training - 2 staff x \$6.0 = \$12.0

Leased space, information technology, telecommunications, phones, utilities - 21 staff x \$8.8 = \$184.8

General office supplies - 21 staff x \$0.4 = \$8.4

One-time commodities (desk, chair, phone, computer) - 21 staff x \$6.4 = \$134.4

The table below reflects personal services detail for FY2020 through FY2024:

Year 2 - 5							
QTY	Title	Range	Location	Salary & Benefits	TOTAL	FEDERAL SHARE @ 34% reimbursement	STATE GENERAL FUND
5	Protective Services Specialist I/II	15/17	Anchorage	\$ 96.1	\$ 480.3	\$ 163.3	\$ 317.0
2	Protective Services Specialist I/II	15/17	Fairbanks	\$ 98.4	\$ 196.9	\$ 66.9	\$ 129.9
1	Protective Services Specialist I/II	15/17	Nome	\$ 125.2	\$ 125.2	\$ 42.6	\$ 82.6
2	Protective Services Specialist I/II	15/17	Kotzebue	\$ 143.3	\$ 286.6	\$ 97.5	\$ 189.2
1	Protective Services Specialist I/II	15/17	Kenai	\$ 96.1	\$ 96.1	\$ 32.7	\$ 63.4
1	Protective Services Specialist I/II	15/17	Craig	\$ 96.1	\$ 96.1	\$ 32.7	\$ 63.4
1	Social Services Associate II	12	Anchorage	\$ 73.1	\$ 73.1	\$ 24.9	\$ 48.2
1	Social Services Associate II	12	Petersburg	\$ 73.1	\$ 73.1	\$ 24.9	\$ 48.2
1	Social Services Associate II	12	Valdez	\$ 79.2	\$ 79.2	\$ 26.9	\$ 52.3
3	Office Assistant II	10	Anchorage/Wasilla	\$ 66.8	\$ 200.3	\$ 68.1	\$ 132.2
3	Protective Services Specialist IV	20	Anchorage/Wasilla	\$ 118.4	\$ 355.1	\$ 120.7	\$ 234.4
21					\$ 2,062.0	\$ 701.1	\$ 1,360.9

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STATE OF ALASKA
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BILL NO. CSHB151(FIN)

Analysis

Summary of costs by line item and fund source:

FY2019		fed	GF
personal services	\$ 1,546.5	\$ 552.2	\$ 994.3
travel	\$ 96.0	\$ 32.6	\$ 63.4
services	\$ 184.8	\$ 62.8	\$ 122.0
commodities	\$ 142.8	\$ 48.6	\$ 94.2
TOTAL	\$ 1,970.1	\$ 696.2	\$ 1,273.9

FY2020 and beyond		fed	GF
personal services	\$ 2,062.0	\$ 701.1	\$ 1,360.9
travel	\$ 96.0	\$ 32.6	\$ 63.4
services	\$ 184.8	\$ 62.8	\$ 122.0
commodities	\$ 8.4	\$ 2.9	\$ 5.5
TOTAL	\$ 2,351.2	\$ 799.4	\$ 1,551.8

The Office of Children's Services recognizes to maintain optimal caseloads outlined in this bill, all case carrying positions would need to be filled. Vacancy and turnover contribute to rising caseloads and with every position that becomes vacant, the caseloads are distributed among remaining staff, creating higher than reasonable caseloads for the duration of the recruitment process.

When evaluating the number of case carrying positions that would be necessary to maintain the workload standards required by **Section 15**, the Office of Children's Services considered and evaluated the length of time a position was vacant while in recruitment. The longest vacancy was ten months and the shortest vacancy was one month. In FY2017, the average length a position remained vacant was 3.6 months and in FY2018, the year-to-date average is 1.9 months.

The additional 12 case carrying positions are being requested to offset the additional caseloads-to-staff ratio added by vacancy and turnover and allow caseloads to be evenly distributed among case carrying staff while positions are in the process of being recruited and filled.