

BOARD ADDITIONS

January 16, 2019

GOVERNING BOARD

W. Decision Items

2. State Auditor Update

X. Decision Items

9. Contract Additions

- **Western Mental Health Center Inc (various locations) – 01/01/19 to 12/31/19;** Adult Community Support Program, Program Services \$72.08/hr (no increase), Community Support Aide \$30.00/hr (7% increase), misc expense for Aides \$20/hr, ARMHS Individual Service \$72.08/hr (no increase), ARMHS group service \$32.50/hr (8% increase), Cert Peer Specialist \$72.08/hr (no increase); \$180,000 cap – additional dollars require approval. (\$10,000 increase in cap)(renewal).

- **Tech Tronix Inc (Fergus Falls, MN) – 11/01/18 to 10/31/19;** Agreement for an End User License for EH Manager, a software program to record and manage environmental health data for inspections, licensing, and plan review (ie: Food, Beverage & Lodging, Food Stands, Swimming Pools, etc); \$2,000 initial license costs with the initial year at \$6,000 (NEW).

Fiscal Note: 2018 \$-0- (new- MDH no longer providing agencies with tracking software)

Added Note: Initially approved October 2018 board; re-presenting due to language

10. Request for Child Protection Worker



Position Request Form

SECTION 1: Process

1. Supervisors will complete the internal position justification form and submit to their Division Director.
2. Division Director completes position request form outlining their justification for requesting a new or open position and submits to Director.
3. Executive Team will review requests. Director will make final recommendations to the SWHHS Governing Board.

SECTION 2: New Position Information

Position Title: Child Protection Worker

Division/Unit: Social Services

New Position Replacement Permanent Temporary Promotion

Is Funding Budgeted for This Position? Yes, Budgeted No, Not Budgeted

Desired hire date: immediately

FTE Requested: yes

*Attached additional sheets if necessary.

1. What will the essential functions performed by this position include?

The primary purpose of this position is to provide child protection services and assessment of child maltreatment reports. Duties include case planning, referral for services, initiating court actions, ongoing court activities, coordinate and supervise placements, completion of relative searches, assessments of maltreatment reports, provide intake and on call, and other responsibilities related to protection of vulnerable children. This worker will be based out of **Lyon County**.

2. Why are you recommending this position be authorized?

Child protection services are mandated in Minnesota. We also have obligations to our partners such as the courts, county attorney, and community providers. The overall goal of child protection is to protect children and increase their wellbeing. Because of the high caseloads, some MN and federal standards are not being met; staff need additional support and time in order to provide quality case management services.

MN continues to implement the 93 recommendations from the Governor's Child Protection Task Force of 2014 and we are not in compliance with some of the recommendations. These include the caseload size of 10 as well as meeting certain standards such as timeliness of victim contacts, maltreatment recurrence, and monthly contact with children in foster care.

This position was recently vacated due to a current worker taking another CP position in the Pipestone County office.

3. What alternatives to hiring a new position have been considered?

Assessments and ongoing cases continue to be assigned to other workers from all counties and the child protection supervisors are carrying a small caseload. Case aides are assisting in many ways but caseloads are still higher than required. Lyon County already has one CP position that is open with the hope of hiring for it mid-year. Other programs within children's services continue to assist with tasks such as supervising visits, transporting children, covering intake, and helping in any way they can. Caseloads sizes are above the recommended 10.

4. Please indicate how this position will be funded? Check all that apply.

- 100% Levy
- Part Levy/Part Grant or Reimbursement
- 100% Grant or Reimbursement
- Other: Click or tap here to enter text.

This position is funded through a combination of sources including targeted case management, random moments, state and federal revenue through the VCAA block grant, county levy, and the MN child protection allocation.

County Agency Social Worker CP - \$60,246 – \$92,701 (salary, fica, pera and insurance contribution)
Approximately half of the salary can be reimbursed through targeted case management starting upon the hiring date.

5. What new or additional funding would support this position? Please identify any NEW dollars available to support this request. Grant resources already committed to existing expenditures should not be listed. Please be detailed.

What is the ROI?

6. What would the impact be to your customers and the community if this position is not authorized?

As caseloads continue to rise and with many of those cases becoming much more difficult, there is a risk to children's safety. If workers are not able to see children quickly and frequently, we are not able to assess their safety and address the concerns. Workers are struggling to meet the demands of the position and DHS continues to add to the expectations and our performance is monitored regularly. Some of the standards result in dollars going to the agency, specifically the child protection with holds and the upcoming potential with holds if we do not meet ICWA requirements. Primarily, we want to serve at risk children and their families and best practice would be to see these families regularly. This will also add to fewer children needing out of home care or helping them to reunify more timely.

7. How does this position support the core mission of your department?

One of the core missions of the agency is to protect our most vulnerable and this position directly supports that mission by preventing abuse and promoting safety and well being of children. The agency recently learned that we are not meeting a performance measure related to recurring child maltreatment. A program improvement plan is required. It is our hope that with adequate staffing, we can reduce the recurrence of child maltreatment by addressing risk and providing more one on one time with families.

SECTION 3: Signatures

Completed by: Cindy Nelson Date: January 15, 2019

Division Director Signature: Cindy Nelson Date: January 15, 2019

Director Signature:  Date: 1.15.19