

**DANE COUNTY
POLICY AND FISCAL NOTE**

_____ Original	_____ Update	Substitute No.
Sponsor:		Resolution No. <u>2019 RES-111</u>
Vote Required:		Ordinance Amendment No. _____
Majority	Two-Thirds	<input checked="" type="checkbox"/>

Title of Resolution or Ord. Amd.:

AUTHORIZING RECLASSIFICATION OF A SOCIAL WORKER POSITION TO A LEAD SOCIAL WORKER POSITION; FILLING 2 SOCIAL SERVICE SPECIALIST POSITIONS WHICH HAVE BEEN VACANT FOR OVER 6 MONTHS; AND MODIFYING POSITION AUTHORITY DCDHS - CYF DIVISION

Policy Analysis Statement:

Brief Description of Proposal -
The Department of Human Services CYF Division is requesting a variety of personnel changes including; reclassification of social worker positions, and modifying the current position authority. The specific changes include; reclassifying a Social Worker to a Lead Social Worker position, a title change for two positions from Social Service Specialist Bilingual Spanish, to Social Service Specialist (English), and changing a staff position from .75 to .50 FTE, and another position from .75 FTE to 1.0 FTE.

Current Policy or Practice -
Changes in position reclassification and modifying position authority require County Board approval.

Impact of Adopting Proposal -
The Lead Social Worker reclassification is necessary in order to provide additional support, training and mentoring to new social workers hired into the Child Protective Services Unit. The new hire in this position will coordinate and facilitate shadowing opportunities for newly hired Child Protective Services Social Workers and Social Service Specialists, and assist with ongoing training of new social workers. The Social Service Specialist change is necessary in order to find qualified candidates. The FTE adjustment is necessary to better serve parents whose children have been placed outside of their home.

Fiscal Estimate:

<u>Fiscal Effect (check all that apply) -</u>	<u>Budget Effect (check all that apply)</u>
<input checked="" type="checkbox"/> No Fiscal Effect	<input checked="" type="checkbox"/> No Budget Effect
<input type="checkbox"/> Results in Revenue Increase	<input type="checkbox"/> Increases Rev. Budget
<input type="checkbox"/> Results in Expenditure Increase	<input type="checkbox"/> Increases Exp. Budget
<input type="checkbox"/> Results in Revenue Decrease	<input type="checkbox"/> Decreases Rev. Budget
<input type="checkbox"/> Results in Expenditure Decrease	<input type="checkbox"/> Decreases Exp. Budget
	<input checked="" type="checkbox"/> Increases Position Authority
	<input checked="" type="checkbox"/> Decreases Position Authority
	Note: if any budget effect, 2/3 vote is required

Narrative/Assumptions about long range fiscal effect:

Expenditure/Revenue Changes:

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services					County Taxes				
Operating Expenses					Federal				
Contractual Services					State	\$0		\$0	
Capital					Other				
Total	\$0	\$0	\$0	\$0	Total	\$0	\$0	\$0	\$0

Personnel Impact/FTE Changes:

The changes result in reclassifications and modifying current position authority. There is no net increase or decrease to position authority.

Prepared By:

Agency:	Division:	
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