



JOE PARISI
DANE COUNTY EXECUTIVE

Dane County Department of Human Services

1202 Northport Drive Madison, WI 53704-2020
(608) 242-6200 Fax: (608) 242-6293

Director – Shawn Tessmann

MEMORANDUM

DATE: September 17, 2019
TO: Chair and Members of the Personnel and Finance Committee
FROM: Shawn Tessmann, Director
RE: Social Worker Positions Vacant for More Than Six Months, Position #1133 and #1707

County Ordinance 29.52(15) requires the Personnel and Finance Committee and the County Executive to approve filling positions that are vacant longer than six (6) months. Two Social Worker positions, #1133 and #1707 in the Department of Human Services, have not been able to be filled for longer than six (6) months. These positions were left unfilled upon being vacated in the wake of the Family Care transition. There is now a need to fill these positions in the burgeoning area of Behavioral Health.

What is the nature of the work or what is the essential function of the position?

Both positions 1133 and 1707 were assigned to the Long-Term Support unit before the department's transition to Family Care. These positions were vacated in the midst of that transition and were left vacant until the work areas of need could be more clearly determined. Since the transition, it is clear that these positions can be best used in the area of Behavioral Health. The department's 2020 budget proposal includes having certain quality assurance activities directly performed by department staff rather than by a POS agency. Having department staff perform these functions establishes the proper role of oversight to the department and removes any conflicts that may result from having a POS provider charged with these responsibilities. These two budgeted Social Worker positions will be completing individualized service plans and performing these quality assurance functions alongside Quality Assurance Specialists for the Community Recovery Services (CRS) and Crisis Stabilization programs, which are both funded by Medicaid.

How has this function been fulfilled without his position?

The department currently has contracts with outside agencies to perform these oversight functions. The department's 2020 budget proposal moves responsibility for these functions to the department.

What will be the impact on the Department's function and mission if the position remains vacant?

Quality Assurance functions will not be adequately performed and could place Medicaid reimbursement for behavioral health activities at risk. Just over \$1 million of CRS revenue is budgeted in 2020 and \$5.7 million is budgeted in Crisis Stabilization revenue.