

**DANE COUNTY  
POLICY AND FISCAL NOTE**

<input type="checkbox"/> Original	<input type="checkbox"/> Update	Substitute No.
Sponsor:		Resolution No. 2021 RES-046
Vote Required:		Ordinance Amendment No. _____
Majority	Two-Thirds	<input checked="" type="checkbox"/> X

Title of Resolution or Ord. Amd.:

**AUTHORIZING RECLASSIFICATION OF 2 SENIOR SOCIAL WORKER POSITIONS TO LEAD SOCIAL WORKER POSITIONS; RECLASSIFICATION OF A SOCIAL SERVICE SPECIALIST TO A SOCIAL WORKER POSITION; AND MODIFYING POSITION AUTHORITY. DCDHS - CYF DIVISION**

**Policy Analysis Statement:**

**Brief Description of Proposal -**  
 The Dane County Department of Human Services (DCDHS) Children, Youth and Families (CYF) Division has 2.0 FTE Senior Social Worker positions, position #1729 and position #1387, which we request be reclassified to Lead Social Worker positions. These positions will be supervised by a CYF Youth Justice Supervisor. These positions are currently vacant. The Department of Administration- Employee Relations has recommended approval of this request. The CYF Division is requesting to reclassify position #1799 and approval to fill. This position has been vacant over 6 months and is classified as a Social Service Specialist (G14) position. The Department of Human Services is requesting this position to be reclassified as a Social Worker in the Youth Justice Unit. The CYF Division is requesting to change the staff allocation of Program Leader position #3116, currently at 0.5 FTE which has been vacant for over 6 months and Program Leader position #3248 currently at 0.5 FTE to a 1.0 FTE Program Leader position.

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

**Impact of Adopting Proposal -**  
 The Lead Social Worker positions will provide additional support, training and mentoring to new social workers hired into the Youth Justice Services Unit. The Human Services Department will increase its intake capacity by creating additional Social Worker positions. The two 0.5 program leader positions will be combined to 1.0 FTE and provide supervision and support to youth and families involved in youth justice services.

**Fiscal Estimate:**

<b>Fiscal Effect (check all that apply) -</b>		<b>Budget Effect (check all that apply)</b>	
<input 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 checked="" 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 type="checkbox"/>	Increases Position Authority
		<input type="checkbox"/>	Decreases Position Authority
Note: if any budget effect, 2/3 vote is required			

**Narrative/Assumptions about long range fiscal effect:**

The fiscal impact of this reclassification results in a \$3,433 additional wages annually for the Lead Social Worker positions and Social Service Specialist position; however vacancy savings are sufficient to offset the increased cost and therefore, there is no net impact for the year. There is no fiscal impact for the two 0.5 FTE Program Leader positions to be combined.

**Expenditure/Revenue Changes:**

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services			\$3,433		County Taxes			\$3,433	
Operating Expenses					Federal				
Contractual Services					State				
Capital					Other				
Total	\$0	\$0	\$3,433	\$0	Total	\$0	\$0	\$3,433	\$0

**Personnel Impact/FTE Changes:**

The changes result in reclassifications and modifying current position authority. There is a 0.5 FTE net increase to position authority.

**Prepared By:**

Agency:		Division:	
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