



Dane County Department of Human Services

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JOE PARISI
DANE COUNTY EXECUTIVE

MEMORANDUM

DATE: January 4, 2024
TO: Chair and Members of the Personnel and Finance Committee
FROM: Nancy Ortegon-Johnson
CYF Staff Development Manager
RE: SW Positions 1799 and 2918 Vacant for more than six months

County Ordinance 29.52(15) requires the Personnel and Finance Committee and the County Executive to approve filling positions that are vacant for 6 months and needs to be filled.

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

SW Position 1799 provides the full range of Juvenile Justice related social work activities assigned to County Agencies by state law. They meet with families to identify and prioritize needs and goals and consider appropriate available services. Maintain regular contact with school, treatment providers and other involved professionals.

SW Position 2918 provides the full range of Child Protection Services related social work activities assigned to County Agencies by state law. Meet with families to identify and prioritize needs and consider appropriate available services.

How has this function been fulfilled without these positions?

Duties have been covered by other staff.

What will be the impact on the Department's function and Mission if these positions remain vacant?

Cases per worker will continue to increase due to the shortage of social workers. The Department continues to see a shortage of social work candidates that are applying for CPS positions, which leads to low morale and affect retention of current social workers and could affect the services offered to children, youth and families that we serve.