

Georgia Department of Human Services

Housekeeping Rules

- Make sure your computer speakers are on.
- Use your computer audio, Microsoft Teams, or call into the meeting. Attempting to use multiple audio options will create feedback.
- Mute yourself if you are not speaking.
- When there are calls for action item votes, everyone will be unmuted to ensure that all board members are heard.
- Please state your name when making a motion or seconding a motion.
- Please note that all motions, presentations, and meeting minutes were emailed to you for your convenience.
- We will check the chat box for any questions or comments throughout the meeting. Please let us know if you experience any audio issues or have trouble viewing the PowerPoint presentation.
- If you are calling in on your phone, please use *6 to mute and unmute yourself.



Agenda Approval

Brian P. Kemp
Governor



Candice L. Broce
Commissioner

Georgia Department of Human Services
Aging Services | Child Support Services | Family & Children Services

DFCS State Advisory Board Meeting May 17, 2023

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Or call in (audio only)

[+1 470-344-9228, 123959540#](#) United States, Atlanta

Phone Conference ID: 123 959 540#

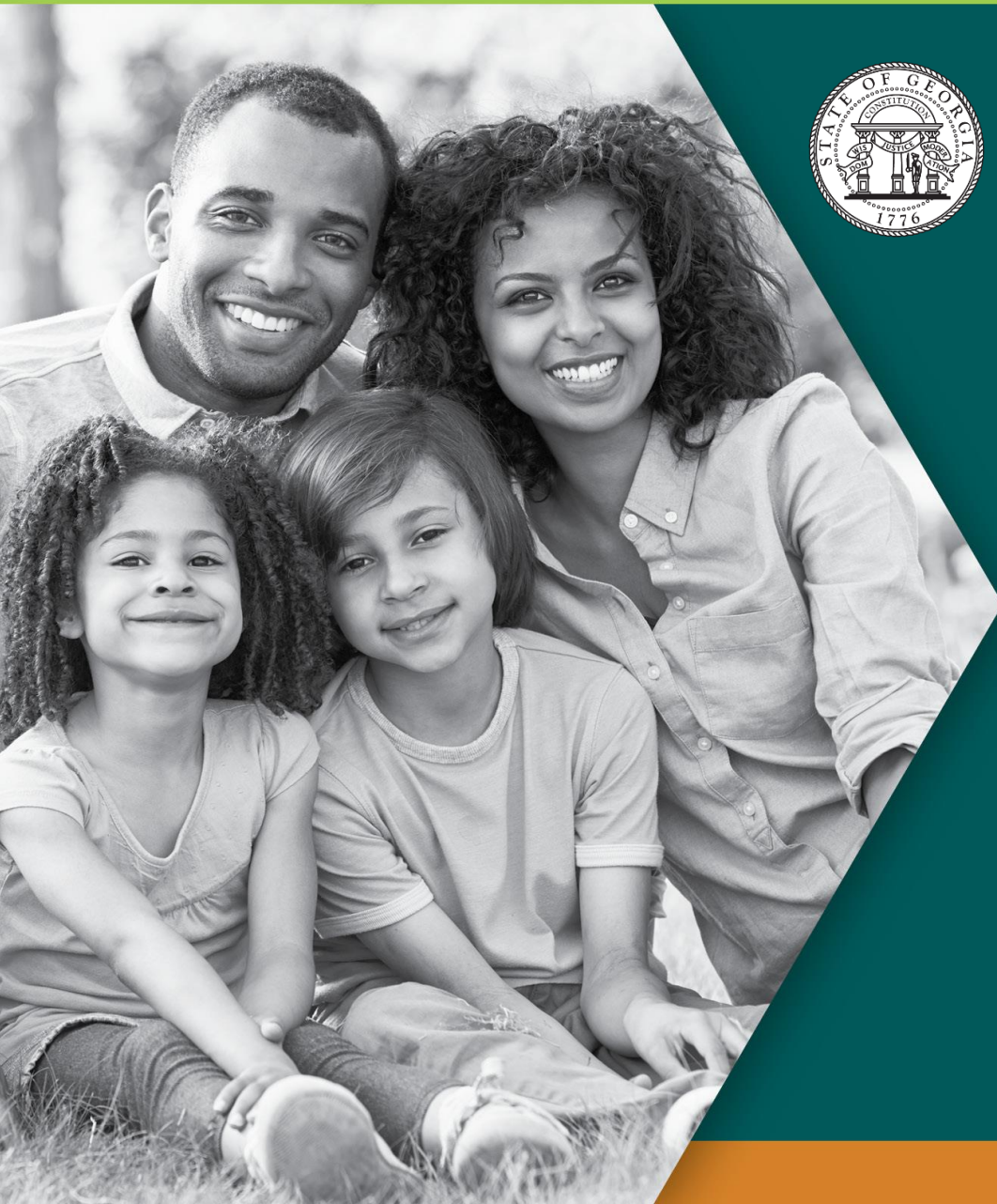
- | | |
|---|--|
| A. Welcome | 10:00 a.m. – 10:10 a.m. |
| <ul style="list-style-type: none">• Attendance Report• Agenda Approval• Minutes Approval | Belva Dorsey, Chair |
| B. Program Reports | 10:10 a.m. – 10:30 a.m. |
| <ul style="list-style-type: none">• Office of Child Welfare• Office of Family Independence | Mary Havick, Deputy Commissioner
John Hallman, Deputy Commissioner |
| C. Administrative Reports | 10:30 a.m.- 11:15 a.m. |
| <ul style="list-style-type: none">• Legislative Affairs Report• Review of Amended Fiscal Year 2023 and Fiscal Year 2024 Budget• Human Resources Update | Emma McCullough, Governmental Affairs Director
Demetrius Taylor, Deputy Commissioner
Ann Burris, Deputy Commissioner |
| D. Advisory Board Action Items | 11:15 a.m.- 12:30 p.m. |
| <ul style="list-style-type: none">• Bylaw Amendments• DFCS Committee and Regional Reports<ul style="list-style-type: none">◦ Regional Trends◦ Child Welfare◦ OFI◦ Community Relations | |





Georgia Department of Human Services

Approval of DFCS Advisory Board February 15, 2023 Meeting Minutes



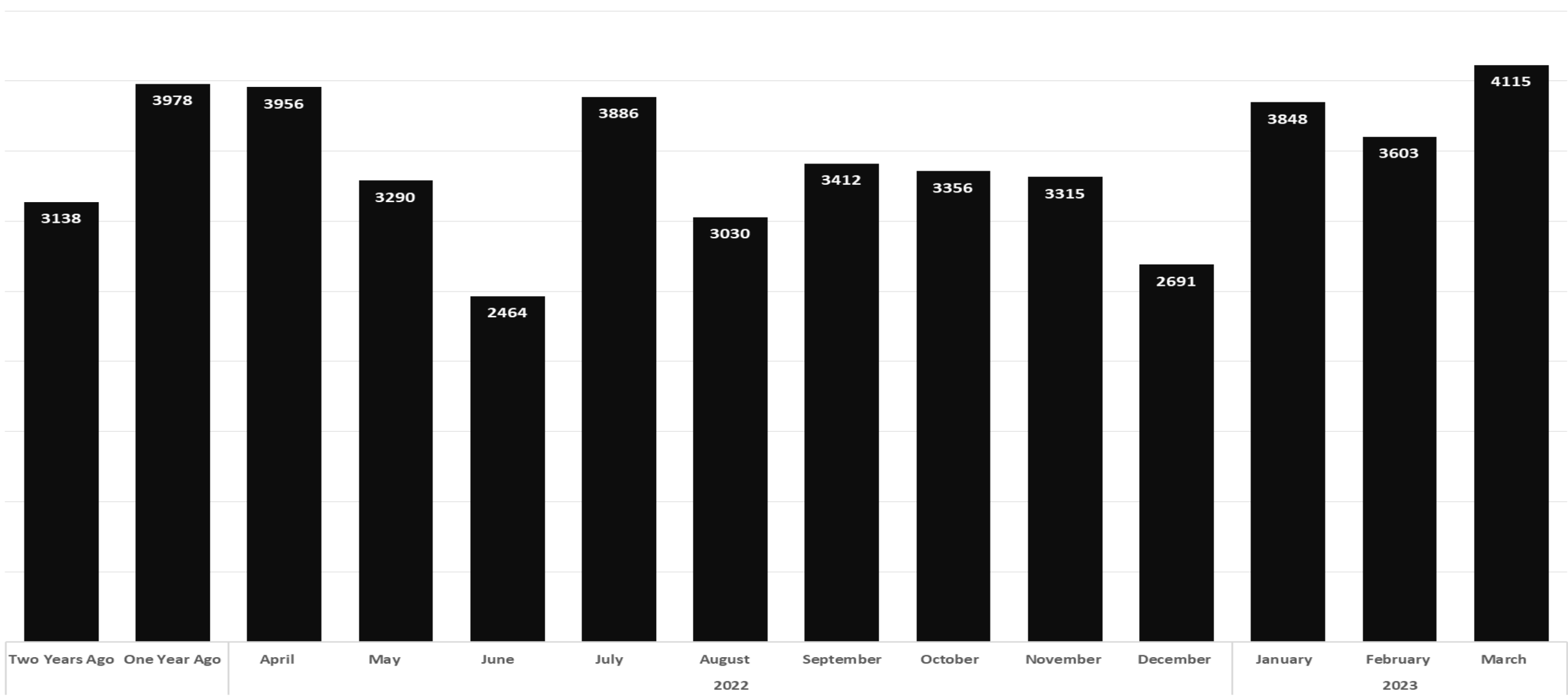
Georgia Department of Human Services

Child Welfare Monthly Data Report

Mary Havick

Deputy Commissioner for the Office of Child Welfare

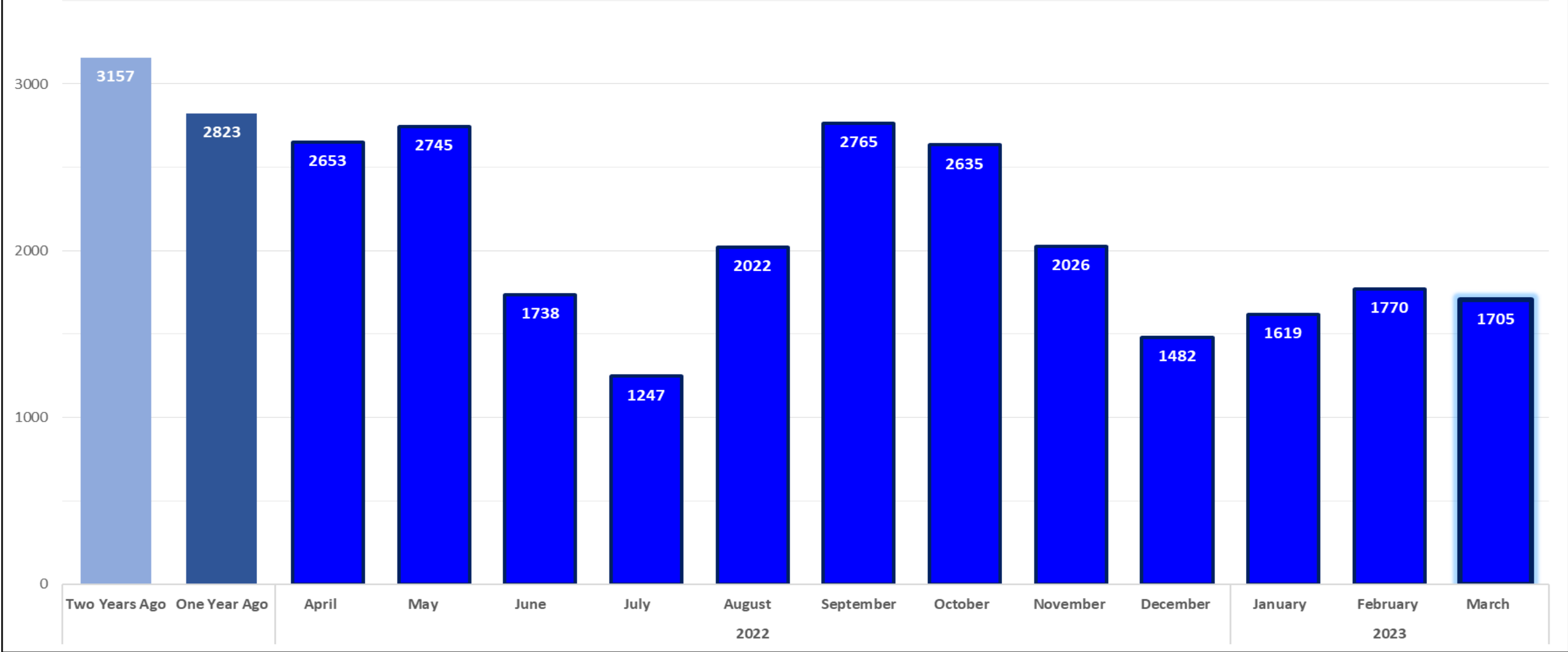
Open Intakes



Intakes, or reports of child maltreatment, may be directed to investigation, family support, screened out, or screened out and referred to services. Other intakes, such as Information and Referrals, are not included in these counts.

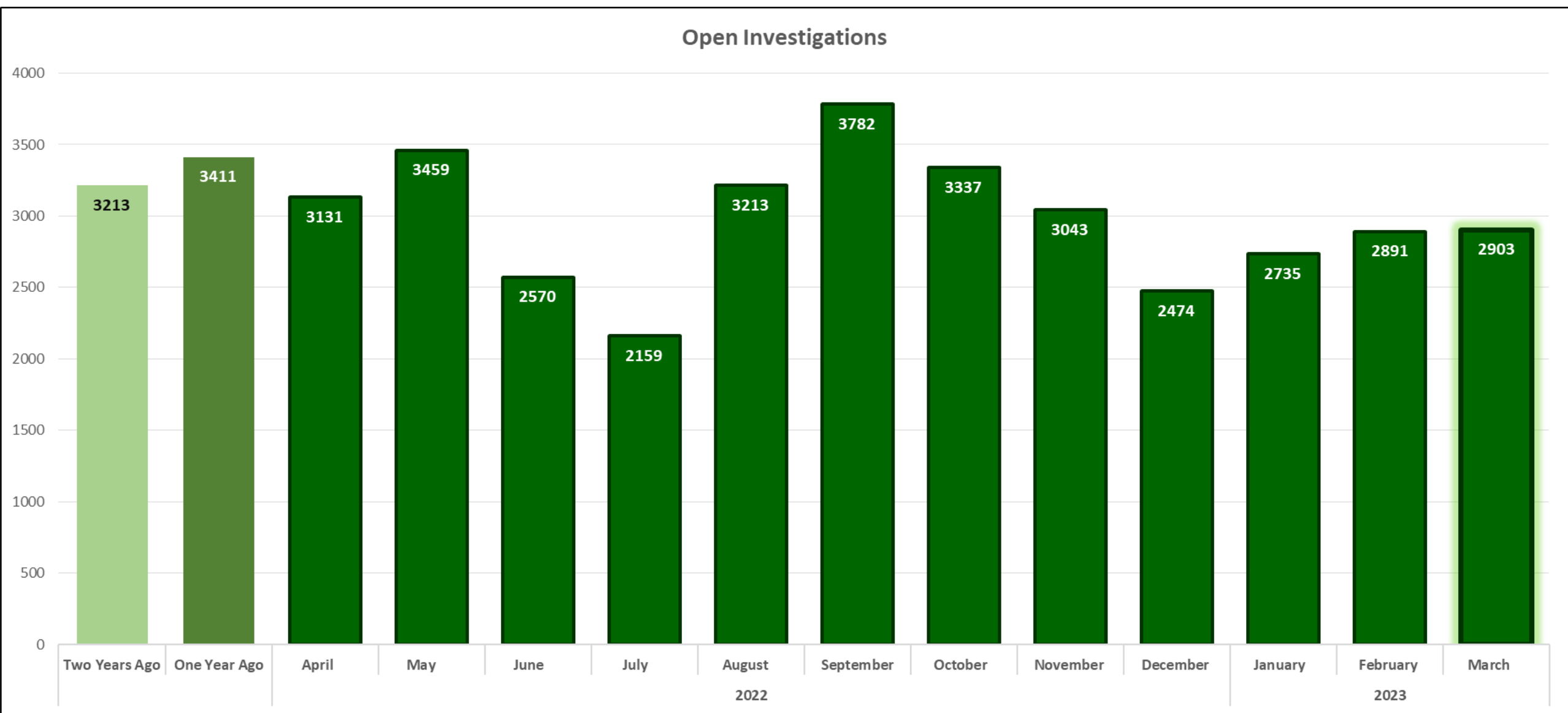
Data Source: SHINES

Open Family Support Stages



Family Support Cases are opportunities to assist families where concerns exist but can be managed with only minimal DFCS involvement, usually through referrals to community services.

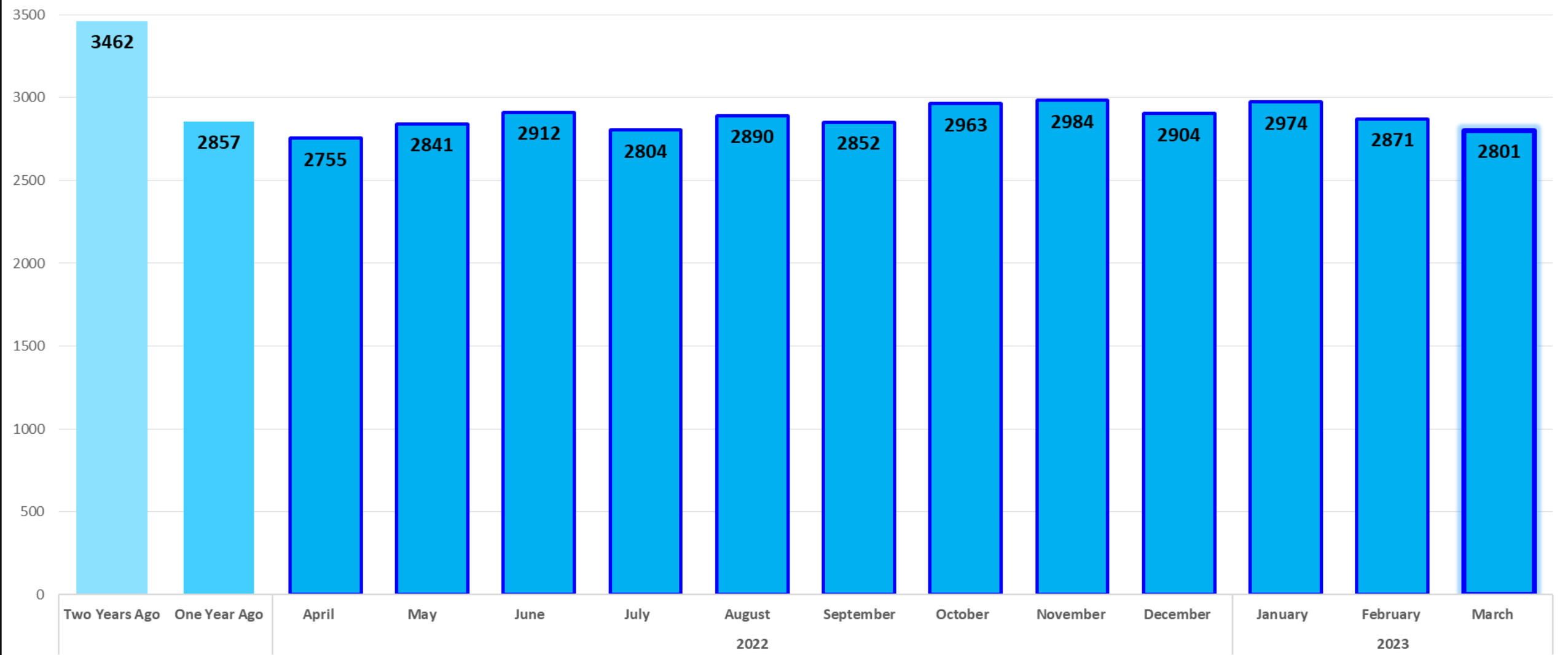
Data Source: SHINES



Investigations seek to determine the safety of children where an allegation of abuse or neglect has been received by DFCS. This measure helps DFCS to measure workloads.

Data Source: SHINES

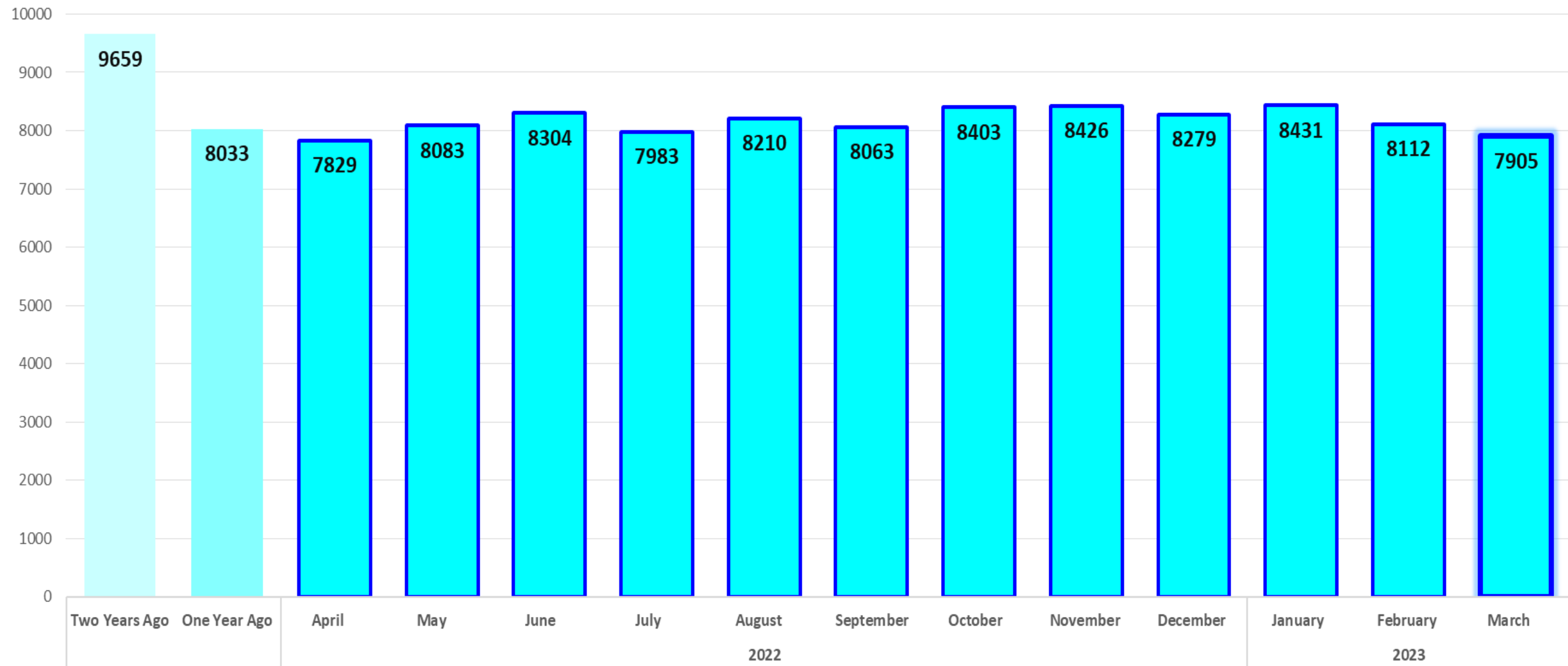
Open Family Preservation Stages



Family Preservation is a program designed to continue working with a family where safety concerns have been identified with the children remaining in the home.

Data Source: SHINES

Children in Family Preservation

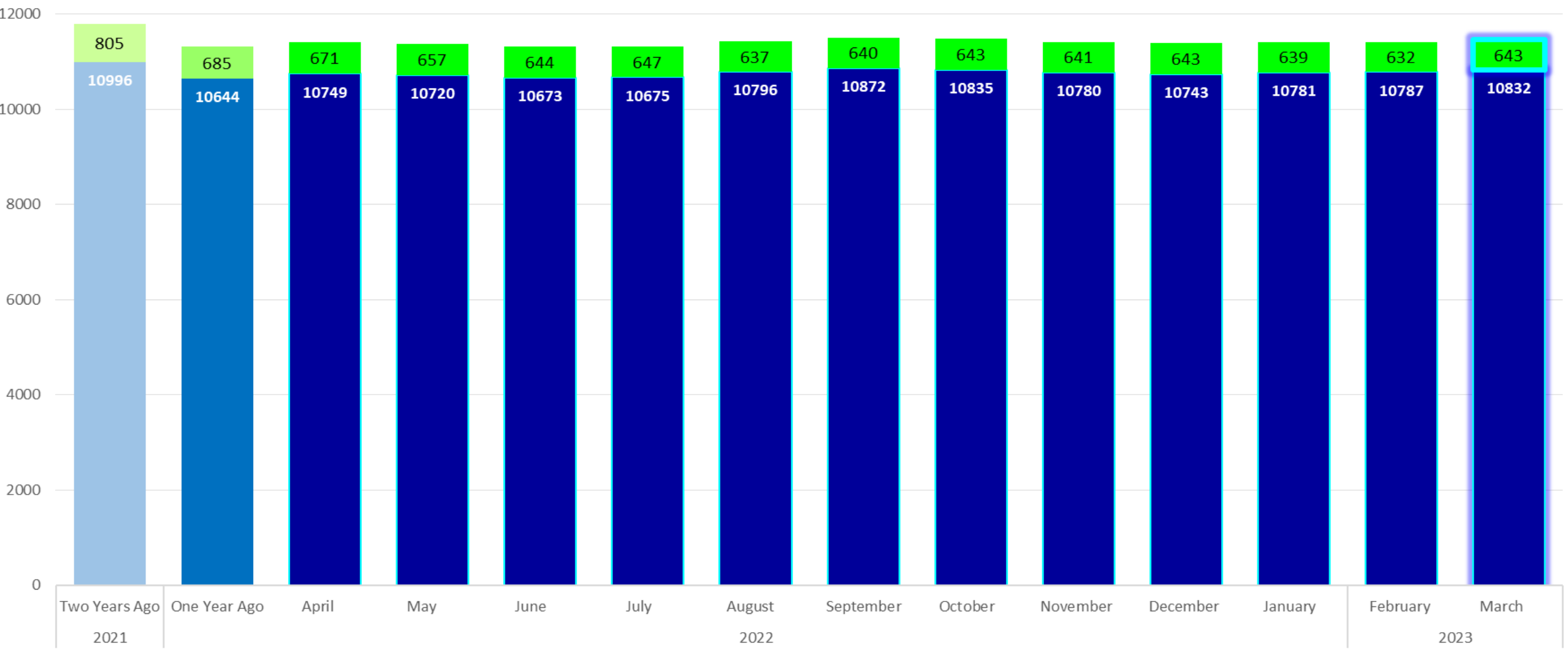


This chart shows the number of children in active Family Preservation cases at the end of the month. If not for this program, many of these children would otherwise be in foster care.

Data Source: SHINES

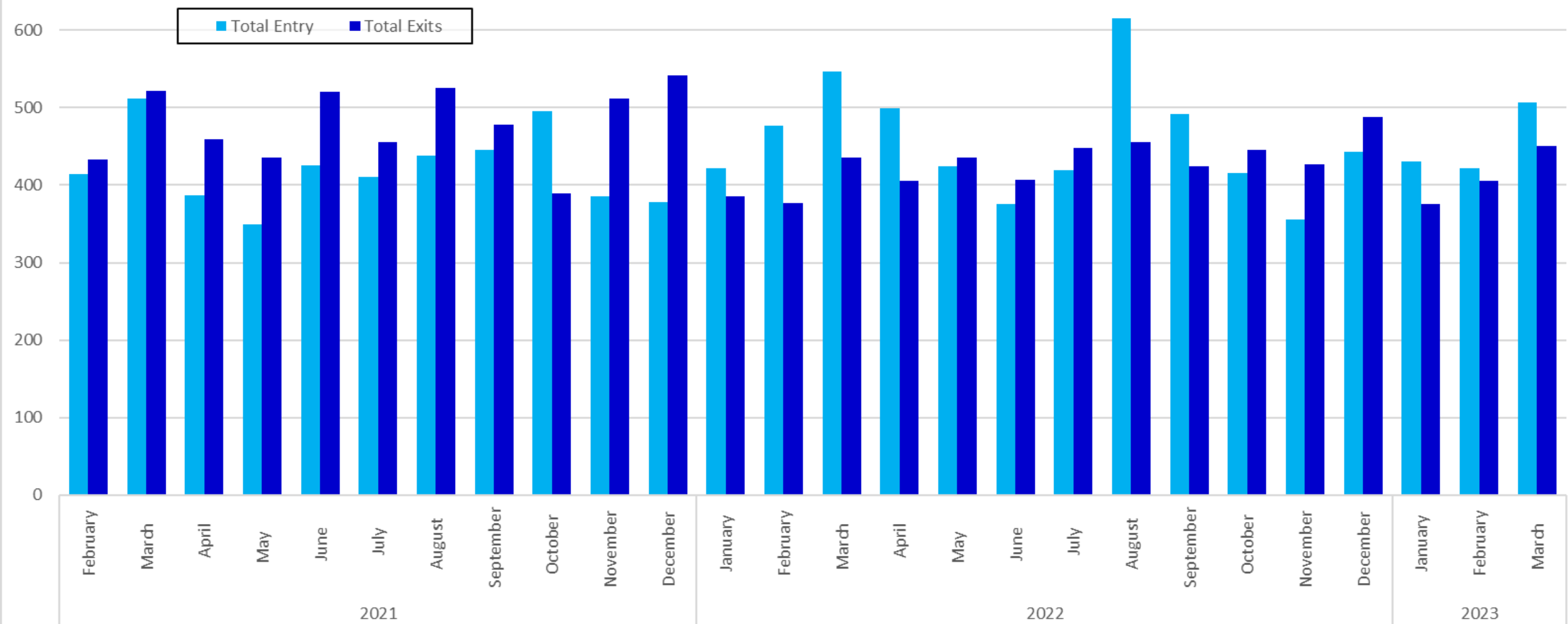
Foster Children/Youthin Custody on Last Day of Month

Age: 0 to 17 Age: 18 to 22



This chart shows the number of children in foster care on the last day of each month. Efforts are made immediately upon entry to pursue reunification when possible. A portion of the decline in the number of foster children over the past two years is due to the efforts by DFCS to exhaust all possible alternatives to entry.

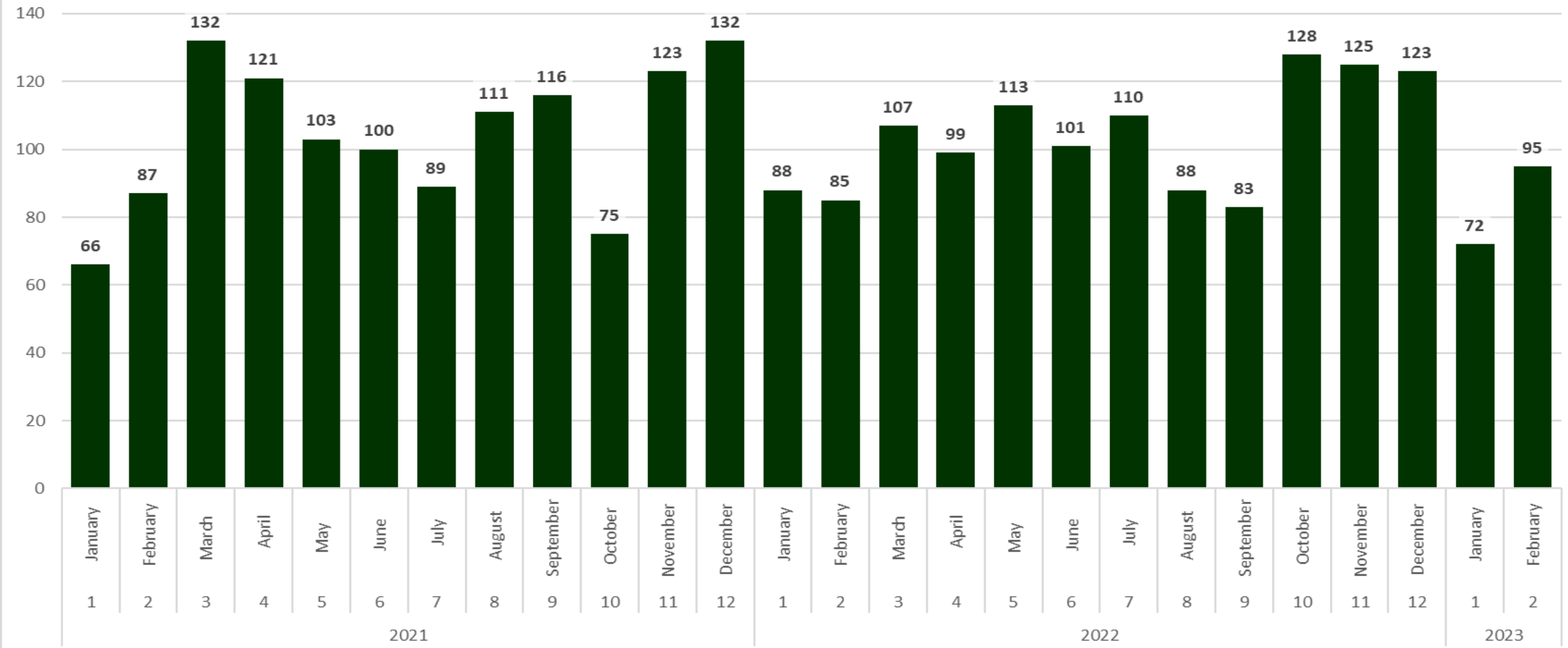
Foster Entry and Exit 2021 February - 2023 March



This chart compares for each month the number of entries and exits into foster care. Note that children that turn 18 are considered an “exit” in this chart, even if they sign back into custody. The chart only includes children under 18.

Data Source: SHINES

Children Adopted by Month
2021 January - 2023 February



Finding a forever family for each child is the goal of DFCS when reunification will not be in the best interest of the child. These adoption counts by month show the continuous effort undertaken to help foster children achieve this goal.

Data Source: SHINES

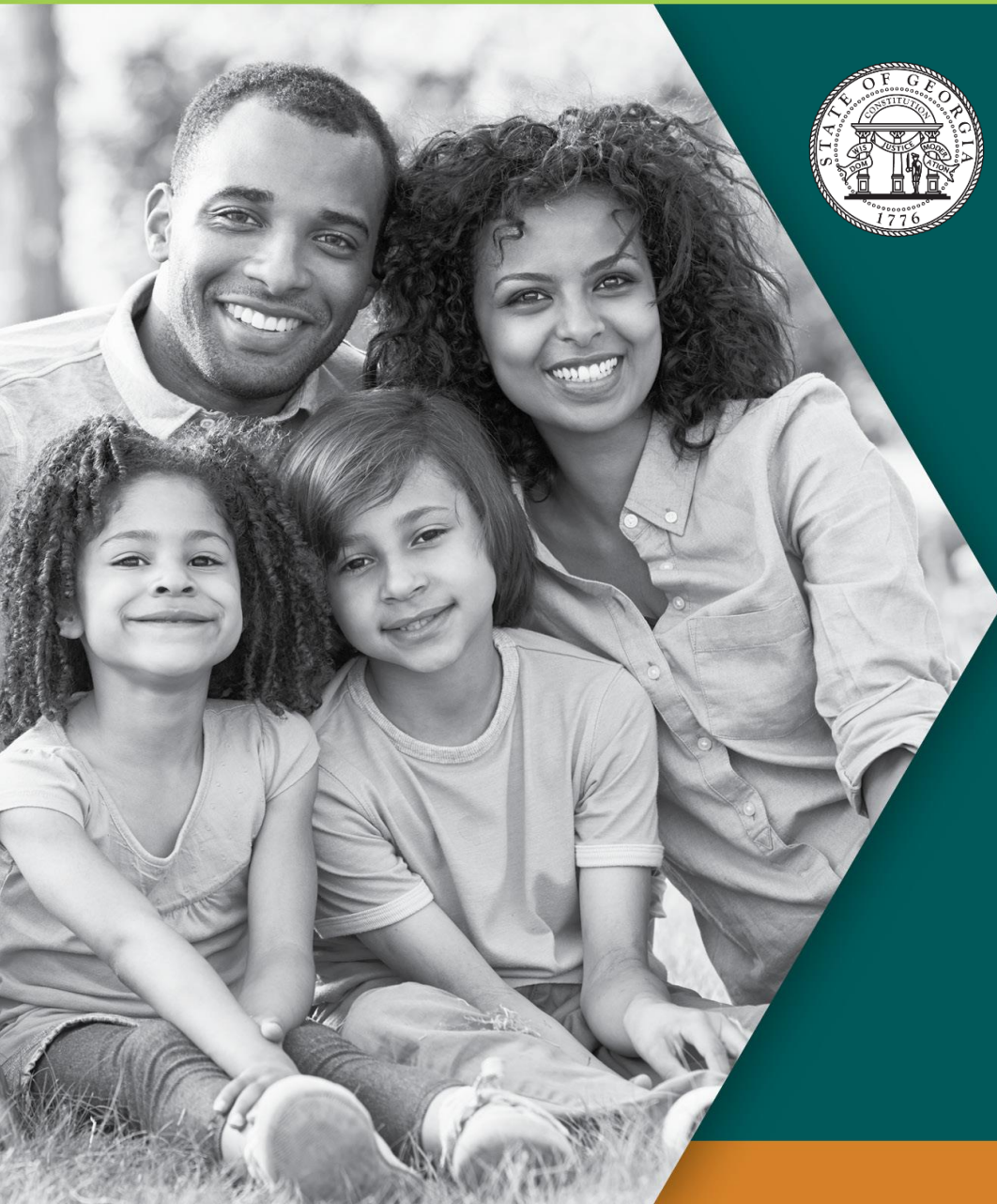
Questions?

Mary Havick

Deputy Commissioner | Child Welfare

mary.havick@dhs.ga.gov





Georgia Department of Human Services

OFI Monthly Data Report Question & Answer Session

May 2023

John Hallman

Deputy Commissioner | Office of Family Independence



**Georgia Department
of Human Services**

Legislative Update

Georgia General Assembly 2023

Emma McCullough, Director of Governmental Affairs

House Bill 129

Sponsor: Rep. Soo Hong

Summary: Extends TANF benefits to pregnant women who are currently without children, that meet other eligibility criteria.



House Bill 460

Sponsor: Rep. Mandi Ballinger

Summary: Provides that any child receiving extended youth services from the Division of Family & Children Services is provided a right to legal counsel.



Senate Resolution 282

Sponsor: Sen. Kay Kirkpatrick

Summary: Creates the Senate Study Committee on Foster Care and Adoption.



Senate Bill 131

Sponsor: Sen. Blake Tillery

Summary: Aligns the proper parties and service/notice formalities for permanent guardianships in Juvenile Court with those provisions in termination of parental rights proceedings.



Senate Bill 133

Sponsor: Sen. Brian Strickland

Summary: Establishes a uniform process for DFCS to assume custody of children as a result of the Department of Juvenile Justice delinquency disposition orders and Child In Need of Services (CHINS) hearings.



Senate Bill 134

Sponsor: Sen. Bill Cowsert

Summary: Adds termination of parental rights (TPR) proceedings to the types of actions in which a child is competent to testify without the administration of a formal oath and authorizes the use of medical reports in narrative form in dependency and TPR proceedings.



Senate Bill 216

Sponsor: Sen. Matt Brass

Summary: Increases the maximum amount of time of respite for foster parents/children at the discretion of the Department.



Questions?

Emma McCullough

Director of Governmental Affairs

emma.mccullough1@dhs.ga.gov





**Georgia Department
of Human Services**

Division of Family & Children Services

State Advisory Board Meeting

Amended Fiscal Year 2023 & Fiscal Year 2024

Melissa Barwick

Assistant Deputy Commissioner & Deputy Chief Financial Officer

Budget as Approved

Department of Human Services	<u>AFY 2023</u>	<u>FY 2024</u>
Current Budget (State Funds)	\$920,040,060	\$920,040,060
Statewide Adjustments (Common Changes)	-	\$21,137,788
Workload Adjustments	\$22,255,939	\$44,299,668
Other Adjustments	-	-
Total Adjustments	\$22,255,939	\$65,437,456
Governor's Budget as Approved	\$942,295,999	\$985,477,516



Budget as Approved

Division of Family & Children Services	<u>AFY 2023</u>	<u>FY 2024</u>
Current Budget (State Funds)	\$726,059,659	\$726,059,659
Statewide Adjustments (Common Changes)	-	\$16,732,963
Workload Adjustments	\$15,928,193	\$33,367,105
Other Adjustments	-	-
Total Adjustments	\$15,928,193	\$50,100,068
Governor's Budget as Approved	\$741,987,582	\$776,159,727



Budget by Program - DFCS

Division of Family & Children Services	FY 2023		AFY 2023		FY 2024	
	State Funds	Total Funds	State Funds	Total Funds	State Funds	Total Funds
Adoption Services	\$43,150,181	\$118,259,246	\$43,150,181	\$118,259,246	\$46,569,091	\$118,341,716
Child Abuse and Neglect Prevention	\$2,628,646	\$9,740,648	\$2,628,646	\$9,740,648	\$3,242,661	\$10,354,663
Child Welfare Services	\$223,379,051	\$452,621,258	\$223,379,051	\$452,621,258	\$229,607,756	\$458,849,963
Community Services	-	\$16,110,137	-	\$16,110,137	-	\$16,110,137
DFCS Administration	\$9,428,130	\$14,102,089	\$9,428,130	\$14,102,089	\$9,428,130	\$14,102,089
Energy Assistance	-	\$55,320,027	-	\$55,320,027	-	\$55,320,027
Federal Eligibility Benefit Services	\$130,951,020	\$333,944,601	\$137,379,213	\$340,372,794	\$148,250,903	\$372,810,768
Out-of-Home Care	\$312,352,631	\$403,578,794	\$322,352,631	\$413,578,794	\$334,231,136	\$423,802,701
Out-of-School Services	\$4,000,000	\$19,500,000	\$3,500,000	\$19,000,000	\$4,660,000	\$20,160,000
Support for Needy Families – Basic Assistance	\$70,000	\$35,523,008	\$70,000	\$35,523,008	\$70,000	\$35,523,008
Support for Needy Families – Work Assistance	\$100,000	\$20,335,330	\$100,000	\$20,335,330	\$100,000	\$20,335,330
Governor's Budget as Signed	\$726,059,659	\$1,479,035,138	\$741,987,852	\$1,494,963,331	\$776,159,677	\$1,545,710,402



Budget as Approved - DFCS

State Fund Changes (Statewide Adjustments)	AFY 2023	FY 2024
Increase funds to provide a \$2,000 cost-of-living adjustment for all full-time, benefit-eligible state employees effective July 1, 2023 to address agency recruitment and retention needs.	-	\$11,283,864
Reflect an adjustment to agency premiums for Department of Administrative Services administered insurance programs.	-	\$415,895
Reflect an adjustment in Merit System Assessment billings.	-	\$39,495
Reflect an adjustment in TeamWorks billings.	-	\$2,711
Increase funds to reflect an adjustment in the Federal Medical Assistance Percentage (FMAP) from 66.02% to 65.89%. (Total Funds: \$0)	-	\$4,990,998
Total State Fund Changes (Statewide Adjustments)	-	\$16,732,963



Budget as Approved - DFCS

State Fund Changes (Workload Adjustments)	AFY 2023	FY 2024
Increase funds to provide for loss of federal Foster Care Title IV-E funds to Child Caring Institutions for a portion of the year.	-	\$15,223,907
Provide funds for alternative housing options for youth with complex needs.	\$10,000,000	\$5,000,000
Provide funds for 450 Medicaid eligibility caseworkers, 75 supervisors, and one district manager for Medicaid redeterminations due to the Public Health Emergency (PHE) unwinding.	\$5,765,760	\$11,148,272
Increase funds to bridge the education gap.	-	\$1,000,000
Increase funds to the court-appointed special advocates (CASA) to enhance statewide capacity.	-	\$750,000
Increase funds to expand services for at-risk girls.	-	\$400,000
Increase funds to reflect SFY 2022 collections of marriage and divorce filing fees pursuant to HB 511 (2021 Session).	-	\$184,926
Increase funds for community center after school programs.	-	\$160,000
Reduce funds for non-programmatic expenses.	(\$500,000)	(\$500,000)
Total State Funds Changes (Workload Adjustments)	\$15,928,193	\$50,100,068



Budget as Approved - DFCS

State Fund Changes (Other Adjustments)	AFY 2023	FY 2024
The Department shall work with the Department of Community Health to transition Child Caring Institutions (CCIs) to Qualified Residential Treatment Programs (QRTPs)	-	Yes



Questions?

Melissa Barwick

Assistant Deputy Commissioner & Deputy Chief Financial Officer

melissa.barwick@dhs.ga.gov



To view the Department's Annual Report for Fiscal Year 2022, visit **dhs.ga.gov**.





**Georgia Department
of Human Services**
Office of Human Resources

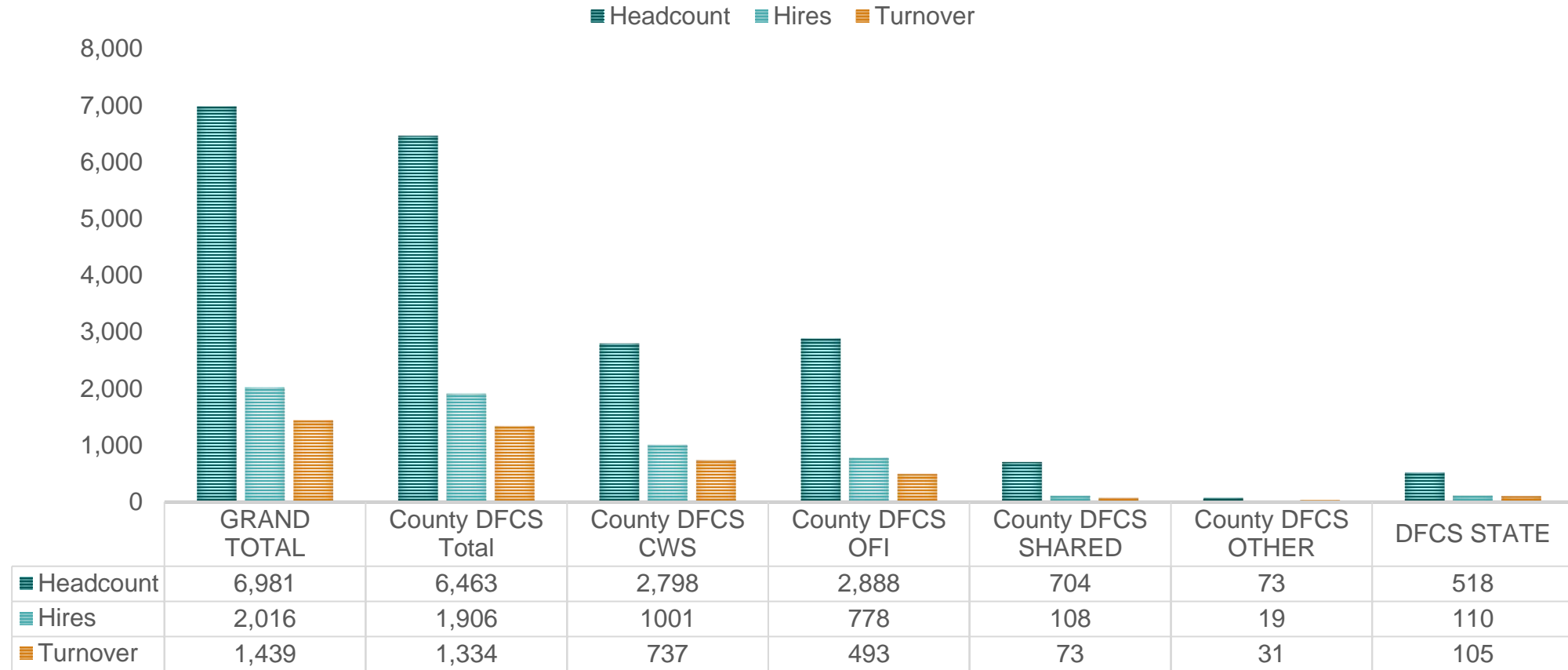
DFCS State Advisory Board Meeting

OHR FY2023 Report: July 2022 – April 2023

Ann Burris, Deputy Commissioner for the Office of Human Resources

FY23 DFCS Snapshot

Headcount - Hires - Turnover



1. Data excludes DHS Board Members.
 2. DFCS counts include all employees minus Teen Workers.
 3. Headcount data as 4/30/2023, Hires 07/01/2022 – 4/30/2023 and Turnover 07/02/2022 - 05/01/2023
 4. Maildrops were used to determine County DFCS program areas.
- SOURCE: PEOPLESOFT HCM, 5/8/2023. Data prepared by: OHR Data Analytics, 5/8/2023



FY23 Overall DFCS Turnover

Department of Human Services

DFCS Overall (427 & 127)

Turnover Summary

FY23 Summary Data

April 2023

Month	Total Positions	Total Vacant	Total Turnover	Monthly Turnover Rate	FY Average Head count	Annual Turnover	FY23 To Date Turnover Rate	FY22 Turnover Rate	FY21 Turnover Rate	FY20 Turnover Rate	FY19 Turnover Rate
Jul 31, 2022	10415	3798	112	1.1%	6617	112	1.7%	2.4%	1.1%	1.9%	2.6%
Aug 31, 2022	10415	3744	125	1.2%	6644	281	4.2%	5.1%	2.4%	4.2%	5.5%
Sep 30, 2022	10419	3718	122	1.2%	6663	428	6.4%	8.1%	3.5%	5.8%	7.6%
Oct 31, 2022	10490	3736	137	1.3%	6686	608	9.1%	10.7%	4.7%	7.6%	9.7%
Nov 30, 2022	10427	3703	107	1.0%	6693	745	11.1%	13.3%	6.1%	9.4%	11.5%
Dec 31, 2022	10426	3695	120	1.2%	6700	891	13.3%	15.3%	7.2%	10.5%	13.5%
Jan 31, 2023	10427	3703	106	1.0%	6703	1025	15.3%	17.5%	8.7%	12.1%	15.4%
Feb 28, 2023	10479	3768	140	1.3%	6704	1188	17.7%	19.7%	10.1%	14.2%	17.3%
Mar 31, 2023	10535	3757	134	1.3%	6712	1340	20.0%	22.3%	11.6%	15.8%	19.1%
Apr 30, 2023	10531	3631	87	0.8%	6731	1439	21.4%	24.0%	13.5%	16.5%	21.1%
May 31, 2023								26.6%	15.9%	17.7%	23.1%
Jun 30, 2023								28.3%	18.8%	18.5%	24.7%

Division of Family & Children Services (Child Welfare)

Social Services Specialists

Turnover Summary

April 2023

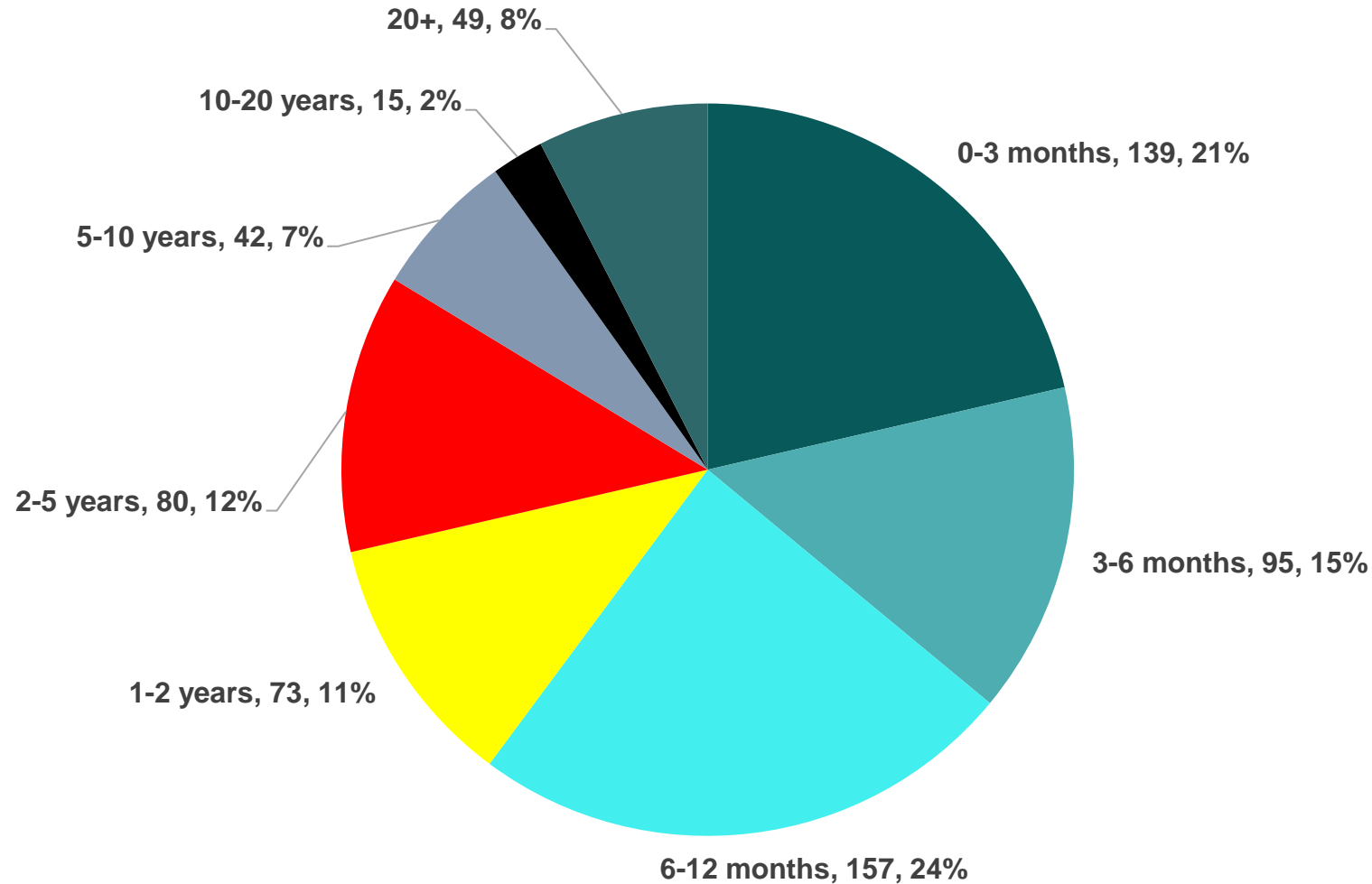
FY23 Summary Data

Consist of Job Codes: SSP070 - SSP071 - SSP072

Month	Total Positions	Average Head count	Total Vacant	Total Turnover	Monthly Turnover Rate	FY Average Head count	Annual Turnover	FY23 To Date Turnover Rate	FY22 Turnover Rate	FY21 Turnover Rate	FY20 Turnover Rate	FY19 Turnover Rate	FY18 Turnover Rate	FY17 Turnover Rate	FY16 Turnover Rate
Jul 31, 2022	2611	1512	1171	51	2.0%	1490	51	3.4%	5.0%	3.0%	3.0%	2.9%	1.7%	3.0%	--
Aug 31, 2022	2624	1550	1121	58	2.2%	1514	131	8.7%	8.6%	5.3%	6.1%	6.2%	3.1%	4.8%	--
Sep 30, 2022	2638	1575	1086	65	2.5%	1533	207	13.5%	14.4%	7.8%	8.5%	9.9%	5.7%	8.2%	--
Oct 31, 2022	2655	1568	1068	59	2.2%	1546	287	18.6%	19.3%	10.6%	11.5%	13.1%	7.7%	11.2%	--
Nov 30, 2022	2638	1552	1069	48	1.8%	1550	349	22.5%	24.7%	12.8%	14.6%	15.7%	9.9%	13.3%	16.6%
Dec 31, 2022	2648	1544	1074	51	1.9%	1550	413	26.6%	28.4%	14.7%	16.5%	18.2%	12.1%	15.1%	20.1%
Jan 31, 2023	2621	1530	1095	54	2.1%	1548	477	30.8%	33.0%	16.4%	19.1%	21.9%	14.8%	16.9%	21.0%
Feb 28, 2023	2607	1523	1087	62	2.4%	1546	549	35.5%	37.4%	18.3%	22.4%	24.7%	16.7%	19.3%	23.7%
Mar 31, 2023	2612	1528	1077	52	2.0%	1544	608	39.4%	42.2%	21.0%	24.7%	27.2%	19.8%	21.7%	26.0%
Apr 30, 2023	2591	1526	1079	37	1.4%	1542	650	42.1%	45.7%	23.9%	26.2%	29.5%	22.2%	24.0%	29.0%
May 31, 2023									51.4%	26.7%	28.1%	31.7%	25.50%	28.7%	32.9%
Jun 30, 2023									55.4%	30.6%	29.1%	34.8%	27.47%	29.1%	36.5%

Turnover Tenure Groups – 650

Social Services Specialists



Division of Family & Children Services (Child Welfare)

Social Services Specialist Supervisors

Turnover Summary

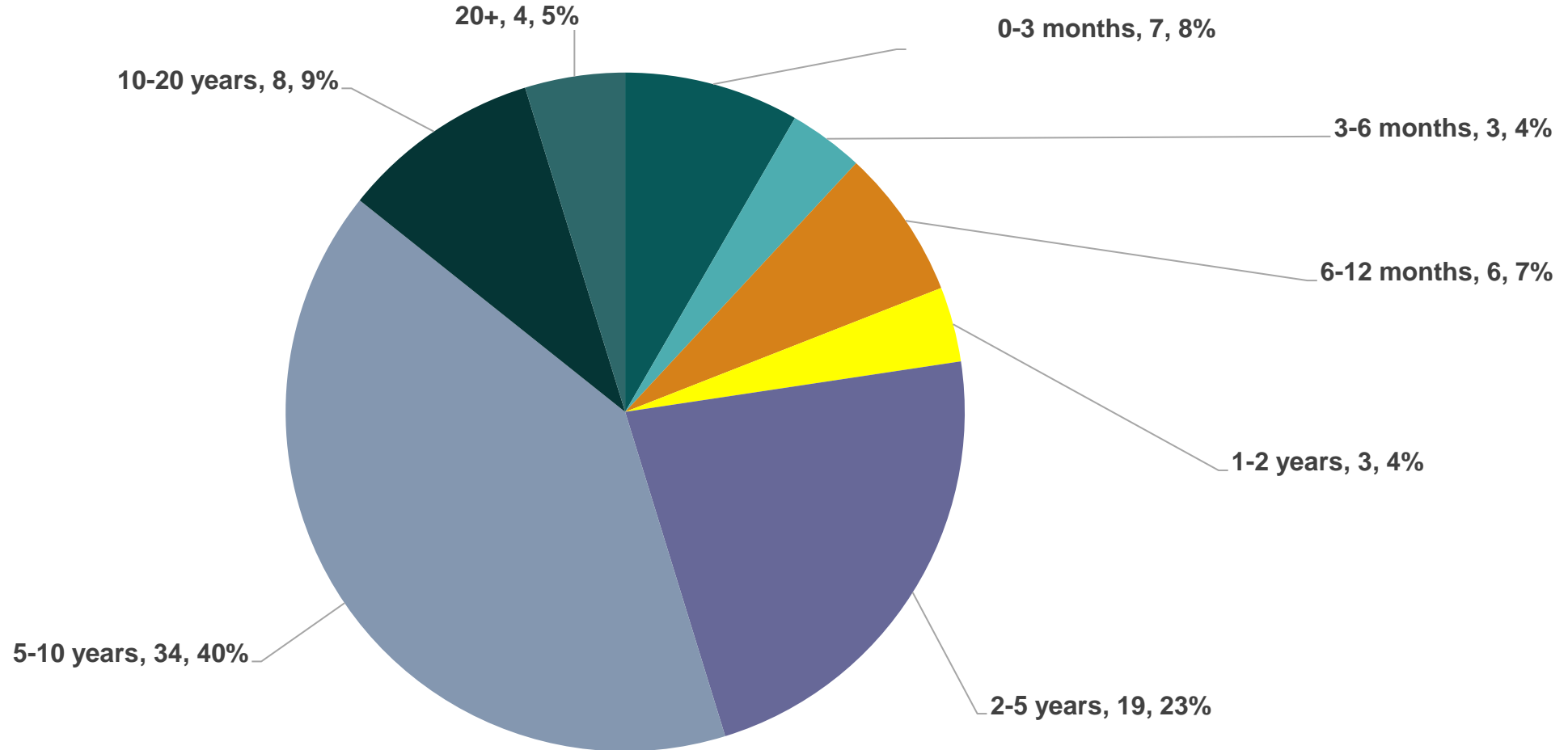
April 2023

FY23 Summary Data

Consist of Job Code: SSP073

Month	Total Positions	Average Head count	Total Vacant	Total Turnover	Monthly Turnover Rate	FY Average Head count	Annual Turnover	FY23 To Date Turnover Rate	FY22 Turnover Rate	FY21 Turnover Rate	FY20 Turnover Rate	FY19 Turnover Rate	FY18 Turnover Rate	FY17 Turnover Rate	FY16 Turnover Rate
Jul 31, 2022	621	469	157	8	1.3%	467	8	1.7%	1.2%	1.2%	1.7%	1.4%	1.4%	1.7%	2.7%
Aug 31, 2022	634	464	154	10	1.6%	468	23	4.9%	3.2%	2.6%	2.9%	3.1%	2.0%	2.1%	4.8%
Sep 30, 2022	618	459	165	4	0.6%	465	29	6.2%	7.2%	3.0%	5.9%	5.1%	2.8%	4.2%	7.0%
Oct 31, 2022	626	463	159	8	1.3%	465	39	8.4%	9.2%	4.1%	6.7%	6.0%	4.2%	5.7%	8.7%
Nov 30, 2022	621	471	163	3	0.5%	465	44	9.5%	10.9%	5.1%	8.1%	7.2%	4.7%	6.8%	8.5%
Dec 31, 2022	639	477	155	8	1.3%	467	53	11.3%	12.0%	6.6%	8.5%	7.7%	4.9%	8.3%	10.6%
Jan 31, 2023	640	472	160	11	1.7%	468	66	14.1%	14.4%	7.3%	9.3%	10.0%	5.9%	8.7%	10.9%
Feb 28, 2023	630	469	166	5	0.8%	468	71	15.2%	16.1%	8.1%	10.7%	11.9%	7.5%	10.4%	13.2%
Mar 31, 2023	625	476	162	5	0.8%	469	77	16.4%	18.3%	9.0%	12.1%	12.9%	8.8%	11.6%	13.7%
Apr 30, 2023	637	482	152	5	0.8%	470	84	17.9%	19.3%	10.9%	12.5%	13.4%	9.4%	12.2%	15.3%
May 31, 2023									21.9%	12.1%	12.6%	15.0%	12.0%	14.3%	18.6%
Jun 30, 2023									23.4%	13.3%	13.2%	16.9%	12.6%	15.5%	20.5%

Turnover Tenure Groups - 84 Social Services Specialist Supervisors



Child Welfare - Vacancies

CWS Vacant Positions Summary for SSS1 and Supervisors as of April 30, 2023						
District/ Region	Social Svc Spec 1			Social Svc Spec Supv		
	Candidates Pending with HR	Candidates with Confirmed Start Dates	Remaining Positions to Fill	Candidates Pending with HR	Candidates with Confirmed Start Dates	Remaining Positions to Fill
North	11	10	126	3	5	16
South	23	16	77	4	1	8
Metro	27	10	170	4	1	37
Metro R13 Clayton	5	4	8	1		
Metro R13 Cobb	6		11	2	1	2
Metro R13 Gwinnett	9	1	38	1		8
Metro R14 Dekalb	6	2	57			14
Metro R14 Fulton	1	3	56			13
Grand Total	61	36	373	11	7	61



Division of Family & Children Services (Office of Family Independence)

Economic Support Specialists

Turnover Summary

April 2023

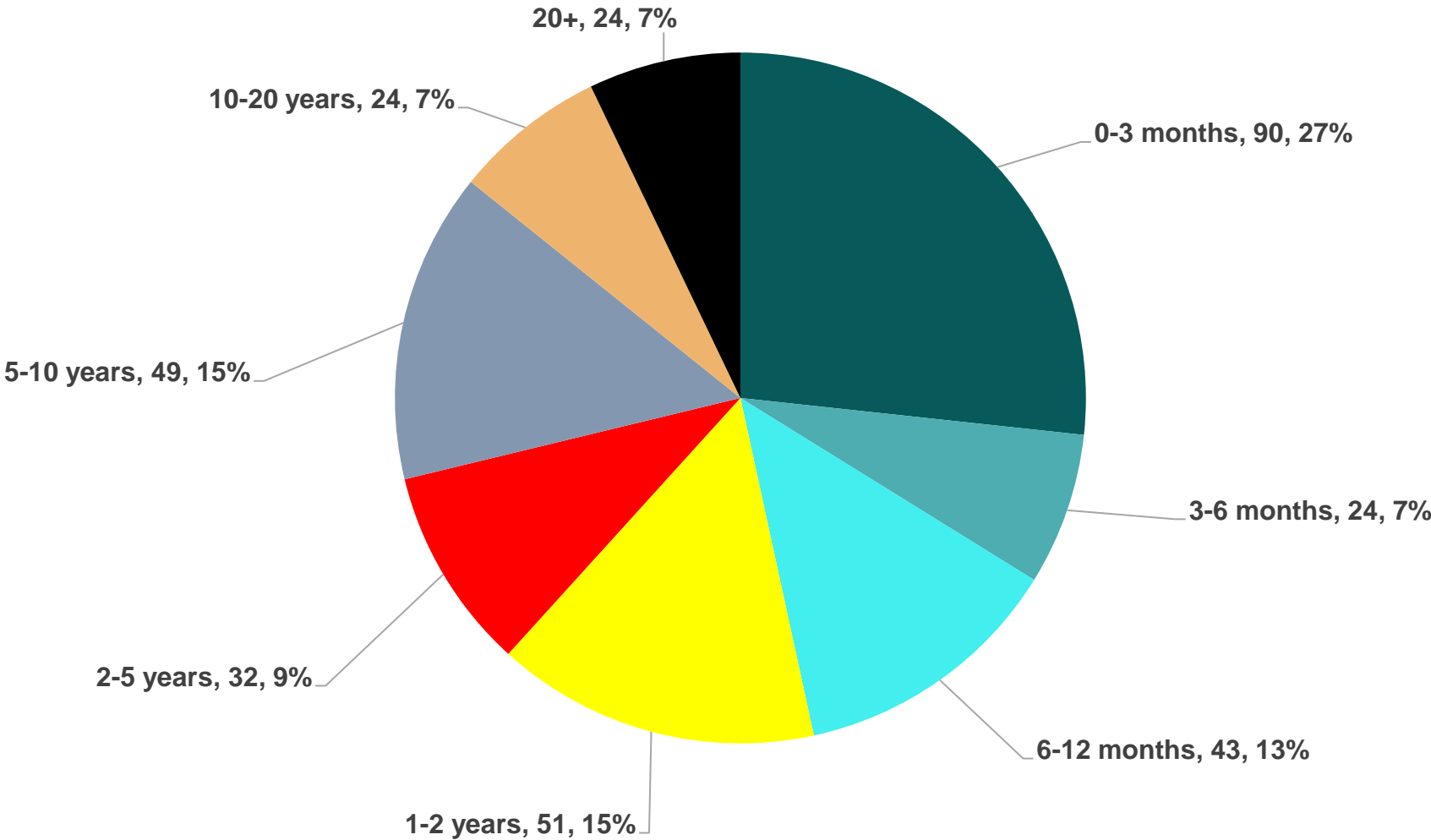
FY23 Summary Data

Consist of Job Codes: SST070 - SST071 - SST072

Month	Total Positions	Average Head count	Total Vacant	Total Turnover	Monthly Turnover Rate	FY Average Head count	Annual Turnover	FY23 To Date Turnover Rate	FY22 Turnover Rate	FY21 Turnover Rate	FY20 Turnover Rate	FY19 Turnover Rate	FY18 Turnover Rate	FY17 Turnover Rate	FY16 Turnover Rate
Jul 31, 2022	2929	1763	1158	27	0.9%	1767	27	1.5%	1.8%	0.4%	1.4%	2.3%	1.0%	1.4%	--
Aug 31, 2022	2902	1749	1162	28	1.0%	1760	60	3.4%	5.3%	1.3%	4.1%	4.0%	2.9%	2.9%	--
Sep 30, 2022	2861	1754	1150	30	1.0%	1756	93	5.3%	8.3%	2.3%	5.6%	5.0%	5.1%	5.0%	--
Oct 31, 2022	2890	1753	1111	28	1.0%	1758	131	7.5%	10.8%	3.0%	7.3%	7.2%	7.4%	7.0%	--
Nov 30, 2022	2885	1738	1127	29	1.0%	1755	163	9.3%	13.5%	4.5%	9.3%	8.9%	8.6%	8.2%	8.2%
Dec 31, 2022	2887	1719	1142	26	0.9%	1751	195	11.1%	15.6%	5.5%	10.3%	9.5%	9.7%	10.5%	8.9%
Jan 31, 2023	2889	1720	1159	12	0.4%	1745	215	12.3%	17.7%	7.2%	12.5%	11.2%	11.0%	11.8%	9.8%
Feb 28, 2023	2914	1738	1179	41	1.4%	1743	263	15.1%	19.6%	8.9%	14.7%	12.6%	12.3%	13.0%	11.2%
Mar 31, 2023	2878	1803	1180	37	1.3%	1747	309	17.7%	22.1%	9.8%	16.5%	13.1%	13.9%	14.7%	12.2%
Apr 30, 2023	2899	1878	1102	22	0.8%	1758	337	19.2%	23.2%	12.2%	17.1%	14.6%	15.1%	16.2%	13.8%
May 31, 2023									24.8%	14.6%	18.4%	15.8%	17.0%	19.2%	17.2%
Jun 30, 2023									26.0%	18.2%	19.0%	17.5%	18.2%	19.9%	18.5%

Turnover Tenure Groups - 337

Economic Support Specialists



Division of Family & Children Services (Office of Family Independence)

Economic Support Specialist Supervisors

Turnover Summary

April 2023

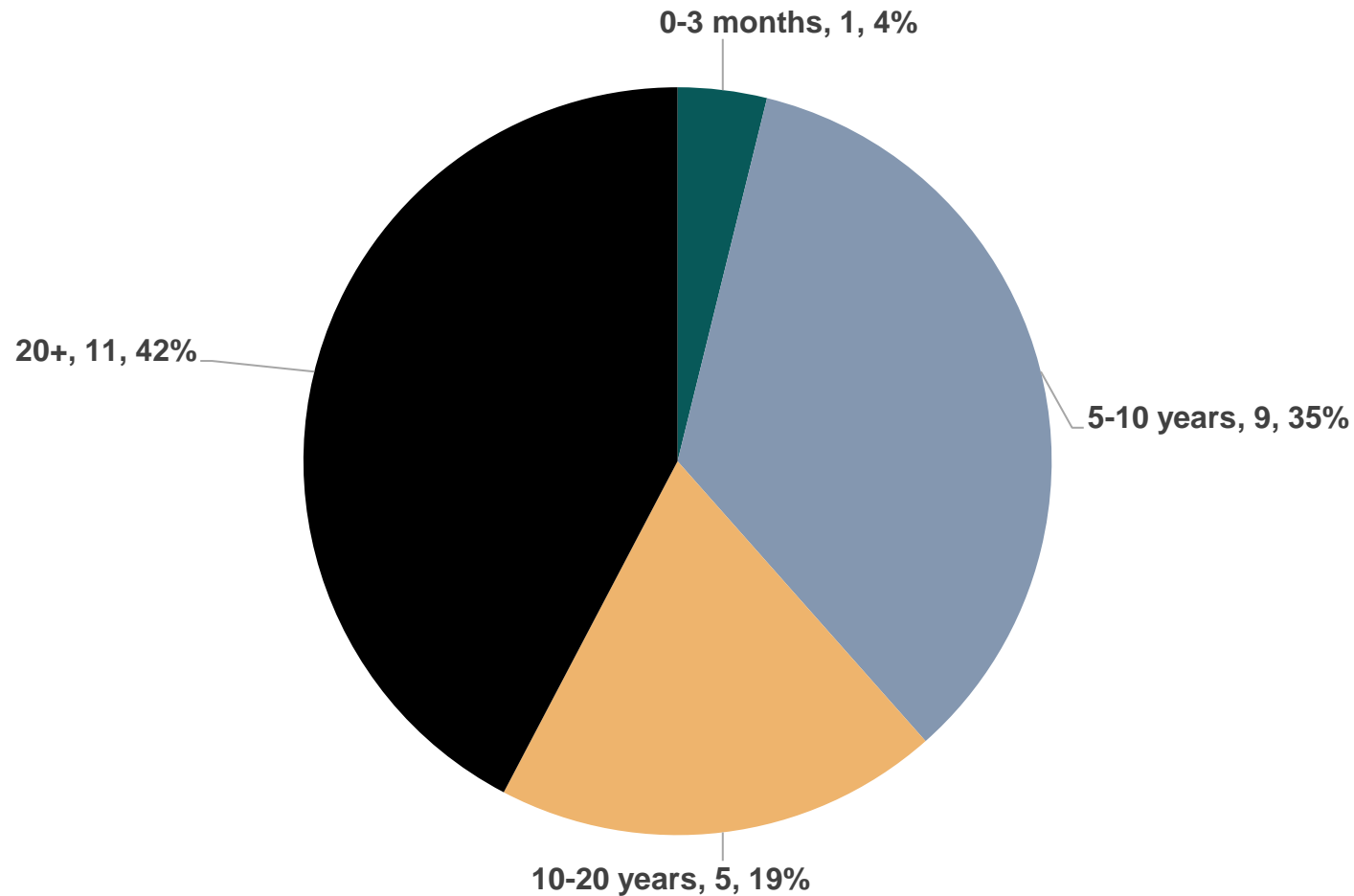
FY23 Summary Data

Consist of Job Code: SST073

Month	Total Positions	Average Head count	Total Vacant	Total Turnover	Monthly Turnover Rate	FY Average Head count	Annual Turnover	FY23 To Date Turnover Rate	FY22 Turnover Rate	FY21 Turnover Rate	FY20 Turnover Rate	FY19 Turnover Rate	FY18 Turnover Rate	FY17 Turnover Rate	FY16 Turnover Rate
Jul 31, 2022	415	297	113	0	0.0%	298	0	0.0%	0.7%	0.0%	0.3%	0.3%	1.0%	0.4%	0.4%
Aug 31, 2022	419	293	117	4	1.0%	297	5	1.7%	1.7%	0.6%	1.9%	1.7%	2.3%	0.4%	0.4%
Sep 30, 2022	409	287	123	2	0.5%	293	8	2.7%	3.1%	1.0%	3.2%	1.7%	2.7%	1.8%	0.0%
Oct 31, 2022	413	293	123	2	0.5%	293	10	3.4%	3.5%	1.0%	4.5%	2.3%	3.6%	2.5%	1.1%
Nov 30, 2022	408	296	120	0	0.0%	293	11	3.8%	3.5%	2.6%	4.5%	2.3%	3.9%	2.8%	1.5%
Dec 31, 2022	418	297	144	4	1.0%	294	17	5.8%	3.9%	2.9%	4.5%	2.6%	4.9%	3.9%	1.5%
Jan 31, 2023	425	295	119	1	0.2%	294	18	6.1%	4.9%	4.3%	5.4%	3.6%	6.2%	5.0%	5.1%
Feb 28, 2023	413	301	131	1	0.2%	294	20	6.8%	5.2%	4.6%	7.2%	4.3%	8%	6.0%	2.9%
Mar 31, 2023	421	310	118	5	1.2%	295	25	8.5%	5.6%	5.3%	9.1%	4.6%	9.4%	6.7%	4.3%
Apr 30, 2023	426	311	114	1	0.2%	297	26	8.8%	5.9%	6.0%	9.7%	5.0%	9.4%	8.8%	5.4%
May 31, 2023									6.2%	7.0%	10.6%	5.6%	11.7%	11.6%	7.6%
Jun 30, 2023									7.2%	7.6%	11.9%	6.9%	12.0%	12.3%	9.7%

Turnover Tenure Groups - 26

Economic Support Specialist Supervisors



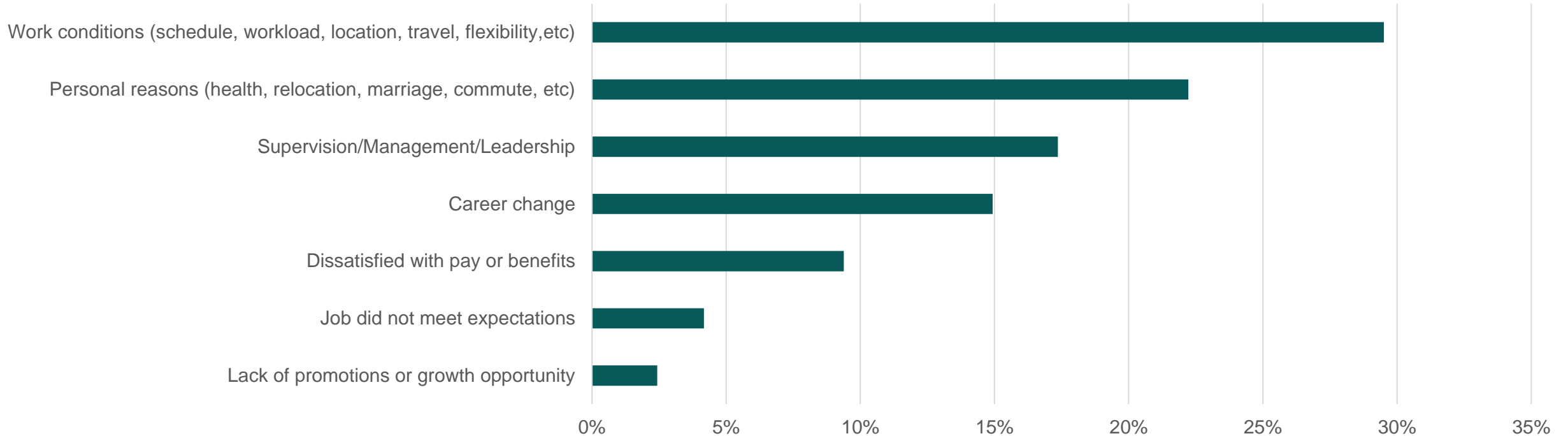
Family Independence - Vacancies

OFI Vacant Positions Summary for ESS1 and Supervisors as of April 30, 2023						
District/ Region	Economic Support Spec 1			Economic Support Spec Specialist Supv		
	Candidates Pending with HR	Candidates with Confirmed Start Dates	Remaining Positions to Fill	Candidates Pending with HR	Candidates with Confirmed Start Dates	Remaining Positions to Fill
D1			9	1	1	
D2			22			1
D3			5			1
D4	6	3	17			2
D5			3			
D6	3	2	21			2
D7	2		54			1
CCC	12	1	31			13
Fair Hearing			5			
RSM	47	24	28	7	4	12
Sr. SNAP	1	2	6			
SOU - Statewide Renewal Team	93	18	350			65
Grand Total	164	50	551	8	5	97



FY23 DFCS Snapshot - 320

Voluntary Turnover Exit Survey Top Reasons Cited



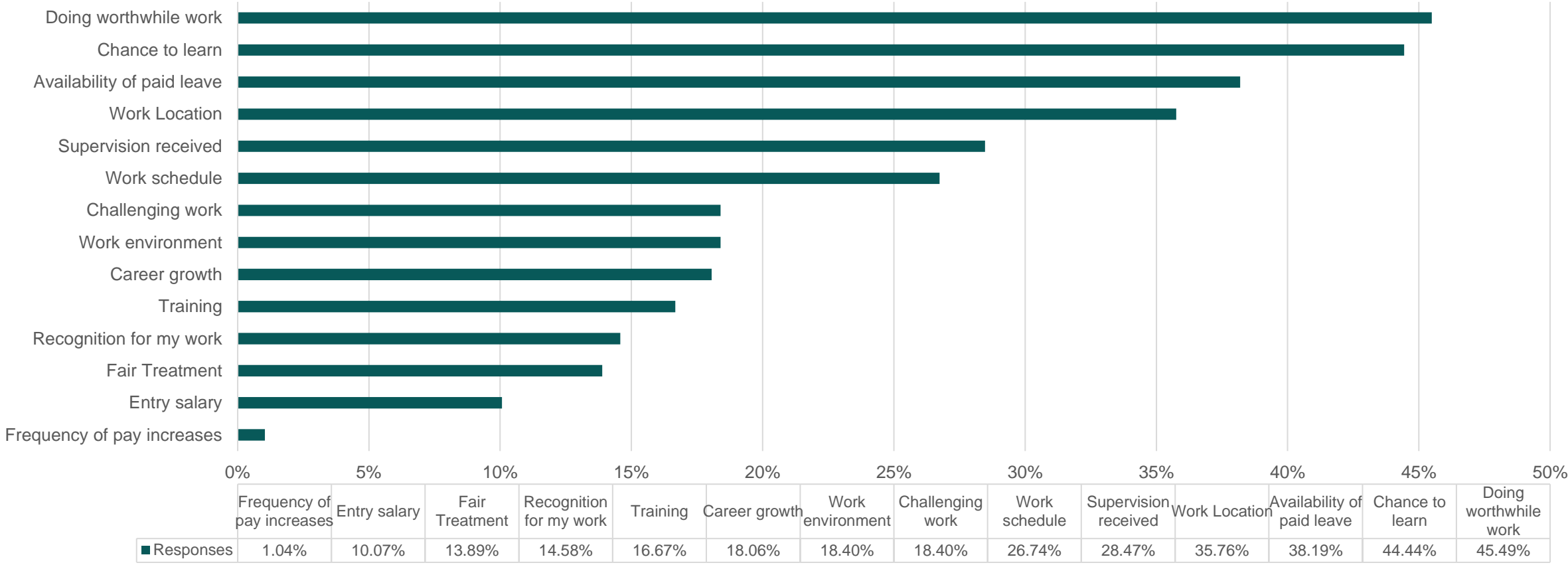
	Lack of promotions or growth opportunity	Job did not meet expectations	Dissatisfied with pay or benefits	Career change	Supervision/Management/Leadership	Personal reasons (health, relocation, marriage, commute, etc)	Work conditions (schedule, workload, location, travel, flexibility, etc)
■ Responses	2.43%	4.17%	9.38%	14.93%	17.36%	22.22%	29.51%

Through 4/30/2023



FY23 DFCS Snapshot - 320

Voluntary Turnover Exit Survey Best things about your experience with DFCS

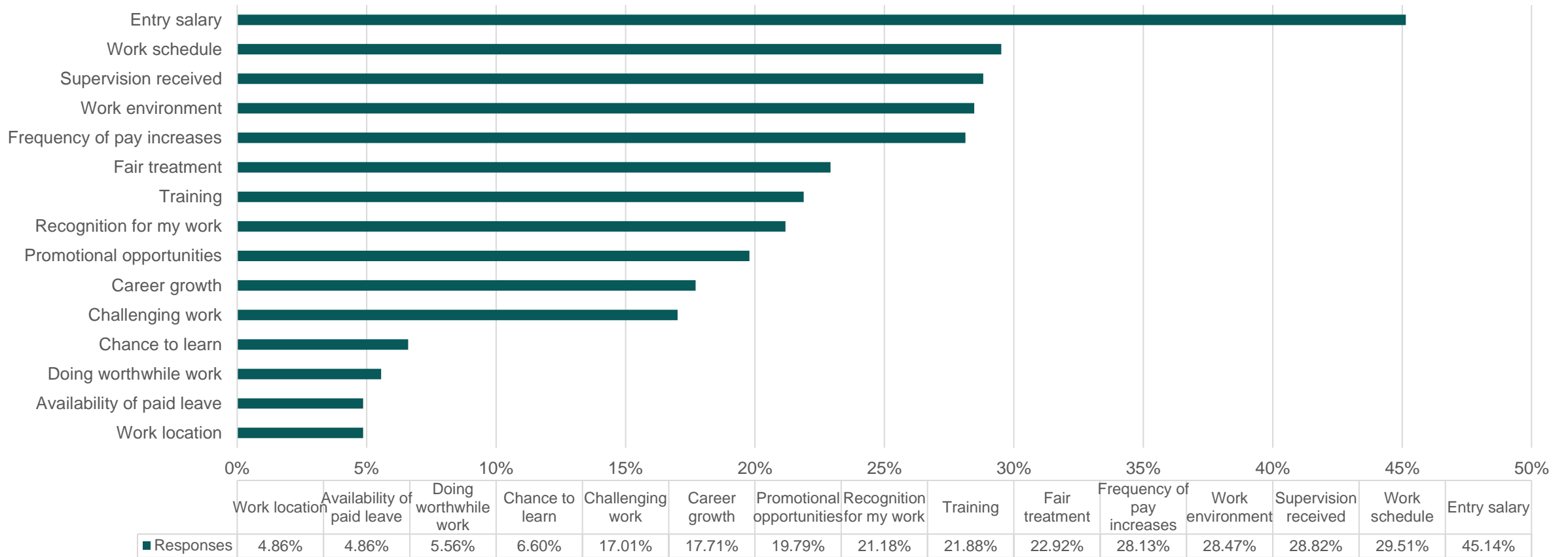


Through 4/30/2023



FY23 DFCS Snapshot - 320

Voluntary Turnover Exit Survey Worst things about your experience with DFCS



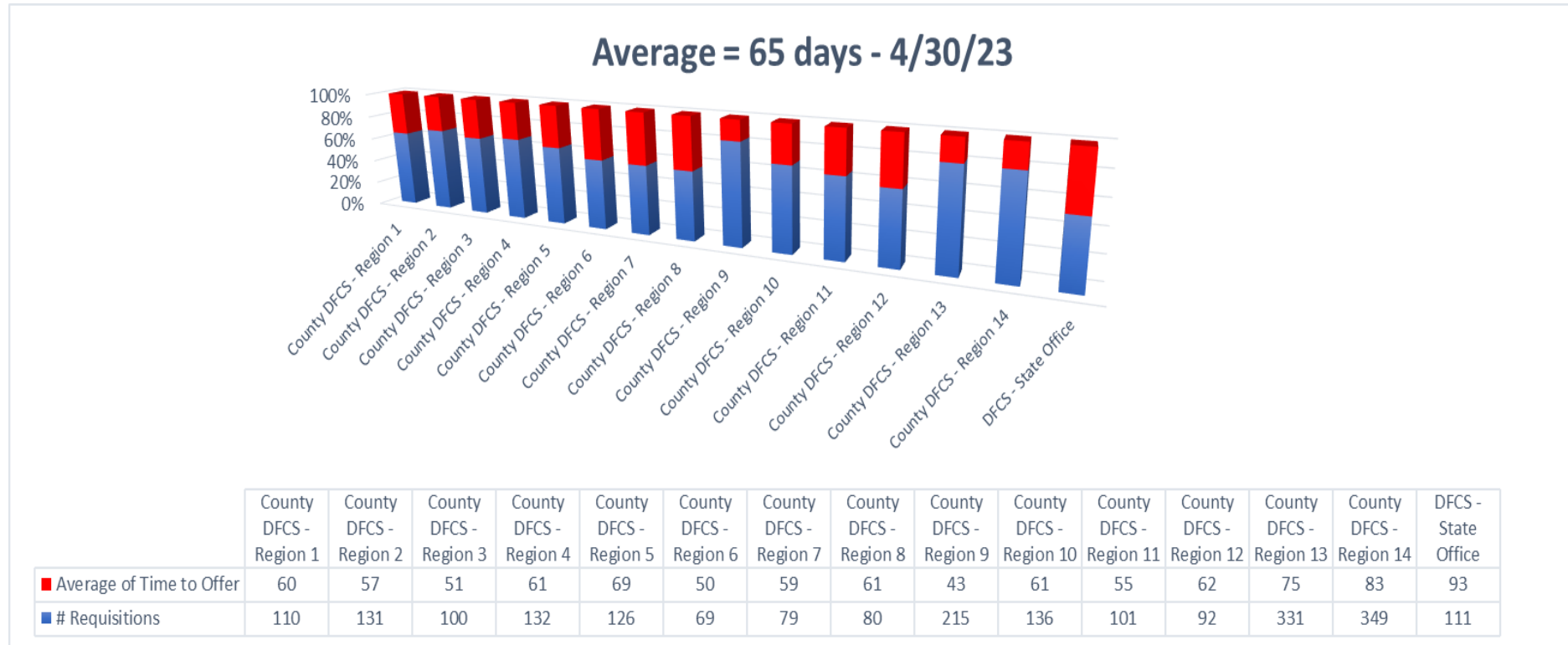
Through 4/30/2023



Time to Offer DFCS

Offered = 2,162

Note: Average by Region = 63 days.



Note: Time to offer includes holidays. Metrics are based on the approved requisition date to the date of offer letter.



Agency Actions

- CW Social Services Specialist career path enhancements for master's degree levels at starting salary
- CW Social Services Specialists up to County Director level – 10% base salary increase for MSW or master's degree in behavioral science area
- CW Social Services Specialists defined career path progression: SSS1 > SSS2 > SSS3 > SSS Supervisor
- CW Social Services Technician enhancements w/entry salary set at PG market average



Agency Actions, Continued

- OFI re-engaging \$240 per pay period salary supplement
 - TSS initiative for leadership level included
- Language proficiency salary supplements
- Shift differential pay for CICC and CCC employees
- CW telework schedule 4x weekly
- OFI telework schedule in-office 1x per pay period



Agency Actions, Continued

- Partnership with DOAS - enterprise Workforce Strategies Initiative for Human/Social Services pipelines
 - Includes CVIOG, USG, TCSG, BOE
 - Workforce Strategies Initiative Summit – June 2023
- Partnerships with USG - career services job placement and career fair participation
- Hiring/Interviewing Events with CWS, OFI, and DCSS
- DFCS Recruitment Coordinators assisting Hiring Managers w/interview setups and reference checks
 - CWS North
 - CWS South
 - OFI



2023 Recruitment Schedule

EVENT	DATE
Goodwill Career Center	1/24/2023
Omega Psi Phi Fraternity, Inc.	1/28/2023
University of Georgia	2/1/2023
Augusta State University	2/10/2023
Georgia State University	2/14/2023
Berry College	2/23/2023
Savannah State University	3/1/2023
Valdosta State University	3/8/2023
Fort Valley State University	3/8/2023
Clayton State University	3/16/2023
Middle Georgia State University	3/15/2023
Kennesaw State University	3/21/2023
Atlanta Metropolitan College	4/18/2023
Paine College	4/19/2023
Workforce Atlanta May Job/Resource Fair /DCSS	5/10/2023
City of Kennesaw Community Job Fair	5/23/2023
GACE Conference	5/30-6/2/2023
DFCS-Celebration of Excellence- Atlanta Airport	6/22/2023
Albany State University	
Gordan State College	
Coastal Pines Technical College	
Reinhardt University	



Opportunities

- 40-hour Annual Leave Conversion Payout (ALCP)
 - May 1-15 election
 - May 31 payroll
- OFI rehired retirees
- CWS rehired retirees



Engagement

- *Paying attention to employee subgroups.*
 - Seek to identify and understand employees who face unique challenges
 - Subgroups could include new hires, young people, people of color and those who speak another language.
 - ***Partnership with the NCWWI Workforce Excellence Initiative to establish a Workforce Excellence Advisory Council (WEAC).***
 - ***Delivered CWS Pre and Post Comprehensive Occupational Health Assessments.***
 - ***Attending NCWWI Workforce Excellence Project final in-person meeting in June 2023.***
- *Employee Recognition*
 - Commissioner's Staff Excellence & Rookie Awards



Engagement

- *Conducting annual surveys.*
 - Asking employees what they think about responsibilities and culture
 - Enables better understanding of how we are currently supporting employees and where we can do better.

Deployed Employee Retention and Engagement Survey in April 2023

- *Recognizing the trauma and emotional challenges that come with the job.*
 - Child welfare workers may experience secondary trauma
 - Receiving counseling or training for managing secondary trauma may be assistive

Monthly Mindful Munchies Lunch & Learn virtual sessions under the Employee Assistance Program (EAP).



Questions?

Ann Burris, SPHR, SHRM-SCP, IPMA-SCP

Deputy Commissioner | Human Resources

ann.burris@dhs.ga.gov





Georgia Department of Human Services

DFCS State Advisory Board Business



Georgia Department of Human Services

Proposed Amendments

Subsection I: The order of succession will be as follows: The Secretary will advance to Vice Chair. The Vice Chair will then advance to Chair of the Board. *Each position will continue to be voted on yearly and nominations will still be called for by board members for all positions.*

Section 6. *When a Board Member has a concern, they shall comply with the following communication procedure:*

- *If related to an issue or topic covered by Board committees, a Board member should bring the concern to the appropriate Committee Chair. The Committee Chair can then bring the concern to Chair of the Board if issue cannot be resolved.*
- *If the concern is not related to a committee topic but falls under the Division's operation or programming, a Board member should bring the concern to the Chair of the Board. The Chair of the Board will then reach out to the Board Liaison and other Division Leadership, as appropriate.*
- *If concern is not related to any of the areas listed above, a Board member should bring the concern to the Chair of the Board. The Chair of the Board will then reach out to the Board Liaison and other Division Leadership, as appropriate.*



Georgia Department of Human Services

DFCS Advisory Board Committee Reports



Georgia Department of Human Services

DFCS Regional Reports

- **1-2 points on areas that are going well**
- **1-2 points on areas of improvement**