



COUNTY OF ERIE

ECLEG SEP10'13 8:39

MARK C. POLONCARZ
COUNTY EXECUTIVE

September 9, 2013

Erie County Legislature
92 Franklin Street – Fourth Floor
Buffalo, New York 14202

Re: Child Protective Services Staffing and Reorganization of Management

Dear Honorable Members:

The Erie County Department of Social Services (“DSS”) is requesting legislative authorization to create a new Child Protective Services (“CPS”) team and to create three (3) management positions as part of a reorganization of DSS. There is no local share impact in 2013 due to available budgeted, unexpended funds.

Should your Honorable Body require further information, please contact DSS Commissioner Carol Dankert-Maurer. Thank you for your consideration on this matter.

Sincerely,

Mark C. Poloncarz, Esq.
Erie County Executive

Enclosure
MCP/js

cc: Commissioner Carol Dankert-Maurer

MEMORANDUM

To: Members of the Erie County Legislature
From: Department of Social Services
Re: Child Protective Services Staffing and Reorganization of Management
Date: September 6, 2013

SUMMARY

The Erie County Department of Social Services (“DSS”) is requesting legislative authorization to create a new Child Protective Services (“CPS”) team. This resolution seeks approval to add seven positions in CPS: six (6) Social Caseworker I positions (JG 8) and one (1) Child Protective Coordinator position (JG 12). In addition, as part of a reorganization of DSS, authorization is requested to create three (3) new managerial confidential positions: First Deputy Commissioner (JG 18), Second Deputy Commissioner (JG 17) and Special Assistant to the Commissioner (JG 15).

FISCAL IMPLICATIONS

There is no local share fiscal impact to this resolution as the local share for the CPS team and the management reorganization will be funded by available funds from an unexecuted contract for Vocational Rehabilitation at Erie County Medical Center Corporation. There is an unexpended balance of \$162,000 available for reallocation. The total local share impact for the new positions is \$91,946.

REASONS FOR RECOMMENDATION/ BACKGROUND INFORMATION

CPS has been responding to increased allegations of abuse or neglect, as well as more serious situations, such as a growing number of families with multiple allegations. CPS is burdened with a current and growing high caseload and staffing constraints. The new CPS team will significantly reduce the caseloads and enable DSS to more expeditiously respond to new allegations and complaints.

DSS has a management structure that features few senior level managers and significant burdens imposed on the Commissioner and several competitive managerial confidential employees. The DSS management structure features far fewer managers than comparable counties in New York State such as Westchester and Suffolk.

CONSEQUENCES OF NEGATIVE ACTION

There is risk that allegations and complaints involving children will experience delays in investigation due to the current and growing caseload of CPS staff. In addition, existing issues in management and organizational effectiveness in DSS will persist.

STEPS FOLLOWING APPROVAL

DSS will work with the Department of Personnel to utilize available civil service lists to fill all CPS positions listed in this resolution. For positions where no list exists, provisional appointments will be made pending exam release(s). Training will commence following appointments.

For the managerial confidential positions, DSS will work with the Department of Personnel and the County Executive's Office to establish a search committee with both internal and external members. The search committee will review, interview and recommend candidates for hire. Upon completion of all hiring activities, training will commence.

**A RESOLUTION SUBMITTED BY:
DEPARTMENT OF SOCIAL SERVICES**

Re: Child Protective Services Staffing and Reorganization of Management

WHEREAS, Erie County Child Protective Services (“CPS”) has been responding to increased allegations of abuse or neglect, as well as more serious situations, such as a growing number of families with multiple allegations; and

WHEREAS, CPS is burdened with a current and growing high caseload and staffing constraints; and

WHEREAS, the Department of Social Services (“DSS”) seeks approval to create a new CPS team effective October 1, 2013 and add six (6) Social Caseworker I positions and one (1) Child Protective Coordinator position; and

WHEREAS, the new CPS team will help significantly reduce the caseloads and enable DSS to more expeditiously respond to new allegations and complaints; and

WHEREAS, DSS has a management structure that features few senior level managers and significant burdens imposed on the Commissioner; and

WHEREAS, the DSS management structure features far fewer managers than comparable counties in New York State such as Westchester and Suffolk with corresponding issues; and

WHEREAS , as part of a reorganization, the Department of Social Services seeks approval to create the following three (3) new management confidential positions effective October 1, 2013: First Deputy Commissioner (JG 18), Second Deputy Commissioner (JG 17) and Special Assistant to the Commissioner (JG 15) and

WHEREAS, there is no local share fiscal impact to this resolution as the local share for the CPS team and the management reorganization will be funded by available funds from an unexecuted contract for Vocational Rehabilitation at Erie County Medical Center Corporation for which an unexpended balance of \$162,000 remains within the \$250,000 budgeted appropriation.

NOW, THEREFORE, BE IT

RESOLVED, that the following budget amendments are hereby authorized in the 2013 Adopted Budget:

Department of Social Services, Department 120, Fund 110

<u>ACCOUNT</u>	<u>DESCRIPTION</u>	<u>INCREASE/ (DECREASE)</u>
500000	Full Time Salaries	130,262
502000	Fringe	80,762
561420	Office Equipment, Furniture & Fixtures	5,298
516052	ECMCC Vocational Rehabilitation CED	<u>(\$91,946)</u>
	Total Expenditure	\$124,376

<u>ACCOUNT</u>	<u>DESCRIPTION</u>	<u>INCREASE/ (DECREASE)</u>
407540	State Aid-Social Services Admin	66,480
411540	Federal Aid-Social Services Admin	<u>57,896</u>
	Total Revenue	\$124,376

; and be it further

RESOLVED, that the following new positions are authorized in the 2013 Adopted Budget: one (1) Child Protection Coordinator (JG 12), and six (6) Social Caseworker I (JG 8), as noted in B-100# 7351 and B-100# 7352; and be it further

RESOLVED, that the following three new positions are authorized in the 2013 Adopted Budget at variable minimum step 3: First Deputy Commissioner (JG 18), Second Deputy Commissioner (JG 17) and Special Assistant to the Commissioner (JG 15) as noted in B-100# 7369, B-100# 7384 and B-100# 7385; and be it further

RESOLVED, that certified copies of this resolution shall be forwarded to the County Executive, the Commissioner of Social Services, the Commissioner of Personnel, the Erie County Comptroller and the Director of the Division of Budget and Management.