

HJR 48/49: CHILD PROTECTIVE SERVICES CPS STAFFING AND CASELOADS

BACKGROUND

Staffing levels in the state's child protective services offices may affect how quickly caseworkers can investigate reports of child abuse and neglect and how much time they can devote to working on reunification efforts or other permanent placements for children who have been removed from the home. Stakeholders also say families may have trouble establishing good working relationships with caseworkers if frequent staff turnover occurs.

This briefing paper contains turnover, staffing, and caseload data provided by the Department of Public Health and Human Services.

STAFF TURNOVER AND CASELOADS

The table below shows the level of turnover among child protection specialists in the past five fiscal years.

Year	Turnover
FY 2015	43.1%
FY 2016	42.7%
FY 2017	34.5%
FY 2018	34.8%
FY 2019	40.6%

The Department of Public Health and Human Services provided the attached reports showing staffing and caseload data in each of its offices for the month of September 2019.

Child & Family Services Division

Current Caseload Calculation

Report for Month Ending:

September-19

Region I		Placements	Reports	Intake		Ongoing		Staffing		Caseload			
		Number of Kids in Care for Each County Office	Number of Report Referrals	Number of Current Intake Workers	Number of Intake Positions in Office	Number of Current Ongoing Workers	Number of Ongoing Positions in Office	Number of Current CPS FTE in Office	Number of CPS FTE in Office	Current Youth per Worker	Youth per Worker Full Staff	Current Reports per Worker	Reports per Worker Full Staff
Wolf Point District	Roosevelt County	177	2					4	5	44.25	35.40	0.50	0.40
Total		177	2										
Big Horn District	Big Horn County	84	6					4	4	21.00	21.00	1.50	1.50
Total		84	6										
Glasgow District	Phillips County	12	6					2	4	38.50	19.25	6.00	3.00
	Valley County	65	6										
Total		77	12										
Glendive/Sidney District	Daniels County	0	0					4	4	11.75	11.75	6.00	6.00
	Dawson County	16	13										
	McCone County	1	0										
	Prairie County	1	2										
	Richland County	21	5										
	Sheridan County	8	4										
	Wibaux County	0	0										
Total		47	24										
Miles City District	Custer County	66	15					6	6	17.67	17.67	4.17	4.17
	Garfield County	0	1										
	Powder River County	3	1										
	Fallon County	11	1										
	Carter County	0	1										
	Rosebud County	25	4										
	Treasure County	1	2										
Total		106	25										
Total for Region		491	69					20	23	24.55	21.35	3.45	3.00

Report Referrals = Number of reports made to Centralized Intake that were referred to field staff for investigation

Number of Current FTE = Number of FTE currently working in that location

Number of CPS FTE in Office = Number of FTE allocated to that location

Current Youth/Reports per Worker = Number of cases handled by each worker in the office

Youth/Reports per Worker Full Staff = Number of cases that each worker would be handling if the office were fulling staffed

Child & Family Services Division

Current Caseload Calculation

Report for Month Ending: September-19

Region II		Placements	Reports	Intake		Ongoing		Staffing		Caseload			
		Number of Kids in Care for Each County Office	Number of Report Referrals	Number of Current Intake Workers	Number of Intake Positions in Office	Number of Current Ongoing Workers	Number of Ongoing Positions in Office	Number of Current CPS FTE in Office	Number of CPS FTE in Office	Current Youth per Worker	Youth per Worker Full Staff	Current Reports per Worker	Reports per Worker Full Staff
Great Falls Hub	Cascade County	594	98	12	13	15	19						
Total		594	98	12	13	15	19	27	32	39.60	31.26	8.17	7.54
Lewistown Hub	Judith Basin County	0	1										
	Fergus County	41	10										
	Petroleum County	0	0										
	Wheatland	10	3					3	3	21.00	21.00	7.00	7.00
	Golden Valley	0	2										
	Musselshell	12	5										
Total		63	21										
Havre Hub	Hill County	48	22										
	Blaine County	11	1										
	Liberty County	0	1					5	5	13.20	13.20	5.40	5.40
	Chouteau County	7	3										
Total		66	27										
Total for Region		723	146					35	40	20.66	18.08	4.17	3.65

Report Referrals = Number of reports made to Centralized Intake that were referred to field staff for investigation

Number of Current FTE = Number of FTE currently working in that location

Number of CPS FTE in Office = Number of FTE allocated to that location

Current Youth/Reports per Worker = Number of cases handled by each worker in the office

Youth/Reports per Worker Full Staff = Number of cases that each worker would be handling if the office were fully staffed

Child & Family Services Division

Current Caseload Calculation

Report for Month Ending: September-19

Region III		Placements	Reports	Intake		Ongoing		Staffing		Caseload			
		Number of Kids in Care for Each County Office	Number of Report Referrals	Number of Current Intake Workers	Number of Intake Positions in Office	Number of Current Ongoing Workers	Number of Ongoing Positions in Office	Number of Current CPS FTE in Office	Number of CPS FTE in Office	Current Youth per Worker	Youth per Worker Full Staff	Current Reports per Worker	Reports per Worker Full Staff
Billings Hub	Yellowstone County	760	142	15	16	18	20						
Total		760	142	15	16	18	20	33	36	42.22	38.00	9.47	8.88
Stillwater/Carbon Hub	Stillwater County	9	6										
	Carbon County	12	6					4	4	5.25	5.25	3.00	3.00
	Total	21	12										
Bozeman Hub	Gallatin County	118	55										
	Park County	29	16	5	7	5	5						
	Sweet Grass County	3	2					10	12	30.00	30.00	14.60	10.43
	Total	150	73	5	7	5	5						
Total for Region		931	227					47	52	19.81	17.90	4.83	4.37

Report Referrals = Number of reports made to Centralized Intake that were referred to field staff for investigation

Number of Current FTE = Number of FTE currently working in that location

Number of CPS FTE in Office = Number of FTE allocated to that location

Current Youth/Reports per Worker = Number of cases handled by each worker in the office

Youth/Reports per Worker Full Staff = Number of cases that each worker would be handling if the office were fully staffed

Child & Family Services Division

Current Caseload Calculation

Report for Month Ending:

September-19

Region IV Caseload		Placements	Reports	Intake		Ongoing		Current Staffing Level		Caseload			
		Number of Kids in Care for Each County Office	Number of Report Referrals	Number of Current Intake Workers	Number of Intake Positions in Office	Number of Current Ongoing Workers	Number of Ongoing Positions in Office	Number of Current CPS FTE in Office	Number of CPS FTE in Office	Current Youth per Worker	Youth per Worker Full Staff	Current Reports per Worker	Reports per Worker Full Staff
Butte Hub	Silver Bow County	264	41	5	6	8	8	13	14	33.00	33.00	8.20	6.83
<i>Total</i>		264	41	5	6	8	8						
Deer Lodge (Butte Hub)	Deer Lodge County	16	12	0	1	1	1	1	2	16.00	16.00	-	12.00
<i>Total</i>		16	12	0	1	1	1						
Beaverhead (Butte Hub)	Madison County	10	3					1	1	33.00	33.00	6.00	6.00
	Beaverhead County	23	3										
<i>Total</i>		33	6										
Helena Hub	Lewis and Clark	175	61	3	7	8	10	11	17	23.88	19.10	22.00	9.43
	Meagher County	0	0										
	Broadwater County	4	1										
	Jefferson County	12	4										
<i>Total</i>		191	66										
Total for Region		504	125	3	7	8	10	26	34	19.38	14.82	4.81	3.68

Report Referrals = Number of reports made to Centralized Intake that were referred to field staff for investigation

Number of Current FTE = Number of FTE currently working in that location

Number of CPS FTE in Office = Number of FTE allocated to that location

Current Youth/Reports per Worker = Number of cases handled by each worker in the office

Youth/Reports per Worker Full Staff = Number of cases that each worker would be handling if the office were fulling staffed

Child & Family Services Division

Current Caseload Calculation

Report for Month Ending:

September-19

Region V Caseload		Placements	Reports	Intake		Ongoing		Current Staffing Level		Caseload			
		Number of Kids in Care for Each County Office	Number of Report Referrals	Number of Current Intake Workers	Number of Intake Positions in Office	Number of Current Ongoing Workers	Number of Ongoing Positions in Office	Number of Current CPS FTE in Office	Number of CPS FTE in Office	Current Youth per Worker	Youth per Worker Full Staff	Current Reports per Worker	Reports per Worker Full Staff
Hamilton District	Ravalli County	74	34	3	3	3	3	6	6	24.67	24.67	11.33	11.33
Total		74	34	3	3	3	3						
Missoula District	Missoula County	273	98	12	12	11	12						
	Powell County	24	6					23	24	27.18	24.92	8.67	8.67
	Granite County	2	0										
Total		299	104	12	12	11	12						
Lake (Missoula District)	Mineral County	8	5					1	1	8.00	8.00	5.00	5.00
	Lake County	61	16	2	2	2	2	4	4	34.50	34.50	10.50	10.50
Total		69	21	2	2	2	2						
Total for Region		442	159					34	35	13.00	12.63	4.68	4.54

Report Referrals = Number of reports made to Centralized Intake that were referred to field staff for investigation

Number of Current FTE = Number of FTE currently working in that location

Number of CPS FTE in Office = Number of FTE allocated to that location

Current Youth/Reports per Worker = Number of cases handled by each worker in the office

Youth/Reports per Worker Full Staff = Number of cases that each worker would be handling if the office were fulling staffed

Child & Family Services Division

Current Caseload Calculation

Report for Month Ending: September-19

Region VI Caseload		Placements	Reports	Intake		Ongoing		Current Staffing Level		Caseload			
		Number of Kids in Care for Each County Office	Number of Report Referrals	Number of Current Intake Workers	Number of Intake Positions in Office	Number of Current Ongoing Workers	Number of Ongoing Positions in Office	Number of Current CPS FTE in Office	Number of CPS FTE in Office	Current Youth per Worker	Youth per Worker Full Staff	Current Reports per Worker	Reports per Worker Full Staff
Kalispell District	Flathead County	205	62	8	9	3	7	11	16	68.33	29.29	7.75	6.89
Total		205	62	8	9	3	7						
Libby District	Lincoln County	45	13					6	6	9.83	9.83	3.83	3.83
	Sanders County	14	10										
Total		59	23										
Conrad District	Glacier County	29	8	0	1	3	3	3	4	19.33	19.33	-	20.00
	Toole County	7	3										
	Pondera County	9	5										
	Teton County	13	4										
Total		58	20	0	1	3	3						
Total for Region		322	105					20	26	16.10	12.38	5.25	4.04

Report Referrals = Number of reports made to Centralized Intake that were referred to field staff for investigation

Number of Current FTE = Number of FTE currently working in that location

Number of CPS FTE in Office = Number of FTE allocated to that location

Current Youth/Reports per Worker = Number of cases handled by each worker in the office

Youth/Reports per Worker Full Staff = Number of cases that each worker would be handling if the office were fully staffed