

2022 SPECIAL COMMITTEE ON STATE EMPLOYEE & BOARD MEMBER COMPENSATION

DEPARTMENT FOR CHILDREN AND FAMILIES
SECRETARY LAURA HOWARD | 12.14.2022

POSITIONS

HUMAN SERVICES

Human Services links clients with services that support their path to self-sufficiency. The demands on staff include high caseloads, accurate and timely benefits, and effective case management make it difficult to hire and keep qualified front-line and supervisor staff.

POSITION	STARTING SALARY	STATE OF KS AVG.	MARKET RATE	MARKET ALIGNMENT
HUMAN SERVICES ASSISTANT	\$25,688 (\$12.35 per hour)	\$13.81	\$16.91	-27%
HUMAN SERVICES COUNSELOR	\$41,845.44 (\$20.11 per hour)	\$22.77	\$25.13	-20%
HUMAN SERVICES SPECIALIST	\$32,760.00 (\$15.75 per hour)	\$17.35	\$22.47	-30%
HUMAN SERVICES SUPERVISOR	\$43,950.40 (\$21.13 per hour)	\$23.28	\$24.61	-14%

POSITIONS

SOCIAL WORK

POSITION	STARTING SALARY	STATE OF KS AVG.	MARKET RATE	MARKET ALIGNMENT
SOCIAL WORK SUPERVISOR	\$41,870.40 (\$20.13 per hour)	\$26.46	\$34.09	-41%
SOCIAL WORK SPECIALIST	\$37,980.80 (\$18.26 per hour)	\$22.21	\$27.90	-35%

Social Worker Specialists and Supervisors provide social services to help individuals enhance their social functioning and to resolve or improve social problems. Human Service Specialists link clients with services that support their path to self-sufficiency. The demands on staff include high caseloads, accurate and timely benefits, and effective case management make it difficult to hire and keep qualified front-line and supervisor staff.

-Specialist Requirements - License to practice social work in the State of Kansas at the time of hire.

-Supervisor Requirements - License to practice social work in the SoK at the time of hire and 1 year of experience as a social worker.

POSITIONS

DISABILITY EXAMINER

Disability Examiner’s work assisting individuals in disabilities claim determination for federal disability program.

This is specialized professional analytical work.

POSITION	STARTING SALARY	STATE OF KS AVG.	MARKET RATE	MARKET ALIGNMENT
DISABILITY EXAMINER I	\$41,870.40 (\$20.13 per hour)	\$24.48	\$26.09	-23%
DISABILITY EXAMINER II	\$48,484.80 (\$23.31 per hour)	\$24.48	\$26.09	-11%
DISABILITY EXAMINER III	\$39,852.80 (\$19.16 per hour)	\$24.48	\$26.09	-27%

VACANCIES

AS OF DECEMBER 12, 2022

POSITION	POSITIONS FILLED	RATE
HUMAN SERVICES ASSISTANT	195/221	12%
HUMAN SERVICES COUNSELOR	65/85	24%
HUMAN SERVICES SPECIALIST	325/415	22%
HUMAN SERVICES SUPERVISOR	59/65	9%
SOCIAL WORK SUPERVISOR	1/1	0%
SOCIAL WORK SPECIALIST	18/21	14%
DISABILITY EXAMINER I	2/2	0%
DISABILITY EXAMINER II	3/13	77%
DISABILITY EXAMINER III	38/58	34%

HIRING CHALLENGES

Recruitment in Rural Areas

- Lack of broadband internet
- Lack of educational advancement opportunities regarding degree requirements
- Community resources
 - Transportation
 - Childcare

Private Sector Competition

- Flexibility in starting salaries
- Bonus Incentives –
 - DCF is unable to offer sign-on bonus incentives and cannot guarantee raises in regard to cost of living adjustments

MARKET RATE EFFORTS

PROTECTION SPECIALISTS & SOCIAL WORKERS

- Implemented a market adjustment for Protection Specialists, Protection Supervisors, Social Work Supervisors and Social Work Specialists in July 2022 as approved by the 2022 Kansas Legislature –
 - \$3,680,154 all funds; \$3,587,316 SGF
 - This enhancement raised protection specialists' salaries by a minimum 2.5% increase, with individuals below market rate receiving up to a 12.5 % (5 Steps) increase, not exceeding market rate.

MARKET RATE EFFORTS

PROTECTION SPECIALISTS & SOCIAL WORKERS - IMPACTS

- 630 positions / 24% of agency staff
- Average salary increase per position was \$4,758 – 11.7%
- June 2020 - June 2021 turnover rate for Protection Specialists was higher (38.3%) than other frontline workers (25.3%-27.2%).
- Since adjustment became effective in June 2022, there has been a 3% decrease in vacancies for Protection Specialists
- Prior years sometimes yielded 0 applicants for regional Protection Specialist positions. Recently, applications have increased, especially in the Topeka/Northeast region.
 - After 4 years of being understaffed, with severe vacancies in the prior 2 years, Garden City filled their final vacant position for a Child Protection Specialist.

RECRUITMENT & RETENTION

- Implemented statewide “Thrive with Us” Hiring Events
- Reworked Indeed job postings and budget to focus on campaigns across the state and redirected money towards months with high graduation rates
- Posted job openings on multiple internet websites, hiring ads in our lobbies
- Created hiring flyers that specifically address and highlight state benefits
- Recruitment: 80 paid practicum student positions that pay \$14/ hour to build workforce pipeline with each region having a practicum supervisor for support
- Flexible Schedule : telework options



RECRUITMENT & RETENTION

- Educational Leave Policy up to 4 hours per week
- Additional 2.5% (1 step) increase for skills in more than 1 language
- Professional Development:
 - Forensic Training and Development
 - Tele-education Medical forensics education series with Children's Mercy Hospital pediatric child abuse specialist team.
 - Coaching Support Model
 - Kansas Strong grant with KU implementing a coaching model for DCF practitioners from the Atlantic Coast Child Welfare Implementation Center
 - Licensure fee costs covered
- Meritorious cash award program in 2020 and 2021 for extraordinary services during pandemic

QUESTIONS?
