



Legislative Fiscal Bureau

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Joint Committee on Finance

Paper #200

Bureau of Milwaukee Child Welfare - Restructuring (Children and Families -- Children and Families)

[LFB 2015-17 Budget Summary: Page 89, #1]

CURRENT LAW

Child welfare services in Milwaukee County are provided by the Department of Children and Families (DCF) through the Bureau of Milwaukee Child Welfare (BMCW) under the supervision of the Division of Safety and Permanence. Services are provided from a central administrative site located in the City of Milwaukee.

GOVERNOR

Increase funding by \$102,200 GPR and \$8,800 FED in 2015-16 and \$136,300 GPR and \$11,900 FED in 2016-17 to create a Division of Milwaukee Child Welfare in DCF and provide a 0.92 GPR and 0.08 FED administrator position beginning in 2015-16. The bill would modify the organizational structure of DCF and increase the number of division administrator positions authorized to be employed outside the classified service in DCF from eight to nine.

DISCUSSION POINTS

1. In addition to overseeing the operations of BMCW, the Division of Safety and Permanence oversees child welfare programs, out-of-home care, and domestic abuse prevention in all 72 Wisconsin counties. BMCW has 175.7 FTE positions and provided more than \$107.3 million of aid and child welfare services in 2014-15.

2. Management staff in BMCW consists of a bureau director, a deputy director, three section chiefs (administrative section chief; access and initial assessment section chief; and training

and quality improvement section chief), a training and technical assistance manager, medical director, nurse administrator, and three managers, each managing four or five supervisory teams.

3. As discussed in LFB Issue Paper #201, a large backlog of untimely initial assessments of reports of child abuse and neglect began to accumulate at BMCW from 149 in February, 2013, up to 2,918 in June, 2014. The bureau director resigned, citing concerns about the unmet safety needs and excessive workloads. The bureau director position remains unfilled. A subordinate, classified division manager within BMCW is currently fulfilling the duties of the director.

4. Restructuring BMCW as a division within DCF and adding a new administrator may provide more direct oversight of BMCW's activities and enhance administrative planning. Establishing BMCW as a division would also serve to recognize its administrative importance and priority within DCF. For example, reorganization would clarify that the operation of Milwaukee Child Welfare has a resource priority equal to the other divisions within DCF. Reorganization as a division may also generate a broader amount of national interest from potential applicants for upper management positions.

5. DCF would be able to offer a higher starting salary based upon the classification for a division administrator than under the current structure, which has a bureau director in the top leadership position. The bureau director position is a classified position having a starting salary of approximately \$101,500. The minimum salary is approximately \$60,400 and the overall maximum salary is \$141,900. The Governor's proposal would create a new unclassified administrative position, with the salary ranging from \$82,100 to \$127,802. Similarly, DCF would also be able to recruit at a higher classification level for the other management positions by reclassifying the existing management positions.

6. The Committee could choose to restructure BMCW and provide a division administrator as recommended by the Governor (Alternative 1). It must be noted that the bill mistakenly reflects that the 0.08 FTE FED portion of the administrator position is classified. The position would be unclassified.

7. On the other hand, it is not necessary to restructure BMCW as a division in order to provide additional managerial compensation or increase oversight of BMCW. Such goals potentially could be achieved under the current organizational structure by providing for a new assistant administrator position (Alternative 3). Further, improving oversight of BMCW would not necessarily require changing the top leadership position from a classified position into an unclassified position (Alternative 2).

ALTERNATIVES

1. Approve the Governor's proposal to restructure BMCW as the Division of Milwaukee Child Welfare and provide an unclassified administrator position beginning in 2015-16, with a correction to clarify that the 0.08 FTE FED portion of the new position is unclassified.

2. Modify the Governor's proposal such that the administrator position for the new

Division of Milwaukee Child Welfare is classified.

3. Modify the Governor's proposal to deny restructuring BMCW as a division within DCF, and instead add a classified assistant administrator position for BMCW with the same amount of funding.

4. Delete provision.

ALT 5	Change to Bill	
	Funding	Positions
GPR	- \$238,500	- 0.92
FED	<u>- 20,700</u>	<u>- 0.08</u>
Total	- \$259,200	- 1.00

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