

Question	Answer
Are all child welfare and OJS jobs being eliminated?	No. We will continue to need experienced staff to carry out Intake and Initial Assessment and, in on-going cases, to carry out the case oversight and decision making and to do contract oversight.
Will there be ongoing case managers?	Yes.
Will they have additional opportunities to meet and ask questions of ESA Administration	Yes. Each Service Area will provide opportunities for staff to continue to communicate about the changes.
Why did no one ask for our input?	We received a lot of feedback from staff, parents, foster parents, providers, contractors and advocates since we initiated the Reform in November of 2009. One of the constant challenges we heard about was the confusion and duplication in roles and responsibilities, the need for contractors to have more flexibility and the need to stabilize the system. The direction we are taking addresses the feedback we have received.
What does the Governor think about this? if there is a new Governor can he change back?	The Governor supports the reform of Child Welfare and Juvenile Services and the outcomes for children and families that are targeted for improvement. The details of carrying out the Reform are decisions made by the Department.
What do the Judges think about this move?	As staff were being told about the recent changes, contacts were being made with the Chief Justice, the Court Administrators Office and the Juvenile and County Court Judges. Understandably, they have questions about how this change will impact what they see in court. We'll be in contact with them as we continue to refine the roles and responsibilities.
How is this going to be different from what was previously done by Service Coordinators?	More of the decision making that is now being done by CFS staff will be the responsibility of contract staff within specific legal parameters. There are more details to be worked out to determine specific decisions.
What is this going to look like for OJS...because it is an ongoing Case Management also?	The change impacts child welfare and juvenile services. There are some decisions more specific to OJS cases that are being reviewed.
Resource Development staff was invited to the conference call yet the impact on RD was not discussed in any detail. What resource development roles or responsibilities will remain with DHHS? Will these responsibilities remain assigned to Resource Development staff?	The recent change in moving more case management decisions to the Contractors does have some additional impact on the functions we previously defined as "resource development". We haven't defined any detail at this point but will in the near future.
Are Administrators going to lose their jobs?	CFS Administrator positions are also under review given the direction we are taking.

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What are the next steps?	This is a fluid work in progress. More detail will be given to defining staff and contractor roles and responsibilities within the framework of moving additional decision making to the contractors within legal parameters. Next, specific positions would be identified to remain with CFS and staff whose positions would be eliminated would be notified of that as well as their rights within the union contract and rules. DHHS will follow all required provisions of the NAPE/AFSCME labor agreement and the Classified System Rules and Regulations.
Why such a short time line?	The timeframe was negotiated with the Contractors with a focus on moving toward our desired outcomes more quickly and to provide stability to the Reform.
Does anyone in the Administration appreciate how poorly the contractors are overall performing right now?	We are in the early stages of the Reform. Other States that have contracted case management functions to private contractors have achieved positive outcomes for children and families as evidenced in their Federal Children and Family Services Review. We expect to see improvements as we continue.
Has the state considered the possibility of job sharing what is meant by this is two staff working part time filling a full time position.	Job sharing may be a possibility and is currently allowed in some positions throughout DHHS.
Will vacancies be able to be filled?	During this transition, all vacancies will be assessed to determine whether or not to fill them.
If a staff person leaves the state and then returns back to the state in a couple of years does all their years of service count for seniority or does it start over when they are rehired. This is as it relates to bumping.	In the layoff provisions of the NAPE/AFSCME labor agreement and the Classified System Rules and Regulations it states, "The service date for reinstated employees shall be adjusted by the number of days in a non-paid status." Employees have reinstatement rights up to 24 months. The service date for rehired employees shall be adjusted by the number of calendar days absent if re-employed within 5 years.
The downsizing of staff is likely to be a layoff process. In the layoff process, there can be "bumping" into positions. Will "bumping" be limited to within a Service Area? Or will "bumping" be allowed Statewide?	The NAPE/AFSCME labor agreement provides, as an option, bumping "statewide" to positions of the same classification at any Agency location occupied by an employee with the least seniority in that classification. For Rules covered employees, the Agency Layoff Plan will define if bumping statewide is allowed.

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Is it true that those with less than a year on the job can be released without the same layoff process as other staff? Can we bump into other services areas?	The NAPE/AFSCME labor agreement has a provision that says employees who are on original probation may be separated at any time. This is not a layoff, but rather a release of employment while on original probation and therefore, does not provide as an option "bumping". Any permanent employee not on original probation who is laid off will be given their layoff rights in accordance with the labor agreement.
How soon can we use up our sick leave?	Sick leave can only be used as allowed in policy.
Will we have to take our furloughs?	Yes.
What is our plan when the current contractors fail, the employee said they heard NFC is not putting more money into the contract?	The Reform is about expecting significant change and positive outcomes. KVC and NFC remain committed to the goals of the reform. Our shared focus is for the Reform to succeed and for children and families to achieve the best possible outcomes.