

QUESTIONS FOR DHS / DCFS

(Legislative Request)

1. What is the total number of DCFS employees?
2. What is the total number of positions in DCFS?
3. Please list by county the number of positions in each county and the titles of those positions
4. What is the case load for each DCFS county office?
5. What is the case load for each DCFS employee?
6. For 2015, what was the total cost to the agency to provide training to new DCFS employees and training to existing employees? Are there more costs involved in training managers versus case workers?
7. You stated that in FY2015, 341 DCFS employees left the agency and all were given an exit interview
 - a. How many terminations were voluntary and how many were involuntary?
 - b. What positions did those employees hold?
 - b. Where did these exit interviews take place?
 - c. How long have the managers been in those offices where employees were terminated?
8. You confirmed that legislators may look at the exit interviews. Please provide a sample of a DHS exit interview.
9. You confirmed that 91 individuals mailed completed exit surveys back to DHS and the data from those 91 surveys is available to legislators as aggregate data. Please provide the aggregate data
10. You stated that copies of those surveys returned by the outgoing DCFS employees are available. Please provide copies of all 91 surveys
11. At the upcoming February JPR Committee meetings (Feb. 11 and Feb. 25), please be prepared to talk in detail about DCFS hiring procedures. Detail the turn-around time it takes from the time DHS receives an application from a potential DCFS employee to the time that person is either hired or notified they won't be hired

FOSTER CARE / ADOPTIONS

1. Please provide a copy of the DCFS written policy /guidelines / checklist that case workers and other DCFS staff follow to determine when to put children into emergency foster care

2. In FY2015, how many children placed with foster care families were placements in foster care homes that were outside the child/children's home county?
3. How does DCFS justify putting children in foster homes in counties other than their home county, when foster families are available in the child/children's home county?
4. Is there an unbiased policy that DCFS uses to determine which home the child/children are placed?
5. Are DHS foster homes given precedent over homes recruited through The Call?
6. How many foster homes are currently available to take children which are DHS homes and how many are The Call homes?
7. In the last one to two years, how many children have been adopted out of foster care homes? How many homes closed after the adoption was completed? How many were DCSF homes and how many were The Call homes?
8. In the last one or two years, where children in foster care were adopted out of foster care, please list the judges in those cases. Please list the therapists.
9. What is the turn-around time for DHS to reimburse foster parents for claims they have submitted for mileage? How many outstanding claims to-date still haven't been paid? Please list by county
10. What is the DCSF policy and contracts for hiring therapists to provide services for children taken into foster care? Do the children have the right to go to a therapist of their choice?

For questions or clarification, please contact:
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DCFS
Position Titles
By Area and County
1/31/2016

#3

Organizational Unit Name	Grade	Authorized Title	C/D/G Grade	Cross Grade/Down Grade Title	Area
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OCSuppAdoptions	C120	FAMILY SERVICE WORKER SUPERVISOR			1
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServBentonCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C116	FAMILY SERVICE WORKER			1
OfficeofCommunityServBentonCoSupv	C116	FAMILY SERVICE WORKER			1
OfficeofCommunityServBentonCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServBentonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	Grade	Cross Grade/Down Grade Title	AREA
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Benton Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Benton Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Benton Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Benton Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Benton Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Benton Co Supv	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			1
Office of Community Serv Benton Co Supv	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			1
Office of Community Serv Carroll Co Supv	C110	DHS PROGRAM ASSISTANT			1
Office of Community Serv Carroll Co Supv	C110	DHS PROGRAM ASSISTANT			1
Office of Community Serv Carroll Co Supv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Carroll Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Carroll Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Area 1 Mgr	C129	DHS AREA MANAGER			1
Office of Community Serv Area 1 Mgr	C110	DHS PROGRAM ASSISTANT			1
Office of Community Serv Area 1 Mgr	C110	DHS PROGRAM ASSISTANT			1
Office of Community Serv Area 1 Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			1

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	Area
OfficeofCommunityServicesArea1Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			1
OfficeofCommunityServicesArea1Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServicesArea1Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			1
OfficeofCommunityServicesArea1Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			1
OfficeofCommunityServicesArea1Mgr	C110	FAMILY SERVICES ASSISTANT			1
OfficeofCommunityServicesArea1Mgr	C115	FISCAL SUPPORT ANALYST			1
OfficeofCommunityServicesArea1Mgr	C120	REGISTERED NURSE			1
OfficeofCommunityServMadisonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServMadisonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServMadisonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
OfficeofCommunityServMadisonCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
OfficeofCommunityServMadisonCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1
OfficeofCommunityServWashingtonCoSupv	C110	DHS PROGRAM ASSISTANT			1

DCFS

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DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	Grade	Cross Grade/Down Grade Title	Area
Office of Community Serv Washington CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Washington CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Washington CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Washington CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Washington CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	1
Office of Community Serv Washington CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Washington CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Washington CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Washington CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Washington CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Washington CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			1
Office of Community Serv Washington CoSupv	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			1
OC Supp Adoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OC Supp Adoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OC Supp Adoptions	C118	FAMILY SERVICE WORKER SPECIALIST			2
Office of Community Serv Crawford CoSupv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Serv Crawford CoSupv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Serv Crawford CoSupv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Serv Crawford CoSupv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Serv Crawford CoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	2
Office of Community Serv Crawford CoSupv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	2
Office of Community Serv Crawford CoSupv	C116	FAMILY SERVICE WORKER			2
Office of Community Serv Crawford CoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			2
Office of Community Serv Crawford CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Serv Crawford CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Serv Crawford CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Serv Crawford CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServCrawfordCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServFranklinCoSupv	C110	DHS PROGRAM ASSISTANT			2
OfficeofCommunityServFranklinCoSupv	C116	FAMILY SERVICE WORKER			2
OfficeofCommunityServFranklinCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServFranklinCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServFranklinCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServFranklinCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServFranklinCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServicesArea2Mgr	C112	ADMINISTRATIVE SPECIALIST III			2
OfficeofCommunityServicesArea2Mgr	C112	ADMINISTRATIVE SPECIALIST III			2
OfficeofCommunityServicesArea2Mgr	C129	DHS AREA MANAGER			2
OfficeofCommunityServicesArea2Mgr	C110	DHS PROGRAM ASSISTANT			2
OfficeofCommunityServicesArea2Mgr	C110	DHS PROGRAM ASSISTANT			2
OfficeofCommunityServicesArea2Mgr	9999	EXTRA HELP	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	2
OfficeofCommunityServicesArea2Mgr	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServicesArea2Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			2
OfficeofCommunityServicesArea2Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			2
OfficeofCommunityServicesArea2Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			2

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	CDC Grade	Cross Grade/Down Grade Title	AREA
Office of Community Services Area 2 Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Area 2 Mgr	C110	FAMILY SERVICES ASSISTANT			2
Office of Community Services Area 2 Mgr	C110	FAMILY SERVICES ASSISTANT			2
Office of Community Services Area 2 Mgr	C115	FISCAL SUPPORT ANALYST			2
Office of Community Services Area 2 Mgr	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			2
Office of Community Services Johnson Co Supv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Services Johnson Co Supv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Johnson Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
Office of Community Services Logan Co Supv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Services Logan Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Logan Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST			2
Office of Community Services Logan Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Logan Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Logan Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
Office of Community Services Scott Co Supv	C110	DHS PROGRAM ASSISTANT			2
Office of Community Services Scott Co Supv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	2
Office of Community Services Scott Co Supv	9999	EXTRA HELP	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	2
Office of Community Services Scott Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
Office of Community Services Scott Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2

DCFS

Position Titles

By Area and County

1/31/2016

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DCFS

Position Titles

By Area and County

1/31/2016

Organizational Unit Name	Grade	Authorized Title	C/D Grade	Gross Grade/Down Grade Title	AREA
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServSebastianCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OfficeofCommunityServYellCoSupv	C110	DHS PROGRAM ASSISTANT			2
OfficeofCommunityServYellCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServYellCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServYellCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	Cdb Grade	Cross Grade/Down Grade Title	Area
OfficeofCommunityServYellCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServYellCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	2
OfficeofCommunityServYellCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			2
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServClarkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServClarkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServClarkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServClarkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServClarkCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
OfficeofCommunityServClarkCoSupv	C110	FAMILY SERVICES ASSISTANT			3
OfficeofCommunityServGarlandCoSupv	C110	DHS PROGRAM ASSISTANT			3
OfficeofCommunityServGarlandCoSupv	C110	DHS PROGRAM ASSISTANT			3
OfficeofCommunityServGarlandCoSupv	C110	DHS PROGRAM ASSISTANT			3
OfficeofCommunityServGarlandCoSupv	C110	DHS PROGRAM ASSISTANT			3
OfficeofCommunityServGarlandCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C116	FAMILY SERVICE WORKER			3
OfficeofCommunityServGarlandCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServGarlandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3

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Organizational Unit Name	Grade	Authorized Title	Grade	Cross Grade/Down Grade Title	Area
Office of Community Serv Garland CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Garland CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Garland CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Garland CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community Serv Garland CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community Serv Garland CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community Serv Hot Spring CoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community Serv Hot Spring CoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community Serv Hot Spring CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Hot Spring CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Hot Spring CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Hot Spring CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Hot Spring CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community Serv Howard CoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community Serv Howard CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Howard CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Howard CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community Serv Howard CoSupv	C129	DHS AREA MANAGER			3
Office of Community Serv Howard CoSupv	C117	DHS PROGRAM COORDINATOR			3
Office of Community Serv Howard CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			3
Office of Community Serv Howard CoSupv	C110	FAMILY SERVICES ASSISTANT			3
Office of Community Serv Howard CoSupv	C115	FISCAL SUPPORT ANALYST			3
Office of Community Serv Montgomery CoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community Serv Montgomery CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community Serv Montgomery CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community Serv Perry CoSupv	C112	ADMINISTRATIVE SPECIALIST III			3

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Position Titles
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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	Area
Office of Community ServPerryCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServPerryCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	3
Office of Community ServPerryCoSupv	C116	FAMILY SERVICE WORKER			3
Office of Community ServPerryCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPerryCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPikeCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServPikeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPikeCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
Office of Community ServPolkCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServPolkCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServPolkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPolkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPolkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPolkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServPolkCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServSalineCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServSalineCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServSalineCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServSalineCoSupv	C110	DHS PROGRAM ASSISTANT			3
Office of Community ServSalineCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	3
Office of Community ServSalineCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			3
Office of Community ServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
Office of Community ServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3

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Organizational Unit Name	Grade	Authorized Title	CD Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServSalineCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	3
OfficeofCommunityServSalineCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
OfficeofCommunityServSalineCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
OfficeofCommunityServSalineCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			3
ASHAdolescentUnitAdmin	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OCSuppAdoptions	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServColumbiaCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServColumbiaCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServColumbiaCoSupv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	4
OfficeofCommunityServColumbiaCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServColumbiaCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServColumbiaCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServHempsteadCoSupv	C112	ADMINISTRATIVE SPECIALIST III			4
OfficeofCommunityServHempsteadCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServHempsteadCoSupv	C116	FAMILY SERVICE WORKER			4
OfficeofCommunityServHempsteadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServHempsteadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServHempsteadCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServHempsteadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4

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Organizational Unit Name	Grade	Authorized Title	C/DG Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServicesArea4Mgr	C129	DHS AREA MANAGER			4
OfficeofCommunityServicesArea4Mgr	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServicesArea4Mgr	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServicesArea4Mgr	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServicesArea4Mgr	C116	FAMILY SERVICE WORKER			4
OfficeofCommunityServicesArea4Mgr	C116	FAMILY SERVICE WORKER			4
OfficeofCommunityServicesArea4Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServicesArea4Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServicesArea4Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			4
OfficeofCommunityServicesArea4Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServicesArea4Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			4
OfficeofCommunityServicesArea4Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServicesArea4Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServicesArea4Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServicesArea4Mgr	C110	FAMILY SERVICES ASSISTANT			4
OfficeofCommunityServicesArea4Mgr	C115	FISCAL SUPPORT ANALYST			4
OfficeofCommunityServicesArea4Mgr	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			4
OfficeofCommunityServLafayetteCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServLafayetteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServLafayetteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServLafayetteCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServLittleRiverCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServLittleRiverCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServLittleRiverCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServLittleRiverCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4

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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	Area
OfficeofCommunityServLittleRiverCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServMillerCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServMillerCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServMillerCoSupv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	4
OfficeofCommunityServMillerCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	PATIENT ACCOUNT SPECIALIST	4
OfficeofCommunityServMillerCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServMillerCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServNevadaCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServNevadaCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			4
OfficeofCommunityServNevadaCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			4
OfficeofCommunityServOuachitaCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServOuachitaCoSupv	C110	DHS PROGRAM ASSISTANT			4
OfficeofCommunityServOuachitaCoSupv	C116	FAMILY SERVICE WORKER			4
OfficeofCommunityServOuachitaCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServPulaskiSouth	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	4
OfficeofCommunityServSalineCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	4

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Organizational Unit Name	Grade	Authorized Title	CDC Grade	Cross Grade/Down Grade Title	AREA
Office of Community ServSevierCoSupv	C110	DHS PROGRAM ASSISTANT			4
Office of Community ServSevierCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
Office of Community ServSevierCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
Office of Community ServSevierCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			4
Office of Community ServUnionCoSupv	C110	DHS PROGRAM ASSISTANT			4
Office of Community ServUnionCoSupv	C110	DHS PROGRAM ASSISTANT			4
Office of Community ServUnionCoSupv	C110	DHS PROGRAM ASSISTANT			4
Office of Community ServUnionCoSupv	C110	DHS PROGRAM ASSISTANT			4
Office of Community ServUnionCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			4
Office of Community ServUnionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
Office of Community ServUnionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
Office of Community ServUnionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
Office of Community ServUnionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
Office of Community ServUnionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	4
OC SuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OC SuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST			5
Office of Community ServBaxterCoSupv	C110	DHS PROGRAM ASSISTANT			5
Office of Community ServBaxterCoSupv	C110	DHS PROGRAM ASSISTANT			5
Office of Community ServBaxterCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	5
Office of Community ServBaxterCoSupv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	5
Office of Community ServBaxterCoSupv	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	5
Office of Community ServBaxterCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
Office of Community ServBaxterCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
Office of Community ServBaxterCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
Office of Community ServBaxterCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
Office of Community ServBaxterCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			5

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Organizational Unit Name	Grade	Authorized Title	Cross Grade/Down Grade Title	Area
Office of Community ServBooneCoSupv	9999	EXTRA HELP	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C116	FAMILY SERVICE WORKER		5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServBooneCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		5
Office of Community ServBooneCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		5
Office of Community ServConwayCoSupv	C110	DHS PROGRAM ASSISTANT		5
Office of Community ServConwayCoSupv	C110	DHS PROGRAM ASSISTANT		5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServConwayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	5
Office of Community ServFaulknerCoSupv	C112	ADMINISTRATIVE SPECIALIST III		5

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Position Titles
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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServicesArea5Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			5
OfficeofCommunityServicesArea5Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServicesArea5Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			5
OfficeofCommunityServicesArea5Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServicesArea5Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			5
OfficeofCommunityServicesArea5Mgr	C110	FAMILY SERVICES ASSISTANT			5
OfficeofCommunityServicesArea5Mgr	C110	FAMILY SERVICES ASSISTANT			5
OfficeofCommunityServicesArea5Mgr	C115	FISCAL SUPPORT ANALYST			5
OfficeofCommunityServMarionCoSupv	C110	DHS PROGRAM ASSISTANT			5
OfficeofCommunityServMarionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServMarionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServMarionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServMarionCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServMarionCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			5
OfficeofCommunityServNewtonCoSupv	C110	DHS PROGRAM ASSISTANT			5
OfficeofCommunityServNewtonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServNewtonCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			5
OfficeofCommunityServPopeCoSupv	C110	DHS PROGRAM ASSISTANT			5
OfficeofCommunityServPopeCoSupv	C110	DHS PROGRAM ASSISTANT			5
OfficeofCommunityServPopeCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5

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Organizational Unit Name	Grade	Authorized Title	Grade	Cross Grade/Down Grade Title	Area
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServPopeCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			5
OfficeofCommunityServPopeCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			5
OfficeofCommunityServSearcyCoSupv	C110	DHS PROGRAM ASSISTANT			5
OfficeofCommunityServSearcyCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServSearcyCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServVanBurenCoSupv	C110	DHS PROGRAM ASSISTANT			5
OfficeofCommunityServVanBurenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OfficeofCommunityServVanBurenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	5
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST			6
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
OfficeofCommunityServicesArea6Mgr	C112	ADMINISTRATIVE SPECIALIST III			6
OfficeofCommunityServicesArea6Mgr	C129	DHS AREA MANAGER			6
OfficeofCommunityServicesArea6Mgr	C116	FAMILY SERVICE WORKER			6
OfficeofCommunityServicesArea6Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			6
OfficeofCommunityServicesArea6Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			6
OfficeofCommunityServicesArea6Mgr	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			6
OfficeofCommunityServicesArea6Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			6
OfficeofCommunityServicesArea6Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			6
OfficeofCommunityServicesArea6Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
OfficeofCommunityServicesArea6Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			6
OfficeofCommunityServicesArea6Mgr	C110	FAMILY SERVICES ASSISTANT			6
OfficeofCommunityServicesArea6Mgr	C110	FAMILY SERVICES ASSISTANT			6

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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Graded/Down Grade Title	AREA
Office of Community Services Area 6 Mgr	C115	FISCAL SUPPORT ANALYST			6
Office of Community Services Area 6 Mgr	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			6
Office of Community Serv Pulaski East	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski East	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski East	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski East	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski East	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski East	C116	FAMILY SERVICE WORKER			6
Office of Community Serv Pulaski East	C116	FAMILY SERVICE WORKER			6
Office of Community Serv Pulaski East	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			6
Office of Community Serv Pulaski East	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR	C120	FAMILY SERVICE WORKER SUPERVISOR	6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST			6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST			6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski East	C118	FAMILY SERVICE WORKER SPECIALIST			6
Office of Community Serv Pulaski East	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski Jacksonville	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski Jacksonville	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski Jacksonville	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski Jacksonville	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			6
Office of Community Serv Pulaski Jacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Jacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Jacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Jacksonville	C118	FAMILY SERVICE WORKER SPECIALIST			6

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Organizational Unit Name	Grade	Authorized Title	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServPulaskiJacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiJacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiJacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiJacksonville	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiJacksonville	C118	FAMILY SERVICE WORKER SPECIALIST		6
OfficeofCommunityServPulaskiJacksonville	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiJacksonville	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiJacksonville	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiNorth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiNorth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiNorth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiNorth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiNorth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiNorth	C116	FAMILY SERVICE WORKER		6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiNorth	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	6

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Organizational Unit Name	Grade	Authorized Title	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServPulaskiNorth	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiNorth	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiNorth	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiNorth	C120	FAMILY SERVICE WORKER SUPERVISOR		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C110	DHS PROGRAM ASSISTANT		6
OfficeofCommunityServPulaskiSouth	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR		6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST		6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST		6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST		6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST		6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST	C116 FAMILY SERVICE WORKER	6
OfficeofCommunityServPulaskiSouth	C118	FAMILY SERVICE WORKER SPECIALIST		6

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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	Area
Office of Community Serv Pulaski South	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski South	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski South	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski South	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski South	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski South	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski South	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski Southwest	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski Southwest	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski Southwest	C110	DHS PROGRAM ASSISTANT			6
Office of Community Serv Pulaski Southwest	C116	FAMILY SERVICE WORKER			6
Office of Community Serv Pulaski Southwest	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST			6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST			6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST			6
Office of Community Serv Pulaski Southwest	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski Southwest	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski Southwest	C120	FAMILY SERVICE WORKER SUPERVISOR			6
Office of Community Serv Pulaski Southwest	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	6
Office of Community Serv Pulaski Southwest	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv Bradley Co Supv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv Bradley Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7

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Organizational Unit Name	Grade	Authorized Title	C/D/G Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServBradleyCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServBradleyCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
OfficeofCommunityServCalhounCoSupv	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServCalhounCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			7
OfficeofCommunityServCalhounCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
OfficeofCommunityServClevelandCoSupv	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServClevelandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			7
OfficeofCommunityServClevelandCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServClevelandCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
OfficeofCommunityServDallasCoSupv	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServDallasCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			7
OfficeofCommunityServGrantCoSupv	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServGrantCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServGrantCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServGrantCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
OfficeofCommunityServicesArea7Mgr	C129	DHS AREA MANAGER			7
OfficeofCommunityServicesArea7Mgr	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServicesArea7Mgr	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServicesArea7Mgr	C110	DHS PROGRAM ASSISTANT			7
OfficeofCommunityServicesArea7Mgr	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServicesArea7Mgr	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServicesArea7Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			7
OfficeofCommunityServicesArea7Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServicesArea7Mgr	C115	FISCAL SUPPORT ANALYST			7
OfficeofCommunityServJeffersonCoSupv	C112	ADMINISTRATIVE SPECIALIST III			7
OfficeofCommunityServJeffersonCoSupv	C110	DHS PROGRAM ASSISTANT			7

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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	AREA
Office of Community Serv/JefferonCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
Office of Community Serv/JefferonCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
Office of Community Serv/JefferonCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
Office of Community Serv/JefferonCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
Office of Community Serv/LincolnCoSupv	C112	ADMINISTRATIVE SPECIALIST III	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	7
Office of Community Serv/LincolnCoSupv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv/LincolnCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			7
Office of Community Serv/LonokeCoSupv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv/LonokeCoSupv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv/LonokeCoSupv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv/LonokeCoSupv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv/LonokeCoSupv	C110	DHS PROGRAM ASSISTANT			7
Office of Community Serv/LonokeCoSupv	C116	FAMILY SERVICE WORKER			7
Office of Community Serv/LonokeCoSupv	C116	FAMILY SERVICE WORKER			7
Office of Community Serv/LonokeCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
Office of Community Serv/LonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7

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Organizational Unit Name	Grade	Authorized Title	C/B Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServLonokeCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	7
OfficeofCommunityServLonokeCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
OfficeofCommunityServLonokeCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			7
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServClayCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServClayCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServClayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServClayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServClayCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServClayCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServCraigheadCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServCraigheadCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServCraigheadCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServCraigheadCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServCraigheadCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServCraigheadCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServCraigheadCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServCraigheadCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8

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Organizational Unit Name	Grade	Authorized Title	Cross Grade/Down Grade Title	Area
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST		8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST		8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST		8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST		8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Craighead CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST		8
Office of Community Serv Craighead CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		8
Office of Community Serv Craighead CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		8
Office of Community Serv Faulkner CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Fulton CoSupv	C110	DHS PROGRAM ASSISTANT		8
Office of Community Serv Fulton CoSupv	C110	DHS PROGRAM ASSISTANT		8
Office of Community Serv Fulton CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Fulton CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Fulton CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Fulton CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST		8
Office of Community Serv Fulton CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
Office of Community Serv Greene CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		8
Office of Community Serv Greene CoSupv	C110	DHS PROGRAM ASSISTANT		8
Office of Community Serv Greene CoSupv	C110	DHS PROGRAM ASSISTANT		8
Office of Community Serv Greene CoSupv	C110	DHS PROGRAM ASSISTANT		8
Office of Community Serv Greene CoSupv	C110	DHS PROGRAM ASSISTANT		8

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Organizational Unit Name	Grade	Authorized Title	C/D/G	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServGreeneCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServGreeneCoSupv	C116	FAMILY SERVICE WORKER			8
OfficeofCommunityServGreeneCoSupv	C116	FAMILY SERVICE WORKER			8
OfficeofCommunityServGreeneCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServGreeneCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServGreeneCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServGreeneCoSupv	C129	DHS AREA MANAGER			8
OfficeofCommunityServicesArea8Mgr	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServicesArea8Mgr	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServicesArea8Mgr	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServicesArea8Mgr	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServicesArea8Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			8
OfficeofCommunityServicesArea8Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServicesArea8Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServicesArea8Mgr	C115	FISCAL SUPPORT ANALYST			8

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Organizational Unit Name	Grade	Authorized Title	Cross Grade/Down Grade Title	Area
OfficeofCommunityServicesArea8Mgr	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT		8
OfficeofCommunityServicesArea8Mgr	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT		8
OfficeofCommunityServicesArea8Mgr	C117	STAFF DEVELOPMENT COORDINATOR	DHS PROGRAM COORDINATOR	8
OfficeofCommunityServIzardCoSupv	C110	DHS PROGRAM ASSISTANT		8
OfficeofCommunityServIzardCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServIzardCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServIzardCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServIzardCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		8
OfficeofCommunityServLawrenceCoSupv	C110	DHS PROGRAM ASSISTANT		8
OfficeofCommunityServLawrenceCoSupv	C110	DHS PROGRAM ASSISTANT		8
OfficeofCommunityServLawrenceCoSupv	9999	EXTRA HELP	FAMILY SERVICE WORKER	8
OfficeofCommunityServLawrenceCoSupv	C116	FAMILY SERVICE WORKER		8
OfficeofCommunityServLawrenceCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServLawrenceCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServLawrenceCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		8
OfficeofCommunityServMississippiCoSupv	C110	DHS PROGRAM ASSISTANT		8
OfficeofCommunityServMississippiCoSupv	C110	DHS PROGRAM ASSISTANT		8
OfficeofCommunityServMississippiCoSupv	C110	DHS PROGRAM ASSISTANT		8
OfficeofCommunityServMississippiCoSupv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	FAMILY SERVICE WORKER	8
OfficeofCommunityServMississippiCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR		8
OfficeofCommunityServMississippiCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServMississippiCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServMississippiCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServMississippiCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	8
OfficeofCommunityServMississippiCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		8

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Organizational Unit Name	Grade	Authorized Title	CDB Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServMississippiCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServRandolphCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServRandolphCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServRandolphCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServRandolphCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			8
OfficeofCommunityServSharpCoSupv	C110	DHS PROGRAM ASSISTANT			8
OfficeofCommunityServSharpCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServSharpCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServSharpCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	8
OfficeofCommunityServSharpCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			8
Quality Assurance	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	8
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST			9
OCSuppAdoptions	C120	FAMILY SERVICE WORKER SUPERVISOR			9
OfficeofCommunityServCleburneCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCleburneCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCleburneCoSupv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCleburneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCleburneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCleburneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCleburneCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			9

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Organizational Unit Name	Grade	Authorized Title	CDG Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C129	DHS AREA MANAGER			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServCrittendenCoSupv	C117	DHS PROGRAM COORDINATOR			9
OfficeofCommunityServCrittendenCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServCrittendenCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9

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Organizational Unit Name	Grade	Authorized Title	C/D/G Grade	Cross Grade/Down Grade Title	AREA
Office of Community Services Area 9 Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Area 9 Mgr	C120	FAMILY SERVICE WORKER SUPERVISOR			9
Office of Community Services Area 9 Mgr	C110	FAMILY SERVICES ASSISTANT			9
Office of Community Services Area 9 Mgr	C115	FISCAL SUPPORT ANALYST			9
Office of Community Services Independence CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Independence CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Independence CoSupv	C116	FAMILY SERVICE WORKER			9
Office of Community Services Independence CoSupv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	C116	FAMILY SERVICE WORKER	9
Office of Community Services Independence CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Independence CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Independence CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Independence CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
Office of Community Services Jackson CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Jackson CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Jackson CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Jackson CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Jackson CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Jackson CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
Office of Community Services Poinsett CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Poinsett CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Poinsett CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Poinsett CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Poinsett CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Poinsett CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
Office of Community Services Poinsett CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
Office of Community Services Poinsett CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Poinsett CoSupv	C110	DHS PROGRAM ASSISTANT			9
Office of Community Services Poinsett CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Poinsett CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
Office of Community Services Poinsett CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9

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Organizational Unit Name	Grade	Authorized Title	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServPoinsettCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServPoinsettCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServPoinsettCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServPoinsettCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServPoinsettCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServPoinsettCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		9
OfficeofCommunityServPoinsettCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		9
OfficeofCommunityServPoinsettCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR	FAMILY SERVICE WORKER	9
OfficeofCommunityServStoneCoSupv	C110	DHS PROGRAM ASSISTANT		9
OfficeofCommunityServStoneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServStoneCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServStoneCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR		9
OfficeofCommunityServWhiteCoSupv	C110	DHS PROGRAM ASSISTANT		9
OfficeofCommunityServWhiteCoSupv	C110	DHS PROGRAM ASSISTANT		9
OfficeofCommunityServWhiteCoSupv	C110	DHS PROGRAM ASSISTANT		9
OfficeofCommunityServWhiteCoSupv	C110	DHS PROGRAM ASSISTANT		9
OfficeofCommunityServWhiteCoSupv	C116	FAMILY SERVICE WORKER		9
OfficeofCommunityServWhiteCoSupv	C116	FAMILY SERVICE WORKER		9
OfficeofCommunityServWhiteCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR		9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	FAMILY SERVICE WORKER	9

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Organizational Unit Name	Job ID	Authorized Title	C/D/G Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServWhiteCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServWhiteCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
OfficeofCommunityServWhiteCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
OfficeofCommunityServWoodruffCoSupv	C110	DHS PROGRAM ASSISTANT			9
OfficeofCommunityServWoodruffCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OfficeofCommunityServWoodruffCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			9
Quality Assurance	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	9
OCSuppAdoptions	C116	FAMILY SERVICE WORKER			10
OCSuppAdoptions	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServArkansasCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServArkansasCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServArkansasCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServArkansasCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServArkansasCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			10
OfficeofCommunityServArkansasCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServArkansasCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
OfficeofCommunityServArkansasCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
OfficeofCommunityServAshleyCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServAshleyCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServAshleyCoSupv	C116	FAMILY SERVICE WORKER			10
OfficeofCommunityServAshleyCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServAshleyCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServAshleyCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
OfficeofCommunityServChicotCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServChicotCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServChicotCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10

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Organizational Unit Name	Grade	Authorized Title	CDS Grade	Cross Grade/Down Grade Title	AREA
OfficeofCommunityServChicotCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServChicotCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			10
OfficeofCommunityServChicotCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
OfficeofCommunityServDeshaCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServDeshaCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServDeshaCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDeshaCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDeshaCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
OfficeofCommunityServDrewCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServDrewCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServDrewCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServDrewCoSupv	C110	DHS PROGRAM ASSISTANT			10
OfficeofCommunityServDrewCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			10
OfficeofCommunityServDrewCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
OfficeofCommunityServDrewCoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
OfficeofCommunityServicesArea10Mgr	C129	DHS AREA MANAGER			10
OfficeofCommunityServicesArea10Mgr	C121	FAMILY SERVICE WORKER CLINICAL SPEC			10
OfficeofCommunityServicesArea10Mgr	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10

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Organizational Unit Name	Grade	Authorized Title	C/DG Grade	Cross Grade/Down Grade Title	AREA
Office of Community Services Area 10 Mgr	C118	FAMILY SERVICE WORKER SPECIALIST			10
Office of Community Services Area 10 Mgr	C110	FAMILY SERVICES ASSISTANT			10
Office of Community Services Area 10 Mgr	C110	FAMILY SERVICES ASSISTANT			10
Office of Community Services Area 10 Mgr	C115	FISCAL SUPPORT ANALYST			10
Office of Community Services Area 10 Mgr	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			10
Office of Community Serv Lee Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Lee Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Lee Co Supv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Lee Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Lee Co Supv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
Office of Community Serv Monroe Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Monroe Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Monroe Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Monroe Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Phillips Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Phillips Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Phillips Co Supv	C110	DHS PROGRAM ASSISTANT			10
Office of Community Serv Phillips Co Supv	C121	FAMILY SERVICE WORKER CLINICAL SPEC	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Phillips Co Supv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			10
Office of Community Serv Phillips Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Phillips Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Phillips Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Phillips Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST			10
Office of Community Serv Phillips Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv Phillips Co Supv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community Serv St Francis Co Supv	C110	DHS PROGRAM ASSISTANT			10

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Organizational Unit Name	Job ID	Authorized Title	C/D/G Grade	Cross Grade/Down Grade Title	AREA
Office of Community ServSt Francis CoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	10
Office of Community ServSt Francis CoSupv	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	10
Office of Community ServSt Francis CoSupv	C116	FAMILY SERVICE WORKER			10
Office of Community ServSt Francis CoSupv	C116	FAMILY SERVICE WORKER			10
Office of Community ServSt Francis CoSupv	C121	FAMILY SERVICE WORKER COUNTY SUPERVISOR			10
Office of Community ServSt Francis CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	10
Office of Community ServSt Francis CoSupv	C118	FAMILY SERVICE WORKER SPECIALIST			10
Office of Community ServSt Francis CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
Office of Community ServSt Francis CoSupv	C120	FAMILY SERVICE WORKER SUPERVISOR			10
Office of Community ServSt Francis CoSupv	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			10
Administration Directors Office	N910	DHS DEPUTY DIRECTOR - DCFS			CO
Extra help pool	9999	EXTRA HELP	C108	INVENTORY CONTROL TECHNICIAN	CO
Extra help pool	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	CO
OC Independent Living	C115	DHS PROGRAM SPECIALIST			CO
OC Independent Living	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			CO
OC Supp Adoptions	C115	ADMINISTRATIVE ANALYST			CO
OC Supp Adoptions	C117	DHS PROGRAM COORDINATOR			CO
OC Supp Adoptions	C115	DHS PROGRAM SPECIALIST			CO
OC Supp Adoptions	9999	EXTRA HELP	C109	ADMINISTRATIVE SPECIALIST II	CO
OC Supp Adoptions	C117	FAMILY SERVICES PROGRAM COORDINATOR			CO
OC Supp Foster Care	C115	DHS PROGRAM SPECIALIST			CO
OC Supp Foster Care	C116	FAMILY SERVICE WORKER			CO
OC Supp Foster Care	C109	PATIENT ACCOUNT SPECIALIST	C109	ADMINISTRATIVE SPECIALIST II	CO
OFASUP Contract Management	C118	FINANCE PROGRAM ANALYST			CO
OFASUP Contract Management	C117	GRANTS ANALYST			CO
OFASUP Contract Management	C121	PROCUREMENT MANAGER			CO

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OFASUPersonnel	C117	HUMAN RESOURCES ANALYST			CO
OFASUPersonnel	C117	HUMAN RESOURCES ANALYST			CO
OFASUPersonnel	C121	PERSONNEL MANAGER			CO
OfficeofCommunityServBentonCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServBooneCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServFaulknerCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServHotSpringCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServicesArea10Migr	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServicesArea2Migr	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServicesArea4Migr	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServicesArea6Migr	C115	SOCIAL SERVICE WORKER			CO
OfficeofCommunityServicesArea8Migr	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServicesArea9Migr	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunityServicesAsstDir	N901	BEHAV HLTH ASST DIR CHILDRENS SVS			CO
OfficeofCommunityServicesAsstDir	C127	DHS BEHAV HLTH CHILDRENS SYSTEM CARE DIR			CO
OfficeofCommunityServicesAsstDir	C122	DHS PROGRAM ADMINISTRATOR			CO
OfficeofCommunityServicesAsstDir	C117	DHS PROGRAM COORDINATOR			CO
OfficeofCommunityServicesAsstDir	N904	DHS/DCFS DEPUTY DIRECTOR			CO
OfficeofCommunityServicesAsstDir	9999	EXTRA HELP	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	CO

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OfficeofCommunityServicesAsstDir	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	CO
OfficeofCommunityServicesAsstDir	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	CO
OfficeofCommunityServicesAsstDir	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	CO
OfficeofCommunityServicesAsstDir	C118	FAMILY SERVICE WORKER SPECIALIST	C116	FAMILY SERVICE WORKER	CO
OfficeofCommunityServicesAsstDir	C120	FAMILY SERVICE WORKER SUPERVISOR			CO
OfficeofCommunityServicesAsstDir	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			CO
OfficeofCommunityServicesAsstDir	C114	PROGRAM ELIGIBILITY SPECIALIST			CO
OfficeofCommunityServLonokeCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServSebastianCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunityServStFrancisCoSupv	C110	DHS PROGRAM ASSISTANT			CO
OfficeofCommunitySuppAdministrator	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C115	ADMINISTRATIVE ANALYST			CO
OfficeofCommunitySuppCentralRegistry	C109	ADMINISTRATIVE SPECIALIST II			CO
OfficeofCommunitySuppCentralRegistry	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunitySuppCentralRegistry	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunitySuppCentralRegistry	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunitySuppCentralRegistry	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunitySuppCentralRegistry	C112	ADMINISTRATIVE SPECIALIST III			CO
OfficeofCommunitySuppCentralRegistry	C119	DHS PROGRAM MANAGER			CO
OfficeofCommunitySuppCentralRegistry	C115	DHS PROGRAM SPECIALIST			CO

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	C/D/G Grade	Cross Grade/Down Grade Title	AREA
Office of Community Support Central Registry	C115	DHS PROGRAM SPECIALIST			CO
Office of Community Support Central Registry	C120	REGISTERED NURSE	C120	DHS FIELD MANAGER	CO
Office of Community Support Interstate Compact	C109	ADMINISTRATIVE SPECIALIST II			CO
Office of Community Support Interstate Compact	C117	DHS/DCFS FIELD SERVICES REPRESENTATIVE			CO
Office of Community Support Interstate Compact	9999	EXTRA HELP	C109	ADMINISTRATIVE SPECIALIST II	CO
Office of Community Support Interstate Compact	C120	FAMILY SERVICE WORKER SUPERVISOR			CO
Office of Community Support Asst Dir	C112	ADMINISTRATIVE SPECIALIST III			CO
Office of Community Support CAPTA	C112	ADMINISTRATIVE SPECIALIST III			CO
Office of Finance & Administrative Support Asst Dir	C115	ADMINISTRATIVE ANALYST			CO
Office of Finance & Administrative Support Asst Dir	C115	ADMINISTRATIVE ANALYST			CO
Office of Finance & Administrative Support Asst Dir	C115	ADMINISTRATIVE ANALYST			CO
Office of Finance & Administrative Support Asst Dir	C115	ADMINISTRATIVE ANALYST			CO
Office of Finance & Administrative Support Asst Dir	C112	ADMINISTRATIVE SPECIALIST III			CO
Office of Finance & Administrative Support Asst Dir	C120	BUDGET MANAGER			CO
Office of Finance & Administrative Support Asst Dir	C122	DHS PROGRAM ADMINISTRATOR			CO
Office of Finance & Administrative Support Asst Dir	C117	DHS PROGRAM COORDINATOR			CO
Office of Finance & Administrative Support Asst Dir	C119	DHS PROGRAM MANAGER			CO
Office of Finance & Administrative Support Asst Dir	N904	DHS/DCFS DEPUTY DIRECTOR			CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C121	FAMILY SERVICE WORKER CLINICAL SPEC	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C113	COLLECTION OFFICER	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C116	FAMILY SERVICE WORKER	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C126	ATTORNEY SPECIALIST	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C126	ATTORNEY SPECIALIST	CO
Office of Finance & Administrative Support Asst Dir	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	CO

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	Co Grade	Cross Grade/Down Grade Title	Area
Office of Finance & Administrative Support	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C117	QUALITY ASSURANCE ANALYST	CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C110	DHS PROGRAM ASSISTANT	CO
Office of Finance & Administrative Support	9999	EXTRA HELP			CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C119	COMPUTER SUPPORT SPECIALIST	CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C119	COMPUTER SUPPORT SPECIALIST	CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT	CO
Office of Finance & Administrative Support	9999	EXTRA HELP	C124	EDUCATION PROGRAM MANAGER	CO
Office of Finance & Administrative Support	C109	PATIENT ACCOUNT SPECIALIST			CO
Office of Finance & Administrative Support	C114	PROGRAM ELIGIBILITY SPECIALIST			CO
Office of Finance & Administrative Support	C114	PROGRAM ELIGIBILITY SPECIALIST			CO
Office of Finance & Administrative Support	C114	PROGRAM ELIGIBILITY SPECIALIST			CO
Office of Finance & Administrative Support	C121	PSYCHOLOGICAL EXAMINER			CO
Office of Finance & Administrative Support	C120	PUBLIC INFORMATION COORDINATOR			CO
Office of Finance & Administrative Support	C117	QUALITY ASSURANCE ANALYST			CO
Office of Finance & Administrative Support	C117	QUALITY ASSURANCE ANALYST			CO
Office of Finance & Administrative Support	C117	QUALITY ASSURANCE ANALYST			CO
Office of Legal Research & Planning	C112	ADMINISTRATIVE SPECIALIST III			CO
Office of Legal Research & Planning	N901	DHS/DCFS ADMR ADMIN SERVICES			CO
Office of Legal Research & Planning	9999	EXTRA HELP	C112	ADMINISTRATIVE SPECIALIST III	CO
Office of Financial Support	C109	ADMINISTRATIVE SPECIALIST II			CO
Office of Financial Support	C112	ADMINISTRATIVE SPECIALIST III			CO
Office of Financial Support	C117	BUDGET SPECIALIST			CO
Office of Financial Support	C117	BUDGET SPECIALIST			CO
Office of Financial Support	C117	BUDGET SPECIALIST			CO

DCFS
Position Titles
By Area and County
1/31/2016

Organizational Unit Name	Grade	Authorized Title	C/Ds Grade	Cross Grade/Down Grade Title	Area
OFSUPFinancialSupport	C117	BUDGET SPECIALIST			CO
OFSUPFinancialSupport	C117	DHS PROGRAM COORDINATOR			CO
OFSUPFinancialSupport	C117	FAMILY SERVICES PROGRAM COORDINATOR			CO
OFSUPFinancialSupport	C118	FINANCE PROGRAM ANALYST			CO
OFSUPFinancialSupport	C117	GRANTS ANALYST	C117	BUDGET SPECIALIST	CO
OFSUPFinancialSupport	C110	LOCAL OFFICE ADMINISTRATIVE ASSISTANT			CO
OFSUPFinancialSupport	C121	PROCUREMENT MANAGER			CO
OLARPolicy	C115	DHS PROGRAM SPECIALIST			CO
OLARProfessionalDevelopment	C117	DHS PROGRAM COORDINATOR			CO
OLARProfessionalDevelopment	C120	TRAINING PROJECT MANAGER			CO
OLARQualityAssurance	C119	QUALITY ASSURANCE COORDINATOR			CO
OLARQualityAssurance	C119	QUALITY ASSURANCE COORDINATOR			CO

Arkansas Department of Human Services

#4

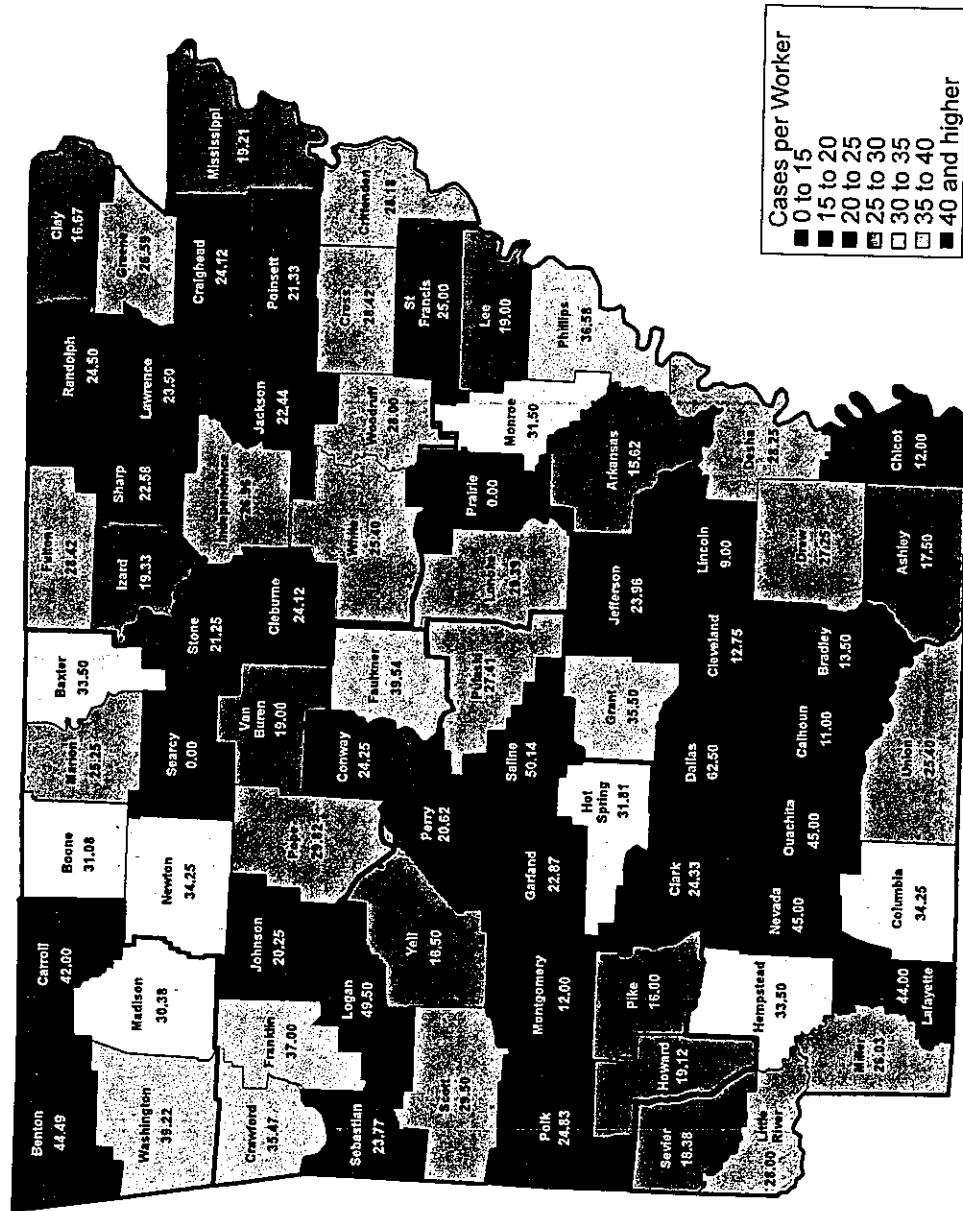
County Caseload Summary - Sorted By Average Caseload All January, 2016

County	Number of Workers	Total Cases All	Average Caseload All	
Logan (Paris)	1	79.5	79.5	
Dallas (Fordyce)	1	62.5	62.5	
Saline (Benton)	7	351	50.14	
Ouachita (Camden)	1	45	45	
Nevada (Prescott)	1	45	45	
Benton (Bentonville)	22	978.75	44.49	
Lafayette (Lewisville)	1	44	44	
Monroe (Brinkley)	1	42	42	
Carroll (Berryville)	2	84	42	
Faulkner (Conway)	13	514	39.54	
Washington (Fayetteville)	26	1019.75	39.22	
Pulaski (North)	10	370	37	
Franklin (Ozark)	4	148	37	
Phillips (Helena)	3	109.75	36.58	
Grant (Sheridan)	1	35.5	35.5	
Crawford (Van Buren)	9	319.25	35.47	
Newton (Jasper)	1	34.25	34.25	
Columbia (Magnolia)	2	68.5	34.25	
Baxter (Mountain Home)	5	167.5	33.5	

County	Number of Workers	Total Cases All	Average Caseload All	
Hempstead (Hope)	4	134	33.5	
Hot Spring (Malvern)	4	127.25	31.81	
Boone (Harrison)	6	186.5	31.08	
Madison (Huntsville)	2	60.75	30.38	
Pulaski (Jacksonville)	8	239.25	29.91	
Pope (Russellville)	7	208.75	29.82	
Scott (Waldron)	2	59	29.5	
Lonoke (Lonoke)	11	323.25	29.39	
Pulaski (Southwest)	9	263.5	29.28	
Fulton (Salem)	3	85.25	28.42	
Cross (Wynne)	3	85.25	28.42	
Desha (McGehee)	1	28.25	28.25	
Crittenden (West Memphis)	7	197.25	28.18	
Little River (Ashdown)	1	28	28	
Woodruff (Augusta)	1	28	28	
Drew (Monticello)	6	163.5	27.25	
Independence (Batesville)	7	188.75	26.96	
Greene (Paragould)	11	292.5	26.59	
Miller (Texarkana)	8	208.25	26.03	
Union (El Dorado)	5	127	25.4	
White (Searcy)	10	254	25.4	
Marion (Yellville)	3	75.75	25.25	
St. Francis (Forrest City)	5	125	25	
Polk (Mena)	3	74.5	24.83	

County	Number of Workers	Total Cases All	Average Caseload All	
Randolph (Pocahontas)	2	49	24.5	
Clark (Arkadelphia)	3	73	24.33	
Conway (Morrilton)	8	194	24.25	
Craighead (Jonesboro)	13	313.5	24.12	
Cleburne (Heber Springs)	4	96.5	24.12	
Jefferson (Pine Bluff)	12	287.5	23.96	
Sebastian (Fort Smith)	30	713	23.77	
Lawrence (Walnut Ridge)	4	94	23.5	
Garland (Hot Springs)	13	297.25	22.87	
Sharp (Ash Flat)	3	67.75	22.58	
Jackson (Newport)	4	89.75	22.44	
Pulaski (South)	13	290.25	22.33	
Poinsett (Harrisburg)	6	128	21.33	
Stone (Mountain View)	2	42.5	21.25	
Monroe (Clarendon)	1	21	21	
Perry (Perryville)	2	41.25	20.62	
Johnson (Clarksville)	6	121.5	20.25	
Logan (Booneville)	1	19.5	19.5	
Izard (Melbourne)	3	58	19.33	
Howard (Nashville)	2	38.25	19.12	
Pulaski (East)	8	152.5	19.06	
Van Buren (Clinton)	3	57	19	
Lee (Marianna)	1	19	19	
Mississippi (Blytheville)	6	111.75	18.62	

County	Number of Workers	Total Cases All	Average Caseload All	
Sevier (DeQueen)	2	36.75	18.38	
Ashley (Hamburg)	2	35	17.5	
Clay (Piggott & Corning)	3	50	16.67	
Yell (Danville)	4	66	16.5	
Arkansas (Dewitt)	2	32	16	
Pike (Murfreesboro)	1	16	16	
Arkansas (Stuttgart)	2	30.5	15.25	
Bradley (Warren)	2	27	13.5	
Cleveland (Rison)	2	25.5	12.75	
Montgomery (Mount Ida)	1	12	12	
Chicot (Lake Village)	2	24	12	
Calhoun (Hampton)	1	11	11	
Lincoln (Star City)	1	9	9	
Mississippi (Osceola)	0	3.5	0	
Searcy (Marshall)	0	2	0	
Prairie (DeValls Bluff)	0	1.5	0	



Arkansas Department of Human Services

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Family Service Worker Caseload by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
1 / Benton (Bentonville) Prim	Sec								
County Inbox									
	6.00	0.00	0.00	0.00	0.00	0.00	0.00	6.00	
	6.00 0.00								
Family Service Worker									
Alma Gomez	29.00	0.00	0.00	0.00	0.00	0.00	0.00	29.00	
	29.00 0.00								
Carey R Tjapkes	38.00	0.00	0.00	0.00	0.00	0.00	0.00	38.00	
	38.00 0.00								
Catrina Daigle	4.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	
	4.00 0.00								
Christina Kay Harris	0.00	9.00	8.50	25.00	0.00	0.00	0.00	33.50	
	0.00 0.00								
Christina Sutton	26.00	0.00	0.00	0.00	0.00	0.00	0.00	26.00	
	26.00 0.00								
Chrystal Ford	0.00	6.00	4.00	31.00	1.00	0.00	0.00	36.00	
	0.00 0.00								
Curtis Sanders	0.00	0.00	38.50	0.00	0.00	0.00	0.00	38.50	
	0.00 0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations		Foster Children		Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)		PS Cases		SS Cases		ICPC		DR		Total		Average Caseload	
	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All
DJEANEUX PERRY	0.00	0.00	0.00	0.00	7.00	7.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27.00	27.00		
Gina Sallee	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	64.00	0.00	73.00	73.00		
James A Swearingen	115.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.00	115.00		
James Scott Herford	43.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43.00	43.00		
Jessica R Villarreal	0.00	0.00	23.00	23.00	19.00	19.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	20.00		
Kyle T Rouse	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00		
Laci Katherine Lawlis	2.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	55.00	0.00	58.00	58.00		
Maria Taylor	0.00	0.00	23.00	23.00	19.50	19.50	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.50	24.50		
Michelle Poltreis	98.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	98.00	98.00		
Samantha Ann Breyfogle	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00		

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Sara Camille Williams	0.00 0.00 0.00	39.00	30.00	8.00	0.00	0.25	0.00	38.25	
Sarah Harper	0.00 0.00 0.00	39.00	37.00	1.00	0.00	0.00	0.00	38.00	
Selah Meyer	0.00 0.00 0.00	15.00	13.50	33.00	0.00	0.00	0.00	46.50	
Shannalin Robertson	93.00 93.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.00	
Shannon Saindon	24.00 24.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.00	
Transition Cases									
Stormy L Randolph	0.00 0.00 0.00	0.00	0.00	2.00	0.00	0.00	0.00	2.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	65.50	0.00	0.00	0.00	0.00	65.50	
Totals for Benton (Bentonville)									
Total Workers: 22	489.00	161.00	242.50	126.00	2.00	0.25	119.00	978.75	44.49
	489.00 0.00								

1 / Carroll (Berryville) Prim Sec
County Inbox

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker									
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
Debra Reynolds	0.00	50.00	31.50	12.00	0.00	0.00	0.00	43.50	
	0.00	0.00							
Rebecca Novak	29.00	6.00	6.00	2.00	0.00	0.00	0.00	37.00	
	29.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	2.50	0.00	0.00	0.00	0.00	2.50	
	0.00	0.00							
Totals for Carroll (Berryville)									
Total Workers: 2	30.00	56.00	40.00	14.00	0.00	0.00	0.00	84.00	42.00
	30.00	0.00							
1 / Madison (Huntsville) Prim Sec									
Family Service Worker									
Antoinette Carol Johnson	9.00	19.00	15.00	27.00	0.00	0.25	4.00	55.25	
	9.00	0.00							
Glenda VanBuren	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	4.50	0.00	0.00	0.00	0.00	4.50	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Madison (Huntsville)									
Total Workers: 2	9.00	19.00	20.50	27.00	0.00	0.25	4.00	60.75	30.38
	9.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	
1 / Washington (Fayetteville) Sec									
County Inbox									
Family Service Worker									
Alison Labanowski	33.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
	33.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
Andrea Best Emerson	0.00	39.00	28.50	9.00	0.00	0.00	0.00	37.50	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
ASHLEY O BABINEAUX	1.00	0.00	0.00	4.00	1.00	0.00	59.00	65.00	
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
Chelsea Matlock	33.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
	33.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
Christina Lee Ankeny	0.00	45.00	33.50	9.00	0.00	0.25	0.00	42.75	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Cindy Lynn Edrington	0.00	9.00	6.50	60.00	0.00	0.00	0.00	66.50	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations		Foster Children		Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)		PS Cases		SS Cases		ICPC		DR		Total		Average Caseload	
	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All	All
HALEY MICHELLE CARSON	0.00	0.00	0.00	0.00	32.00	13.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	45.00			
Jamie Dawn Payton	26.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.00			
Jasmine Miller	0.00	0.00	0.00	0.00	0.00	59.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59.00			
Jessica Dee Glisson	0.00	0.00	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	60.00	0.00	63.00			
Laurena Patton	0.00	0.00	3.00	0.00	1.50	53.00	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	56.50			
Leon Paz	32.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32.00			
Margot Gaston	0.00	0.00	1.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50			
Mark William Thordsen	0.00	0.00	39.00	29.00	14.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43.00			
MELANIE ANNE CHANDLER	0.00	0.00	36.00	25.50	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35.50			
Miranda Collins	0.00	0.00	3.00	3.00	47.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	51.00			

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Quintlyn Hackman	28.00 28.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.00	
ShaTina Hawkins	29.00 29.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	29.00	
Stephanie Graham	25.00 25.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	
Suzanne E Cowan	0.00 0.00 0.00	0.00	0.00	53.00	0.00	0.00	0.00	53.00	
Terrika Pippins	0.00 0.00 0.00	0.00	0.00	37.00	1.00	0.00	0.00	38.00	
Whitley Michelle Bond	0.00 0.00 0.00	1.00	0.50	43.00	0.00	0.00	0.00	43.50	
William Blankenship	0.00 0.00 0.00	0.00	30.50	0.00	0.00	0.00	0.00	30.50	
Family Service Worker Specialist									
Monika Isenhower	25.00 25.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	
Pamela A Marshall	0.00 0.00 0.00	16.00	15.00	1.00	0.00	0.00	0.00	16.00	
Shannon L Kutz	0.00 0.00 0.00	0.00	1.00	0.00	0.00	16.00	0.00	17.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Transition Cases									
Gary S Ewart	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	20.50	0.00	0.00	0.00	0.00	20.50	
	0.00	0.00							
Totals for Washington (Fayetteville)									
Total Workers: 26	236.00	234.00	227.50	416.00	5.00	16.25	119.00	1019.75	39.22
	236.00	0.00							
Totals for Area 1									
Total Workers: 52	764.00	470.00	530.50	583.00	7.00	16.75	242.00	2143.25	41.22
	764.00	0.00							
2 / Crawford (Van Buren)rim Sec									
County Inbox									
	7.00	1.00	0.50	1.00	0.00	0.00	0.00	8.50	
	7.00	0.00							
Family Service Worker									
Carlos A Torres	15.00	0.00	0.00	0.00	0.00	0.00	0.00	15.00	
	15.00	0.00							
Chris Horvei	20.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	
	20.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Debbie L Williams		0.00 0.00 0.00	22.00	15.00	8.00	1.00	0.00	0.00	24.00	
Karyn Oliver		1.00 1.00 0.00	0.00	0.50	72.00	1.00	0.00	0.00	74.50	
Ladawn Hines		13.00 13.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.00	
Tanner Marshall		0.00 0.00 0.00	35.00	26.00	21.00	0.00	0.00	0.00	47.00	
Tara Watkins		0.00 0.00 0.00	52.00	40.00	12.00	0.00	0.25	0.00	52.25	
Tyler Mauch		0.00 0.00 0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
Victoria Marie Clark		24.00 24.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	24.00	
Transition Cases										
Erica Eneks		0.00 0.00 0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
Unassigned Secondary Worker for Foster Child Residing in This County										
		0.00 0.00 0.00	0.00	39.50	0.00	0.00	0.00	0.00	39.50	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Crawford (Van Buren)									
Total Workers: 9	80.00	110.00	122.00	115.00	2.00	0.25	0.00	319.25	35.47
	80.00	0.00							
2 / Franklin (Ozark)									
Family Service Worker									
Amy Vaughn	0.00	20.00	16.50	12.00	0.00	0.00	0.00	28.50	
	0.00	0.00							
Belynda Sisemore	49.00	0.00	0.00	0.00	0.00	0.00	0.00	49.00	
	49.00	0.00							
Carla Litley	0.00	15.00	17.00	11.00	0.00	0.00	0.00	28.00	
	0.00	0.00							
Latoya Nichole Maxwell	0.00	14.00	11.00	17.00	0.00	0.00	0.00	28.00	
	0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	14.50	0.00	0.00	0.00	0.00	14.50	
	0.00	0.00							
Totals for Franklin (Ozark)									
Total Workers: 4	49.00	49.00	59.00	40.00	0.00	0.00	0.00	148.00	37.00
	49.00	0.00							
2 / Johnson (Clarksville)									
County Inbox									
	Prim	Sec							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm't Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	1.00	2.00	1.00	0.00	0.00	0.00	0.00	2.00	
	1.00 0.00								
Family Service Worker									
Amber L Perry	27.00	0.00	0.00	0.00	0.00	0.00	0.00	27.00	
	27.00 0.00								
Benjamin M McCabe	0.00	4.00	3.50	13.00	1.00	0.00	0.00	17.50	
	0.00 0.00								
Delmer Lee Kinman	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00 0.00								
MAHOGANY T SMITH	0.00	10.00	6.50	12.00	0.00	0.00	0.00	18.50	
	0.00 0.00								
Susan K Geels	0.00	23.00	17.50	12.00	0.00	0.00	0.00	29.50	
	0.00 0.00								
Thomas Williams	0.00	12.00	7.50	13.00	0.00	0.00	0.00	20.50	
	0.00 0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	5.50	0.00	0.00	0.00	0.00	5.50	
	0.00 0.00								
Totals for Johnson (Clarksville)									
Total Workers: 6	28.00	51.00	42.50	50.00	1.00	0.00	0.00	121.50	20.25
	28.00 0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker Specialist									
Terrie Kay Goff	17.50	0.00	0.00	0.00	0.00	0.00	0.00	17.50	
	17.00	0.50							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00	
	0.00	0.00							
Totals for Logan (Booneville)									
Total Workers: 1	17.50	0.00	2.00	0.00	0.00	0.00	0.00	19.50	19.50
	17.00	0.50							
2 / Logan (Paris)									
Family Service Worker									
Jennifer Marie Jackson	2.00	55.00	32.00	44.00	0.00	0.00	0.00	78.00	
	2.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
	0.00	0.00							
Totals for Logan (Paris)									
Total Workers: 1	2.00	55.00	33.50	44.00	0.00	0.00	0.00	79.50	79.50
	2.00	0.00							
2 / Scott (Waldron)									
County Inbox									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	
	2.00	0.00							
Family Service Worker									
Sherry Lynn Benjamin	7.00	16.00	10.50	13.00	0.00	0.00	0.00	30.50	
	7.00	0.00							
Waverly Y Williams	9.00	9.00	6.00	8.00	2.00	0.00	0.00	25.00	
	9.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
	0.00	0.00							
Totals for Scott (Waldron)									
Total Workers: 2	18.00	25.00	18.00	21.00	2.00	0.00	0.00	59.00	29.50
	18.00	0.00							
2 / Sebastian (Fort Smith) Sec									
County Inbox									
	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	
	2.00	0.00							
Family Service Worker									
Amanda D Turpin	0.00	17.00	12.50	4.00	0.00	0.00	0.00	16.50	
	0.00	0.00							
Amy Taber	0.00	27.00	20.00	6.00	0.00	0.00	0.00	26.00	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations		Foster Children		Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)		PS Cases		SS Cases		ICPC		DR		Total		Average Caseload	
	All	All	All	All	(0.5 Rmvl Cnty 0.5 Plcmt Cnty)	All	All	All	All	All	All	All	All	All	All	All	All	All
Angelia Stephens	0.00	0.00	6.00	6.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	3.00		
Baolia Xiong	0.00	0.00	4.00	4.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00		
Becky S Terrell	0.00	0.00	0.00	0.00	10.50	0.00	0.00	0.00	0.00	0.00	7.25	0.00	0.00	0.00	17.75	17.75		
Brittany Harp	0.00	0.00	1.00	1.00	0.50	37.00	37.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	39.50	39.50		
Catharine Stransky	0.00	0.00	17.00	17.00	13.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.00	13.00		
Felicia Price	0.00	0.00	8.00	8.00	6.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.00	6.00		
Gary Watkins	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00	0.00	0.00	12.00	12.00	13.00	13.00		
Karen Eatmon	37.50	37.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	37.50	37.50		
Karen Pearson	0.00	0.00	3.00	3.00	2.50	19.00	19.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21.50	21.50		
Lisa M Walton	0.00	0.00	49.00	49.00	31.00	9.00	9.00	0.00	0.00	0.00	0.50	0.00	0.00	0.00	40.50	40.50		

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Mariah Fanning	0.00 0.00 0.00	43.00	28.00	7.00	0.00	0.00	0.00	35.00	
Mary G Isham	0.00 0.00 0.00	42.00	24.50	1.00	0.00	0.00	0.00	25.50	
Megan N Murphy-Potts	0.00 0.00 0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
Melanie Phillips	0.00 0.00 0.00	14.00	10.50	0.00	0.00	0.25	0.00	10.75	
Melissa A Dancer	0.00 0.00 0.00	56.00	44.00	11.00	0.00	1.25	0.00	56.25	
Michelle D Warth	38.00 38.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	38.00	
Natosha Mantooth	0.00 0.00 0.00	51.00	32.00	5.00	0.00	0.25	0.00	37.25	
Olite Melane Duncan	0.00 0.00 0.00	0.00	0.00	31.00	0.00	0.00	0.00	31.00	
Rebecca K Newton	0.00 0.00 0.00	39.00	29.00	16.00	0.00	0.50	0.00	45.50	
Santanna Coby Martin	5.00 5.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Sara Hight	27.50 27.00 0.50	0.00	0.00	0.00	0.00	0.00	0.00	27.50	
Sharon Burcham	0.00 0.00 0.00	7.00	5.00	1.00	0.00	0.00	0.00	6.00	
Tehrina Means	0.00 0.00 0.00	10.00	5.00	2.00	0.00	0.00	0.00	7.00	
Tiffany Fricks	0.00 0.00 0.00	43.00	28.50	0.00	0.00	0.00	0.00	28.50	
Tim Oliver	0.00 0.00 0.00	18.00	10.50	0.00	0.00	0.00	0.00	10.50	
Yolanda Ocampo	0.00 0.00 0.00	4.00	3.00	25.00	0.00	0.00	0.00	28.00	
Family Service Worker Specialist									
Corey D Williams	20.00 20.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	
Robert R McKay	0.00 0.00 0.00	55.00	42.50	1.00	0.00	0.00	0.00	43.50	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	19.00	0.00	0.00	0.00	0.00	19.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Sebastian (Fort Smith)									
Total Workers: 30	130.00	514.00	383.00	175.00	3.00	10.00	12.00	713.00	23.77
	129.00	1.00							
2 / Yell (Danville)									
County Inbox									
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
Family Service Worker									
ANNA MARIE NOAKES	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00							
Jennifer E Williams	0.00	28.00	15.50	2.00	0.00	0.00	10.00	27.50	
	0.00	0.00							
Kiley G Burge	0.00	1.00	2.00	8.00	1.00	0.00	0.00	11.00	
	0.00	0.00							
Victoria Herford	19.00	0.00	0.00	0.00	0.00	0.00	0.00	19.00	
	19.00	0.00							
Transition Cases									
JEWELL M LAWRENCE	4.00	3.00	1.50	0.00	1.00	0.00	0.00	6.50	
	4.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00							
Totals for Yell (Danville)									
Total Workers: 4	24.00	32.00	20.00	10.00	2.00	0.00	10.00	66.00	16.50
	24.00	0.00							
Totals for Area 2									
Total Workers: 57	348.50	836.00	680.00	455.00	10.00	10.25	22.00	1525.75	26.77
	347.00	1.50							
3 / Clark (Arkadelphia) Prim Sec									
Family Service Worker									
Kristi M Robinson	0.00	0.00	2.00	1.00	1.00	0.00	17.00	21.00	
	0.00	0.00							
Sheryl Patrice JUDD	16.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	
	16.00	0.00							
Stephanie Hrabal	0.00	20.00	13.00	12.00	0.00	0.00	0.00	25.00	
	0.00	0.00							
Transition Cases									
Bobbie Jo Lee	0.00	1.00	0.50	10.00	0.00	0.00	0.00	10.50	
	0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Clark (Arkadelphia)									
Total Workers: 3	16.00	21.00	16.00	23.00	1.00	0.00	17.00	73.00	24.33
	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3 / Garland (Hot Springs)rim Sec									
County Inbox									
	1.00	0.00	0.00	1.00	0.00	0.00	0.00	2.00	0.00
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Family Service Worker									
Alexandria Hollingshead	0.00	0.00	0.00	23.00	0.00	0.00	0.00	23.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Amber Townsend	0.50	31.00	22.50	7.00	0.00	0.25	0.00	30.25	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Gaby Martinez	0.00	0.00	0.00	15.00	1.00	0.00	0.00	16.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
James Byrd	0.00	37.00	32.50	8.00	0.00	0.00	0.00	40.50	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
JUDITH JENSON	2.50	0.00	0.00	0.00	0.00	0.00	0.00	2.50	0.00
	2.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Kennah Rogers	0.00	9.00	6.50	5.00	0.00	0.50	0.00	12.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Kristi Yvonne Smallwood	0.00 0.00 0.00	0.00	0.00	18.00	2.00	0.00	0.00	20.00	
LENNY D ROBINSON	32.00 32.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	32.00	
Paula Ann Harris	0.00 0.00 0.00	0.00	31.00	0.00	0.00	0.00	0.00	31.00	
Robin T Marquez	34.00 34.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	34.00	
Wanda Dickens	26.00 26.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	26.00	
Whitney L Freeman	14.00 14.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	14.00	
William Chad Langford	0.00 0.00 0.00	0.00	0.00	0.00	0.00	0.00	6.00	6.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	8.00	0.00	0.00	0.00	0.00	8.00	
Totals for Garland (Hot Springs)									
Total Workers: 13	110.00	77.00	100.50	77.00	3.00	0.75	6.00	297.25	22.87
	109.00		1.00						

3 / Hot Spring (Malvern) Prim Sec
Family Service Worker

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Jeffery Parker	15.00	15.00	0.00	0.00	13.00	2.00	0.00	0.00	30.00	
	15.00	0.00								
	18.50	18.50	0.00	0.00	0.00	0.00	0.00	0.00	18.50	
	18.00	0.50								
Kaylen M Diemer	0.00	0.00	39.00	27.50	16.00	1.00	0.00	0.00	44.50	
	0.00	0.00								
Shannon D Rynders	0.00	0.00	33.00	20.50	9.00	1.00	0.75	0.00	31.25	
	0.00	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County										
Totals for Hot Spring (Malvern)	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	
	0.00	0.00								
	33.50	33.50	72.00	51.00	38.00	4.00	0.75	0.00	127.25	31.81
	33.00	0.50								
3 / Howard (Nashville) Prim Sec										
Family Service Worker										
Belinda Doris Coulter	12.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	12.00	
	12.00	0.00								
Kasey D Caldwell	0.00	0.00	11.00	13.00	9.00	0.00	0.25	0.00	22.25	
	0.00	0.00								
Transition Cases										

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Unassigned Secondary Worker for Foster Child Residing in This County										
TRACY LYNNE Duren		0.50	0.00	0.00	0.00	0.00	0.00	1.00	1.50	
		0.00	0.50							
Unassigned Secondary Worker for Foster Child Residing in This County		0.00	0.00	2.50	0.00	0.00	0.00	0.00	2.50	
		0.00	0.00							
Totals for Howard (Nashville)										
Total Workers: 2		12.50	11.00	15.50	9.00	0.00	0.25	1.00	38.25	19.13
		12.00	0.50							
3 / Montgomery (Mount Ida) Sec										
Family Service Worker										
KRISTI S DAVIS		6.00	3.00	2.50	2.00	0.00	0.00	0.00	10.50	
		6.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County										
		0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
		0.00	0.00							
Totals for Montgomery (Mount Ida)										
Total Workers: 1		6.00	3.00	4.00	2.00	0.00	0.00	0.00	12.00	12.00
		6.00	0.00							
3 / Perry (Perryville) Prim Sec										
Family Service Worker										

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Jennifer L Kelly	21.50 21.00 0.50	10.00	6.00	9.00	0.00	0.25	0.00	36.75	
Lillian D Rivers-Fries	0.00 0.00 0.00	3.00	3.50	1.00	0.00	0.00	0.00	4.50	
Totals for Perry (Perryville)									
Total Workers: 2	21.50 21.00 0.50	13.00	9.50	10.00	0.00	0.25	0.00	41.25	20.63
3 / Pike (Murfreesboro) Prim Sec									
Family Service Worker									
Karen Hopper	2.00 2.00 0.00	4.00	2.50	11.00	0.00	0.00	0.00	15.50	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
Totals for Pike (Murfreesboro)									
Total Workers: 1	2.00 2.00 0.00	4.00	3.00	11.00	0.00	0.00	0.00	16.00	16.00
3 / Polk (Mena) Prim Sec									
Family Service Worker									
Karla Marie Green	0.00 0.00 0.00	19.00	13.00	17.00	1.00	0.50	0.00	31.50	

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Michael William Proch	16.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	
	15.00	1.00								
SUSAN L MILLER	0.00	10.00	11.00	12.00	0.00	0.00	0.00	3.00	26.00	
	0.00	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County										
	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00	0.00								
Totals for Polk (Mena)										
Total Workers: 3	16.00	29.00	25.00	29.00	1.00	0.50	3.00	74.50	24.83	
	15.00	1.00								

3 / Saline (Benton) County Inbox

Family Service Worker									
		1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
		1.00	0.00						
ERIN M DESCOTEAUX	3.00	21.00	19.50	26.00	0.00	0.00	0.00	0.00	48.50
EVELYN LAMBERT	74.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	74.00
Katherine MARTINEZ	7.00	8.00	10.50	17.00	0.00	0.25	0.00	0.00	34.75

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
RICHARD G SIMS	28.00 28.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.00	
SANDRA MarfoglioHinton	7.00 7.00 0.00	16.00	25.50	12.00	0.00	0.25	0.00	44.75	
SHARESE HANDIE	8.50 8.00 0.50	7.00	17.00	2.00	0.00	0.50	0.00	28.00	
Virginia E Clinton	8.50 8.00 0.50	0.00	0.00	3.00	0.00	0.00	0.00	11.50	
Transition Cases									
ALYSON L HASS	6.00 6.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.00	
MARY K OCONNOR	54.00 54.00 0.00	0.00	0.00	0.00	0.00	0.00	1.00	55.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	19.50	0.00	0.00	0.00	0.00	19.50	

Totals for Saline (Benton)									
Total Workers: 7	197.00 196.00 1.00	52.00	92.00	60.00	0.00	1.00	1.00	351.00	50.14

Totals for Area 3									
Total Workers: 36	414.50 410.00 4.50	282.00	316.50	259.00	9.00	3.50	28.00	1030.50	28.63

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Prim	Sec	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
4 / Columbia (Magnolia) County Inbox											
	0.00			0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00										
Family Service Worker											
Diamond Grundy	12.50			0.00	0.00	0.00	0.00	0.00	0.00	12.50	
	12.00	0.50									
Marcy Lynne Robinson	0.00			18.00	18.00	24.00	0.00	0.00	0.00	42.00	
	0.00										
Transition Cases											
CAROLYN A BEASLEY	0.00			0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00										
Unassigned Secondary Worker for Foster Child Residing in This County											
	0.00			0.00	12.50	0.00	0.00	0.00	0.00	12.50	
	0.00										
Totals for Columbia (Magnolia)											
Total Workers: 2	12.50			18.00	31.00	25.00	0.00	0.00	0.00	68.50	34.25
	12.00	0.50									

4 / Hempstead (Hope) Family Service Worker											
		Prim	Sec								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Barbara Gail Vickers	60.00 60.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.00	
Jonesia D Sanders	0.00 0.00 0.00	1.00	0.50	9.00	0.00	0.00	0.00	9.50	
Leah Thomas	0.00 0.00 0.00	3.00	2.50	7.00	0.00	0.00	0.00	9.50	
Machell Whitmore	0.00 0.00 0.00	15.00	13.00	13.00	0.00	0.00	0.00	26.00	
Transition Cases									
LaShama Lee	4.50 4.00 0.50	5.00	4.00	1.00	1.00	0.00	0.00	10.50	
TERRY A YOYA	5.00 5.00 0.00	4.00	3.00	9.00	0.00	0.00	0.00	17.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
Totals for Hempstead (Hope)									
Total Workers: 4	69.50	28.00	24.50	39.00	1.00	0.00	0.00	134.00	33.50
	69.00 0.50								

4 / Lafayette (Lewisville)
Family Service Worker

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
TERESA L MILNER	0.00	0.00	1.50	6.00	0.00	0.00	24.00	31.50	
Transition Cases									
Marea Smith	0.00	15.00	10.50	2.00	0.00	0.00	0.00	12.50	
0.00 0.00									
Totals for Lafayette (Lewisville)									
Total Workers: 1	0.00	15.00	12.00	8.00	0.00	0.00	24.00	44.00	44.00
0.00 0.00									
4 / Little River (Ashdown) Prim Sec									
County Inbox									
Family Service Worker									
Alexis Monique Lampkins	7.00	19.00	14.00	6.00	0.00	0.00	0.00	27.00	
7.00 0.00									
Totals for Little River (Ashdown)									
Total Workers: 1	7.00	19.00	14.00	7.00	0.00	0.00	0.00	28.00	28.00
7.00 0.00									
4 / Miller (Texarkana) Prim Sec									
County Inbox									
Family Service Worker									
Alexis Monique Lampkins	7.00	19.00	14.00	7.00	0.00	0.00	0.00	28.00	28.00
7.00 0.00									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker										
Ann M Johnson		0.00	16.00	12.00	18.00	0.00	0.00	0.00	30.00	
		0.00 0.00								
Aura Trotter		0.00	0.00	4.00	2.00	2.00	0.00	0.00	8.00	
		0.00 0.00								
BWERANI DEWAYNE BONNER		0.00	32.00	17.00	10.00	2.00	0.50	0.00	29.50	
		0.00 0.00								
Kenyette R Grundy		0.00	0.00	0.00	6.00	1.00	0.00	16.00	23.00	
		0.00 0.00								
LaShawn Beatrice Drayton		0.00	23.00	17.50	13.00	0.00	0.25	0.00	30.75	
		0.00 0.00								
LISA MICHELLE RICHARDSON		0.00	1.00	1.00	0.00	0.00	0.00	0.00	1.00	
		0.00 0.00								
Pamela E Cherry		0.00	19.00	13.50	14.00	1.00	1.00	0.00	29.50	
		0.00 0.00								
SHERELL COLEMAN		0.00	7.00	5.50	11.00	0.00	0.00	0.00	16.50	
		0.00 0.00								
Transition Cases										
CHALONDA DATRIECE WILLIAMSON		7.50	0.00	0.00	0.00	0.00	0.00	0.00	7.50	
		7.00 0.50								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Unassigned Secondary Worker for Foster Child Residing in This County										
Rachel Renee Speights		31.00	0.00	0.00	0.00	0.00	0.00	0.00	31.00	
		31.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County										
		0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
		0.00	0.00							
Totals for Miller (Texarkana)										
Total Workers: 8		38.50	99.00	72.00	74.00	6.00	1.75	16.00	208.25	26.03
		38.00	0.50							
4 / Nevada (Prescott)										
Family Service Worker Specialist										
Cynthia Renee Dixon		22.00	1.00	1.00	15.00	0.00	0.00	0.00	38.00	
		22.00	0.00							
Transition Cases										
JEFFERY J WILLIAMS		0.00	0.00	0.50	5.00	1.00	0.00	0.00	6.50	
		0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County										
		0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
		0.00	0.00							
Totals for Nevada (Prescott)										
Total Workers: 1		22.00	1.00	2.00	20.00	1.00	0.00	0.00	45.00	45.00
		22.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations	Foster Children		Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
All	Prim	Sec	All								
4 / Ouachita (Camden) County Inbox											
	1.00		0.00		0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00									
Family Service Worker											
Charlette Renee Yancey	12.00		9.00		5.00	7.00	1.00	0.00	0.00	25.00	
	12.00	0.00									
Transition Cases											
Shanell Robbins	6.00		9.00		5.00	8.00	0.00	0.00	0.00	19.00	
	6.00	0.00									
Totals for Ouachita (Camden)											
Total Workers: 1	19.00		18.00		10.00	15.00	1.00	0.00	0.00	45.00	45.00
	19.00	0.00									
4 / Sevier (DeQueen) Family Service Worker											
Jennifer Keala Clark	4.00		9.00		8.50	2.00	0.00	0.75	0.00	15.25	
	4.00	0.00									
Suzanne Olvey	3.00		6.00		8.00	7.00	2.00	0.00	0.00	20.00	
	3.00	0.00									
Unassigned Secondary Worker for Foster Child Residing in This County											

Arkansas Department of Human Services

Family Service Worker Caseload

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		0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
		0.00	0.00							
Totals for Sevier (DeQueen)										
Total Workers: 2		7.00	15.00	18.00	9.00	2.00	0.75	0.00	36.75	18.38
		7.00	0.00							
4 / Union (El Dorado)										
Family Service Worker										
Courtney Ruth Richmond		0.00	8.00	9.00	12.00	1.00		0.00	22.00	
		0.00	0.00							
EUGENIA C FORD		0.00	26.00	21.00	12.00	1.00		0.00	34.00	
		0.00	0.00							
Kimberly Thompson		0.00	11.00	10.00	6.00	0.00		0.00	16.00	
		0.00	0.00							
Quilana Michelle McGhee		35.00	0.00	0.00	0.00	0.00		0.00	35.00	
		35.00	0.00							
Shaneque Shanta Jamerson		0.00	8.00	7.00	2.00	0.00		0.00	9.00	
		0.00	0.00							
Transition Cases										
CAROLYN A SAMUEL		0.00	7.00	4.50	2.00	0.00		0.00	6.50	
		0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Mydeana Bridges	0.00	0.00	0.00	3.00	0.00	0.00	0.00	3.00	
	0.00	0.00							
	0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
	0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
Totals for Union (El Dorado)									
Total Workers: 5	35.00	60.00	53.00	37.00	2.00	0.00	0.00	127.00	25.40
	35.00	0.00							
Totals for Area 4									
Total Workers: 25	210.50	273.00	236.50	234.00	13.00	2.50	40.00	736.50	29.46
	209.00	1.50							
5 / Baxter (Mountain Home) Sec									
County Inbox									
	1.00	0.00	0.00	3.00	0.00	0.00	0.00	4.00	
	1.00	0.00							
Family Service Worker									
Cody Gilbert	1.00	18.00	12.50	4.00	2.00	2.25	0.00	21.75	
	1.00	0.00							
Denise Kucginski	21.00	3.00	2.00	1.00	0.00	0.00	0.00	24.00	
	21.00	0.00							
Douglas Niendick	36.50	0.00	0.00	0.00	0.00	0.00	0.00	36.50	
	36.00	0.50							

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	All		All				All		All						All		All	
Harry Shriver	0.00		29.00		22.50		18.00		0.00		2.25		0.00		42.75			
	0.00	0.00																
Patricia Blades	0.00		1.00		1.50		15.00		2.00		0.00		2.00		20.50			
	0.00	0.00																
Transition Cases																		
Kristen Fenner	16.00		0.00		0.00		0.00		0.00		0.00		1.00		17.00			
	16.00	0.00																
Unassigned Secondary Worker for Foster Child Residing in This County																		
	0.00		0.00		1.00		0.00		0.00		0.00		0.00		1.00			
	0.00	0.00																
Totals for Baxter (Mountain Home)																		
Total Workers: 5	75.50		51.00		39.50		41.00		4.00		4.50		3.00		167.50		33.50	
	75.00	0.50																
5 / Boone (Harrison) County Inbox																		
	1.00		0.00		0.00		0.00		0.00		0.00		0.00		1.00			
	1.00	0.00																
Family Service Worker																		
Ashley Derrick	0.00		19.00		16.50		25.00		0.00		0.25		1.00		42.75			
	0.00	0.00																

Arkansas Department of Human Services

Family Service Worker Caseload by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Ashley Young	23.00 23.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	23.00	
Carlee Williams	4.00 4.00 0.00	7.00	9.50	3.00	0.00	0.00	0.00	16.50	
Donna Jean Davis	30.00 30.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.00	
Ginger Elder	0.00 0.00 0.00	23.00	20.00	21.00	0.00	0.00	0.00	41.00	
Family Service Worker Specialist									
Cathy L Cadelli	0.00 0.00 0.00	2.00	1.00	25.00	1.00	0.25	0.00	27.25	
Transition Cases									
Ruthann M Murphy	0.00 0.00 0.00	1.00	1.00	0.00	0.00	0.00	0.00	1.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	4.00	0.00	0.00	0.00	0.00	4.00	
Totals for Boone (Harrison)									
Total Workers: 6	58.00	52.00	52.00	74.00	1.00	0.50	1.00	186.50	31.08
	58.00 0.00								

5 / Conway (Morrilton) Prim Sec
Family Service Worker

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations		Foster Children		Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	All		All								
Cassie Quezada	0.00		0.00		0.00	0.00	0.00	0.00	5.00	5.00	
	0.00	0.00									
Damian Anderson	70.00		0.00		0.00	0.00	0.00	0.00	0.00	70.00	
	70.00	0.00									
Imani Tidwell	0.00		9.00		10.00	7.00	0.00	0.00	0.00	17.00	
	0.00	0.00									
Michelle Mallett	0.00		41.00		26.00	7.00	0.00	0.00	0.00	33.00	
	0.00	0.00									
Sarah Rion	0.00		3.00		2.00	14.00	0.00	0.00	0.00	16.00	
	0.00	0.00									
Suzanne D Tudor	0.00		0.00		0.00	11.00	1.00	0.00	0.00	12.00	
	0.00	0.00									
Tammy Foster	0.00		37.00		23.50	2.00	0.00	0.00	0.00	25.50	
	0.00	0.00									
Tiffany Walker	15.00		0.00		0.00	0.00	0.00	0.00	0.00	15.00	
	15.00	0.00									
Unassigned Secondary Worker for Foster Child Residing in This County											
	0.00		0.00		0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Conway (Morritlon)									
Total Workers: 8	85.00	90.00	62.00	41.00	1.00	0.00	5.00	194.00	24.25
	85.00	0.00							

5 / Faulkner (Conway) Prim Sec

County Inbox

4.00
4.00 0.00

Family Service Worker

Cashawna Whitaker	84.00	0.00	0.00	0.00	1.00	0.00	0.00	85.00	
	84.00								
Charlie d Jeffers	0.00	25.00	23.50	19.00	0.00	0.00	0.00	42.50	
	0.00								
CURTIS LEE	0.00	7.00	15.00	4.00	0.00	0.00	0.00	19.00	
	0.00								
Cynthia K Thompson	37.00	0.00	0.00	0.00	0.00	0.00	0.00	37.00	
	37.00								
Dennis W Smith	48.00	0.00	0.00	0.00	0.00	0.00	15.00	63.00	
	48.00								
Holli Harrington	1.00	12.00	14.00	18.00	0.00	0.00	0.00	33.00	
	1.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
LATIFA S JONES	0.00 0.00 0.00	29.00	29.00	23.00	0.00	0.00	0.00	52.00	
Melanie Davenport	0.00 0.00 0.00	6.00	18.50	8.00	0.00	0.00	0.00	26.50	
Terri L Davis	28.00 28.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.00	
Tracie Cadiente	0.00 0.00 0.00	6.00	8.50	15.00	1.00	1.00	0.00	25.50	
Tyffanny Bailey	1.00 1.00 0.00	14.00	13.00	13.00	1.00	0.00	0.00	28.00	
Family Service Worker Specialist									
Cheryl R Taylor	0.00 0.00 0.00	18.00	17.50	14.00	0.00	0.00	0.00	31.50	
Tracy A Darter	0.00 0.00 0.00	0.00	5.00	20.00	0.00	0.00	0.00	25.00	
Transition Cases									
Laura E Rogers	0.00 0.00 0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	10.00	0.00	0.00	0.00	0.00	10.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Faulkner (Conway)									
Total Workers: 13	203.00	117.00	154.00	138.00	3.00	1.00	15.00	514.00	39.54
	203.00	0.00							

5 / Marion (Yellville) Prim Sec

Family Service Worker

Jerry Bruce Stowe	13.00	0.00	0.00	0.00	0.00	0.00	0.00	13.00	
	13.00	0.00							
Lacie Stowe	7.00	20.00	17.00	7.00	0.00	0.00	4.00	35.00	
	7.00	0.00							
Maranda D Zellner	4.00	0.00	0.00	15.00	0.00	0.25	3.00	22.25	
	4.00	0.00							

Transition Cases

Jennifer June Matney	1.00	0.00	0.00	1.00	0.00	0.00	0.00	2.00	
	1.00	0.00							
	0.00	0.00	3.50	0.00	0.00	0.00	0.00	3.50	
	0.00	0.00							

Unassigned Secondary Worker for Foster Child Residing in This County

Totals for Marion (Yellville)									
Total Workers: 3	25.00	20.00	20.50	23.00	0.00	0.25	7.00	75.75	25.25
	25.00	0.00							

5 / Newton (Jasper) Prim Sec

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
County Inbox									
Family Service Worker									
Regina Gale Day	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	17.50	13.00	1.00	0.25	0.00	31.75	
	0.00								
	0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
Totals for Newton (Jasper)									
Total Workers: 1	0.00	20.00	19.00	14.00	1.00	0.25	0.00	34.25	34.25
	0.00								
5 / Pope (Russellville) Prim Sec									
County Inbox									
Family Service Worker									
	1.00	0.00	0.00	1.00	0.00	0.00	0.00	2.00	
	1.00								
Brittney Ray Reed	30.00	0.00	0.00	0.00	0.00	0.00	0.00	30.00	
	30.00								
Haley L Eby	16.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	
	16.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Heather Jane Moudy	0.00 0.00 0.00	39.00	32.00	10.00	0.00	0.00	0.00	42.00	
Lisa Michelle McDaniel	0.00 0.00 0.00	0.00	0.00	19.00	0.00	0.00	0.00	19.00	
Milissa Joyce Ennis	1.00 1.00 0.00	40.00	30.50	6.00	0.00	0.00	0.00	37.50	
Ryna Faulkner	0.00 0.00 0.00	0.00	10.50	19.00	0.00	0.75	0.00	30.25	
Tina Davis	0.00 0.00 0.00	0.00	0.00	29.00	0.00	0.00	0.00	29.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	
Totals for Pope (Russellville)									
Total Workers: 7	48.00 48.00 0.00	79.00	76.00	84.00	0.00	0.75	0.00	208.75	29.82
5 / Searcy (Marshall)									
County Inbox									
	0.00 0.00 0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
Unassigned Secondary Worker for Foster Child Residing in This County									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
Totals for Searcy (Marshall)									
Total Workers: 0	0.00	0.00	1.00	1.00	0.00	0.00	0.00	2.00	
	0.00	0.00							
5 / Van Buren (Clinton) Prim Sec									
County Inbox									
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
Family Service Worker									
JENNIFER CARROLL	0.00	18.00	12.00	9.00	0.00	0.00	0.00	21.00	
	0.00	0.00							
Jenny M Davis	22.00	0.00	2.50	0.00	0.00	0.00	0.00	24.50	
	21.00	1.00							
Kimberly Renee Murray	0.00	5.00	5.50	4.00	1.00	0.00	0.00	10.50	
	0.00	0.00							
Totals for Van Buren (Clinton)									
Total Workers: 3	23.00	23.00	20.00	13.00	1.00	0.00	0.00	57.00	19.00
	22.00	1.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Area 5									
Total Workers: 46	517.50	452.00	444.00	429.00	11.00	7.25	31.00	1439.75	31.30
	516.00	1.50							
6 / Pulaski (East)	Prim	Sec							
County Inbox									
	2.00		0.00	0.00	0.00	0.00	0.00	2.00	
	2.00	0.00							
Family Service Worker									
Dorian LaToya Sims	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	
	0.00	0.00							
KAWACHII R WILLIAMS	0.00	30.00	27.50	1.00	0.00	0.00	0.00	28.50	
	0.00	0.00							
Mary Jane Hawkins	8.00	0.00	0.00	0.00	0.00	0.00	0.00	8.00	
	8.00	0.00							
SHERRY R DANIELS	0.00	0.00	3.75	0.00	0.00	0.00	0.00	3.75	
	0.00	0.00							
TAMEKA JONES	0.00	1.00	1.00	15.00	0.00	0.00	0.00	16.00	
	0.00	0.00							
Teria Watson	0.00	1.00	1.00	12.00	1.00	0.00	0.00	14.00	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
WILLIE BAKER	0.00	46.00	43.00	1.00	0.00	0.00	0.00	44.00	
Family Service Worker Specialist									
Linda S Marshall	0.00	0.00	0.00	0.00	0.00	0.00	29.00	29.00	
Transition Cases									
ELAINE MELIFONWU	0.00	0.00	0.25	0.00	0.00	0.00	0.00	0.25	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	6.00	0.00	0.00	0.00	0.00	6.00	
Totals for Pulaski (East)									
Total Workers: 8	10.00	78.00	82.50	29.00	1.00	0.00	30.00	152.50	19.06
6 / Pulaski (Jacksonville) Sec									
County Inbox									
Family Service Worker									
Barbara Chirinos	35.00	0.00	0.00	0.00	0.00	0.00	0.00	35.00	
	35.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Placmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Bethany TAYLOR	0.00	23.00	20.50	3.00	0.00	0.25	0.00	23.75	
GYNESIS ALLEN	22.50	0.00	0.00	0.00	0.00	0.00	0.00	22.50	
JoAnn Darton	0.00	7.00	6.00	23.00	0.00	0.00	0.00	29.00	
Juanita Releford	0.00	10.00	10.50	21.00	0.00	0.00	0.00	31.50	
Kalilah N Wyrick	0.00	5.00	5.50	24.00	0.00	0.00	0.00	29.50	
Kelli M Henderson	0.00	32.00	28.50	2.00	0.00	0.00	0.00	30.50	
Latasha M Gause	0.00	30.00	29.00	3.00	0.00	0.00	0.00	32.00	
Unassigned Secondary Worker for Foster Child Residing in This County	0.00	0.00	3.50	0.00	0.00	0.00	0.00	3.50	

Totals for Pulaski (Jacksonville)

Total Workers: 8

59.50

107.00

76.00

0.25

239.25

29.91

6 / Pulaski (North)
County Inbox

Tuesday, February 09, 2016

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	1.00								
	1.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
Family Service Worker									
Ashley N Scott	0.00	29.00	29.00	18.00	1.00	0.00	0.00	48.00	
	0.00 0.00								
Carolyn D Williams	9.00	0.00	0.00	0.00	0.00	0.00	0.00	9.00	
	9.00 0.00								
Heather Trembley	0.00	2.00	4.00	5.00	1.00	0.00	0.00	10.00	
	0.00 0.00								
Jessica Marie Warren	0.00	36.00	34.50	12.00	0.00	0.00	0.00	46.50	
	0.00 0.00								
Kerrie M Bullock	0.00	25.00	29.50	13.00	1.00	0.00	0.00	43.50	
	0.00 0.00								
Marl R Powell	39.50	0.00	0.00	0.00	0.00	0.00	0.00	39.50	
	39.00 0.50								
Rachel E Nichols	0.00	34.00	30.50	5.00	1.00	0.00	0.00	36.50	
	0.00 0.00								
Robyne R Stout	0.00	31.00	31.50	14.00	0.00	0.00	0.00	45.50	
	0.00 0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Samantha Denise	0.00	34.00	32.50	12.00	0.00	0.00	0.00	44.50	
	0.00	0.00							
Tasha Mason	18.00	0.00	0.00	0.00	0.00	0.00	0.00	18.00	
	18.00								
Transition Cases									
LATRINIA R JOYNER	0.00	7.00	7.50	1.00	0.00	0.00	0.00	8.50	
	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	19.50	0.00	0.00	0.00	0.00	19.50	
	0.00								
Totals for Pulaski (North)									
Total Workers: 10	67.50	198.00	218.50	80.00	4.00	0.00	0.00	370.00	37.00
	67.00	0.50							
6 / Pulaski (South)									
County Inbox									
	3.00	0.00	0.00	3.00	0.00	0.00	0.00	6.00	
	3.00								
Family Service Worker									
Angela M Brown	0.00	15.00	15.00	0.00	0.00	0.00	0.00	15.00	
	0.00								
AVERY CARTER	0.00	34.00	31.50	4.00	1.00	0.00	0.00	36.50	
	0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Danyetta Pride	0.00 0.00 0.00	21.00	20.50	1.00	0.00	0.75	0.00	22.25	
Gregg C Easter	0.00 0.00 0.00	2.00	2.00	11.00	2.00	0.00	0.00	15.00	
KRISTIE HENDERSON	23.00 23.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	23.00	
LANDA JOINTER	0.00 0.00 0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
Sandra Kaye Thomas	21.00 21.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	21.00	
SHANA WHITFIELD	11.50 11.00 0.50	0.00	0.00	0.00	0.00	0.00	0.00	11.50	
Shirley M KNuckles	0.00 0.00 0.00	1.00	1.00	9.00	0.00	0.00	0.00	10.00	
Sonya Harden-Ricks	0.00 0.00 0.00	34.00	33.50	12.00	0.00	0.00	0.00	45.50	
Treasure LaNiece Golden	0.00 0.00 0.00	31.00	27.50	3.00	0.00	0.00	0.00	30.50	

Family Service Worker Specialist

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Ruben L Harris	0.00	1.00	8.00	1.00	0.00	0.00	0.00	9.00	
TERESA A CONEY	0.00	0.00	0.00	0.00	0.00	9.00	0.00	9.00	
Transition Cases									
GLENDIA D COOPER	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	
Pierre Primm	1.00	0.00	0.00	0.00	0.00	0.00	1.00	2.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	32.00	0.00	0.00	0.00	0.00	32.00	
	0.00	0.00							

Totals for Pulaski (South)

	Prim	Sec
Total Workers: 13	59.50	
	139.00	171.00
		45.00
		4.00
		9.75
	1.00	290.25
		22.33

6 / Pulaski (Southwest) Prim Sec

Family Service Worker

	0.00	14.00	13.50	18.00	0.00	0.50	0.00	32.00
Amara C Alor	0.00	0.00						
Ashley Baker	6.00	6.00	6.00	11.00	0.00	0.00	0.00	17.00
	0.00	0.00						

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Cora A Owens-Wilson	28.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	28.00	
Isioma Peace Weatherspoon	0.00 0.00	11.00	12.00	13.00	0.00	0.00	0.00	25.00	
Nicki Ronreque Baker	0.00 0.00	19.00	19.00	17.00	1.00	0.00	0.00	37.00	
SHANESHA ARBOR	0.00 0.00	27.00	28.50	13.00	0.00	0.00	0.00	41.50	
Tasha Washington	0.00 0.00	9.00	9.00	8.00	1.00	0.00	0.00	18.00	
Teresa Nicole Bunche	15.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	15.00	
Family Service Worker Specialist									
Antoinette Y Hansberry	0.00 0.00	29.00	25.50	15.00	0.00	0.00	0.00	40.50	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00	0.00	9.50	0.00	0.00	0.00	0.00	9.50	
Totals for Pulaski (Southwest)									
Total Workers: 9	43.00 0.00	115.00	123.00	95.00	2.00	0.50	0.00	263.50	29.28

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Area 6									
Total Workers: 48	239.50	637.00	698.50	325.00	11.00	10.50	31.00	1315.50	27.41
	238.00	1.50							
7 / Bradley (Warren)									
County Inbox									
	1.00		0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
Family Service Worker									
shuntoria walls	6.00	9.00	5.00	8.00	0.00	0.00	0.00	19.00	
	6.00	0.00							
Tanesha Curl	2.00	5.00	3.00	0.00	0.00	0.00	0.00	5.00	
	2.00	0.00							
Transition Cases									
Deborah Moody	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
Totals for Bradley (Warren)									
Total Workers: 2	9.00	14.00	9.00	9.00	0.00	0.00	0.00	27.00	13.50
	9.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Prim	Sec	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
7 / Calhoun (Hampton)											
Family Service Worker Specialist											
BETTYE J FARMER	2.00	0.00		8.00	4.00	5.00	0.00	0.00	0.00	11.00	
Totals for Calhoun (Hampton)											
Total Workers: 1	2.00			8.00	4.00	5.00	0.00	0.00	0.00	11.00	11.00
	2.00	0.00									
7 / Cleveland (Rison)											
Family Service Worker											
Robin Stevens	7.00			0.00	0.00	1.00	0.00	0.00	0.00	8.00	
	7.00	0.00									
Family Service Worker Specialist											
Felicia D Cobb	0.00			10.00	10.00	7.00	0.00	0.00	0.00	17.00	
	0.00	0.00									
Unassigned Secondary Worker for Foster Child Residing in This County											
	0.00			0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00									
Totals for Cleveland (Rison)											
Total Workers: 2	7.00			10.00	10.50	8.00	0.00	0.00	0.00	25.50	12.75
	7.00	0.00									
7 / Dallas (Fordyce)											
County Inbox											
Tuesday, February 09, 2016											

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker Specialist									
LaSonya V Goffin	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
	6.00	15.00	26.00	6.00	0.00	0.00	0.00	38.00	
	6.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	23.50	0.00	0.00	0.00	0.00	23.50	
	0.00	0.00							
Totals for Dallas (Fordyce)									
Total Workers: 1	7.00	15.00	49.50	6.00	0.00	0.00	0.00	62.50	62.50
	7.00	0.00							
7 / Grant (Sheridan)									
Family Service Worker									
CHELSEA ROSELINA SMITH	10.00	8.00	6.00	3.00	0.00	0.00	0.00	19.00	
	10.00	0.00							
Transition Cases									
Christine L Dockery	4.00	9.00	6.50	4.00	1.00	0.00	0.00	15.50	
	4.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Fmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Grant (Sheridan)									
Total Workers: 1	14.00	17.00	13.50	7.00	1.00	0.00	0.00	35.50	35.50
	14.00	0.00							
7 / Jefferson (Pine Bluff)rim Sec									
County Inbox									
	2.00	0.00	0.00	1.00	0.00	0.00	0.00	3.00	
	2.00	0.00							
Family Service Worker									
ANA ORTIZ	0.00	34.00	30.50	9.00	0.00	0.00	0.00	39.50	
	0.00	0.00							
APRYL WILSON	0.00	18.00	15.00	11.00	0.00	0.00	0.00	26.00	
	0.00	0.00							
Brandy Kidd	16.00	1.00	1.00	0.00	0.00	0.00	0.00	17.00	
	16.00	0.00							
COREY ALEXANDER	25.00	0.00	0.00	1.00	1.00	0.00	0.00	27.00	
	25.00	0.00							
GENESIS RICHARDSON	0.00	0.00	2.50	5.00	0.00	0.00	0.00	7.50	
	0.00	0.00							
JANE ADAMS	0.00	0.00	2.00	3.00	2.00	0.00	0.00	7.00	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
JARVIS HALE	33.00 33.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
Kamella S Edwards	0.00 0.00 0.00	26.00	22.50	13.00	1.00	0.00	0.00	36.50	
MIA SIMMONS	0.00 0.00 0.00	15.00	11.50	12.00	0.00	0.00	0.00	23.50	
Stephanie Moten	0.00 0.00 0.00	0.00	0.00	0.00	2.00	2.00	14.00	18.00	
TABITHA CRATER	0.00 0.00 0.00	5.00	2.50	10.00	0.00	0.00	0.00	12.50	
Topeka Jackson	0.00 0.00 0.00	4.00	4.50	4.00	1.00	0.00	0.00	9.50	
Transition Cases									
DIONNE LASHA WALTON	0.00 0.00 0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	
KISMICH YOUNGBLOOD	1.00 1.00 0.00	0.00	2.50	0.00	0.00	0.00	0.00	3.50	
KRISTINA MIEBONY BERRY	0.00 0.00 0.00	0.00	4.00	0.00	0.00	0.00	0.00	4.00	
MONICA ROBERTSON	0.00 0.00 0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
ZEDRALYN BUTLER	0.00	0.00	3.50	0.00	0.00	0.00	0.00	3.50	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00		10.50	0.00	0.00	0.00	0.00	10.50	
	0.00	0.00							
Totals for Jefferson (Pine Bluff)									
Total Workers: 12	77.00	103.00	118.50	69.00	7.00	2.00	14.00	287.50	23.96
	77.00	0.00							
7 / Lincoln (Star City)									
Family Service Worker Specialist									
MAXINE Y BRANDON	0.00	3.00	1.50	6.00	1.00	0.00	0.00	8.50	
	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00								
Totals for Lincoln (Star City)									
Total Workers: 1	0.00	3.00	2.00	6.00	1.00	0.00	0.00	9.00	9.00
	0.00								
7 / Lonoke (Lonoke)									
County Inbox									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	
Family Service Worker									
Ambra Conway	0.00	29.00	23.50	4.00	0.00	0.00	0.00	27.50	
	0.00	0.00							
CHRISTIA JONES	0.00	29.00	24.00	2.00	0.00	0.00	0.00	26.00	
	0.00	0.00							
DEBORAH KEE	0.00	0.00	2.00	43.00	0.00	0.75	0.00	45.75	
	0.00	0.00							
Ieesha Welch	11.00	0.00	0.00	0.00	0.00	0.00	0.00	11.00	
	11.00	0.00							
Larry Porter	10.00	0.00	7.00	0.00	1.00	0.00	33.00	51.00	
	10.00	0.00							
MELBATINE HUNTER	0.00	0.00	2.00	47.00	2.00	0.00	0.00	51.00	
	0.00	0.00							
Melissa George	14.00	0.00	0.00	0.00	0.00	0.00	0.00	14.00	
	14.00	0.00							
Michelle Moran	10.50	0.00	0.00	0.00	0.00	0.00	0.00	10.50	
	10.00	0.50							
PAULA MICHELLE MAINARD	0.00	27.00	24.00	6.00	0.00	0.00	0.00	30.00	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Robin Phillips	13.00 13.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.00	
VANESSA RUSSELL	0.00 0.00 0.00	0.00	10.00	24.00	1.00	0.00	0.00	35.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	5.50	0.00	0.00	0.00	0.00	5.50	
Totals for Lonoke (Lonoke)									
Total Workers: 11	61.50 61.00 0.50	85.00	98.00	126.00	4.00	0.75	33.00	323.25	29.39
7 / Prairie (DeValls Bluff) Prim Sec									
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
Totals for Prairie (DeValls Bluff)									
Total Workers: 0	0.00 0.00 0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
Totals for Area 7									
Total Workers: 31	177.50 177.00 0.50	255.00	306.50	236.00	13.00	2.75	47.00	782.75	25.25
8 / Clay (Piggott & Cornett) Sec									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker									
Brittany Ann Howard	0.00	21.00	16.00	2.00	0.00	0.50	0.00	18.50	
	0.00 0.00								
Katie Jean Wells	0.00	0.00	3.50	8.00	4.00	0.00	0.00	15.50	
	0.00 0.00								
Melinda Graves	16.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	
	16.00 0.00								
Totals for Clay (Piggott & Corning)									
Total Workers: 3	16.00	21.00	19.50	10.00	4.00	0.50	0.00	50.00	16.67
	16.00 0.00								
8 / Craighead (Jonesboro) Sec									
County Inbox									
	6.00	0.00	0.00	0.00	0.00	0.00	0.00	6.00	
	6.00 0.00								
Family Service Worker									
Ashley Middleton	1.00	37.00	26.00	3.00	0.00	0.00	0.00	30.00	
	1.00 0.00								
Brannigan Finley	2.00	0.00	0.00	21.00	0.00	0.25	0.00	23.25	
	2.00 0.00								
Christie Thomas	18.50	0.00	0.00	0.00	0.00	0.00	0.00	18.50	
	18.00 0.50								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations		Foster Children		PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	All		All	Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)						
Deborah Brown	0.00		0.00	19.50	1.00	0.00	0.00	0.00	20.50	
	0.00	0.00								
Gretchen L Lackey	25.00		0.00	0.00	0.00	0.00	0.00	0.00	25.00	
	25.00	0.00								
Jessica Vaughn Clark	17.00		0.00	0.00	0.00	0.00	0.00	0.00	17.00	
	17.00	0.00								
Kimberly REEVES	0.00		26.00	22.00	7.00	0.00	0.00	0.00	29.00	
	0.00	0.00								
Latonia Rofe	0.00		0.00	3.50	20.00	1.00	0.50	0.00	25.00	
	0.00	0.00								
Leelinda Willis	3.00		0.00	0.00	1.00	0.00	0.00	0.00	4.00	
	3.00	0.00								
Megan Palmer	1.00		31.00	25.50	3.00	0.00	0.00	0.00	29.50	
	1.00	0.00								
Patricia T Herring	0.00		31.00	24.50	1.00	0.00	0.00	0.00	25.50	
	0.00	0.00								
Robert Smith	3.00		0.00	3.50	13.00	0.00	0.00	0.00	19.50	
	3.00	0.00								

Family Service Worker Specialist

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm't Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
BARBARA F TODD	0.00	0.00	0.00	0.00	0.00	0.00	13.00	13.00	
Transition Cases									
JANICE M BIRT	0.00	0.00	4.50	3.00	0.00	0.25	0.00	7.75	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	20.00	0.00	0.00	0.00	0.00	20.00	
	0.00	0.00							
Totals for Craighead (Jonesboro)									
Total Workers: 13	76.50	125.00	149.00	73.00	1.00	1.00	13.00	313.50	24.12
	76.00	0.50							
8 / Fulton (Salem)									
County Inbox									
	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
Family Service Worker									
Heather A Friend	0.00	27.00	18.00	17.00	2.00	0.25	0.00	37.25	
	0.00	0.00							
Jeremy Louis Fenner	0.00	0.00	3.50	0.00	0.00	0.00	20.00	23.50	
	0.00	0.00							
TONYA R HARGROVE	14.00	3.00	2.50	7.00	0.00	0.00	0.00	23.50	
	14.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Fulton (Salem)									
Total Workers: 3	14.00	30.00	24.00	25.00	2.00	0.25	20.00	85.25	28.42
	14.00	0.00							

8 / Greene (Paragould) Prim Sec County Inbox

Family Service Worker

April Faughn	24.00	0.00	0.00	2.00	0.00	0.00	0.00	24.00	
	24.00	0.00		0.00	0.00	0.00	0.00		
Bradford Gray	0.00	2.00	1.50	20.00	0.00	0.00	0.00	21.50	
	0.00								
Carol Sue Schultz	3.00	0.00	0.00	34.00	0.00	0.00	0.00	37.00	
	3.00	0.00							
Danielle Nicole Lockamy	2.00	0.00	0.00	20.00	0.00	0.00	0.00	22.00	
	2.00								
Holly Johnson	0.00	52.00	37.00	3.00	0.00	0.50	0.00	40.50	
	0.00								
Kasha Nycole Shannon	0.00	16.00	10.50	3.00	0.00	0.00	0.00	13.50	
	0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Kim Bliss	12.00 12.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.00	
Kimberly Dawn Holloway	0.00 0.00 0.00	0.00	0.00	2.00	1.00	0.50	0.00	3.50	
Marshia Bobo	0.00 0.00 0.00	50.00	40.00	4.00	0.00	0.00	0.00	44.00	
Nicholas Wallis	16.00 16.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	
Phyllis Bullard	0.00 0.00 0.00	0.00	10.50	0.00	0.00	0.00	12.00	22.50	
Transition Cases									
Christina Adams	0.00 0.00 0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	
Kandi Tarpley	3.00 3.00 0.00	0.00	0.00	10.00	0.00	0.00	2.00	15.00	
Teri L Leisure	4.00 4.00 0.00	16.00	8.00	0.00	0.00	0.00	0.00	12.00	
TERRI BLANCHARD	0.00 0.00 0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	

Unassigned Secondary Worker for Foster Child Residing in This County

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
	0.00	0.00							
Totals for Greene (Paragould)									
Total Workers: 11	68.00	136.00	109.50	98.00	2.00	1.00	14.00	292.50	26.59
	68.00	0.00							
8 / Izard (Melbourne)									
Family Service Worker									
Debra Brown	0.00	0.00	1.50	14.00	0.00	0.00	0.00	15.50	
	0.00	0.00							
Jessica Rynae Boverhof	15.00	0.00	0.00	2.00	5.00	0.00	0.00	22.00	
	15.00	0.00							
Wendy Hutchins	0.00	26.00	19.50	0.00	0.00	0.50	0.00	20.00	
	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00							
Totals for Izard (Melbourne)									
Total Workers: 3	15.00	26.00	21.50	16.00	5.00	0.50	0.00	58.00	19.33
	15.00	0.00							
8 / Lawrence (Walnut Ridge) Sec									
County Inbox									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	
Family Service Worker									
Cassie F Slater	0.00	12.00	10.50	11.00	0.00	0.00	0.00	21.50	
	0.00								
HEIDI M RUTLEDGE	0.00	7.00	7.50	5.00	0.00	0.00	0.00	12.50	
	0.00								
Janee M Schultzius	21.00	6.00	8.00	2.00	0.00	0.00	0.00	31.00	
	21.00								
Family Service Worker Specialist									
Elizabeth M Fitzgibbons	0.00	14.00	10.50	9.00	0.00	0.00	0.00	19.50	
	0.00								
Transition Cases									
TINA D JORDAN	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	6.50	0.00	0.00	0.00	0.00	6.50	
	0.00								
Totals for Lawrence (Walnut Ridge)									
Total Workers: 4	24.00	39.00	43.00	27.00	0.00	0.00	0.00	94.00	23.50
	24.00								
8 / Mississippi (Blytheville) Sec									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
County Inbox									
	1.00								
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
Family Service Worker									
Gregory Watson	0.00	24.00	18.50	8.00	0.00	0.00	0.00	26.50	
Kashina Carter	10.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	
	10.00								
LaQuanta Lewis	15.00	1.00	0.50	1.00	0.00	0.00	0.00	16.50	
	15.00								
Martha Washington	0.00	17.00	13.50	8.00	0.00	0.00	0.00	21.50	
	0.00								
RICHARD J BRYCE	0.00	4.00	3.50	11.00	0.00	1.25	0.00	15.75	
	0.00								
RODNEY D WALTON	18.00	0.00	0.00	0.00	0.00	0.00	0.00	18.00	
	18.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	2.50	0.00	0.00	0.00	0.00	2.50	
	0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Mississippi (Blytheville)									
Total Workers: 6	44.00	46.00	38.50	28.00	0.00	1.25	0.00	111.75	18.63
	44.00	0.00							

8 / Mississippi (Osceola) Prim Sec County Inbox

2.00 0.00 0.00 1.00 0.00 0.00 0.00 3.00

2.00 0.00

Unassigned Secondary Worker for Foster Child Residing in This County

0.00 0.00 0.50 0.00 0.00 0.00 0.00 0.50

0.00 0.00

Totals for Mississippi (Osceola)

Total Workers: 0 2.00 0.00 0.50 1.00 0.00 0.00 0.00 3.50

2.00 0.00

8 / Randolph (Pocahontas) Sec County Inbox

1.00 0.00 0.00 1.00 0.00 0.00 0.00 2.00

1.00 0.00

Family Service Worker

Allison Renee SWANN 14.00 0.00 2.50 2.00 0.00 0.00 0.00 18.50

14.00 0.00

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Amanda Bagwell	0.00	23.00	17.50	7.00	1.00	0.00	0.00	25.50	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	
Totals for Randolph (Pocahontas)									
Total Workers: 2	15.00	23.00	23.00	10.00	1.00	0.00	0.00	49.00	24.50
8 / Sharp (Ash Flat)									
County Inbox									
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
Family Service Worker									
Brenda Kay DuFree	22.00	0.00	0.50	1.00	0.00	0.00	0.00	23.50	
	22.00	0.00	0.50	1.00	0.00	0.00	0.00	23.50	
Krista LeeAnn MCMASTER	1.00	11.00	9.00	6.00	2.00	0.25	0.00	18.25	
	1.00	11.00	9.00	6.00	2.00	0.25	0.00	18.25	
Teresa Strickland	0.00	19.00	16.00	8.00	0.00	0.00	0.00	24.00	
	0.00	19.00	16.00	8.00	0.00	0.00	0.00	24.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Sharp (Ash Flat)									
Total Workers: 3	24.00	30.00	26.50	15.00	2.00	0.25	0.00	67.75	22.58
Totals for Area 8									
Total Workers: 48	298.50	476.00	455.00	303.00	17.00	4.75	47.00	1125.25	23.44

9 / Cleburne (Heber Springs) Sec

Family Service Worker

Brandi N LaRue	0.00	18.00	17.50	13.00	0.00	0.00	0.00	30.50	
	0.00	0.00							
Gray Roach	10.50	0.00	0.00	0.00	0.00	0.00	0.00	10.50	
	10.00	0.50							
John Seward	0.00	11.00	9.50	15.00	2.00	0.00	0.00	26.50	
	0.00	0.00							
Miranda K Monroe	0.00	19.00	15.00	10.00	0.00	0.00	0.00	25.00	
	0.00	0.00							

Transition Cases

Wendy Johnnelle Switzer	0.00	0.00	3.50	0.00	0.00	0.00	0.00	3.50	
	0.00	0.00							

Unassigned Secondary Worker for Foster Child Residing in This County

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00	0.00							
Totals for Cleburne (Heber Springs)									
Total Workers: 4	10.50	48.00	46.00	38.00	2.00	0.00	0.00	96.50	24.13
	10.00	0.50							
9 / Crittenden (West Memphis)Sec									
County Inbox									
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
Family Service Worker									
Carla Montgomery	0.00	0.00	0.00	22.00	5.00	0.00	0.00	27.00	
	0.00	0.00							
Crystal S Griffith	18.00	0.00	0.00	0.00	0.00	0.00	0.00	18.00	
	18.00	0.00							
Deidra Reed	19.00	0.00	0.00	0.00	0.00	0.00	0.00	19.00	
	19.00	0.00							
Jerrica D Hampton	0.00	48.00	33.00	13.00	0.00	0.25	0.00	46.25	
	0.00								
Kevin Taggart	0.00	6.00	21.50	2.00	0.00	0.50	0.00	24.00	
	0.00								
LaShaundra Stanley	2.00	2.00	1.50	25.00	0.00	0.00	0.00	28.50	
	2.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker Specialist									
Demetria C Willis	0.00	31.00	24.00	5.00	0.00	0.00	0.00	29.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	4.50	0.00	0.00	0.00	0.00	4.50	
Totals for Crittenden (West Memphis)									
Total Workers: 7	40.00	87.00	84.50	67.00	5.00	0.75	0.00	197.25	28.18
9 / Cross (Wynne)									
Family Service Worker									
Carrie E Clements	0.00	18.00	16.00	11.00	0.00	0.75	0.00	27.75	
John Loeschner	19.00	0.00	0.00	0.00	0.00	0.00	0.00	19.00	
Tiffany Nicole Beasley	0.00	0.00	1.00	10.00	0.00	0.00	0.00	11.00	
Transition Cases									
Marva L Walker	0.00	19.00	16.00	3.00	0.00	0.50	0.00	19.50	
Unassigned Secondary Worker for Foster Child Residing in This County									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
	0.00	0.00	8.00	0.00	0.00	0.00	0.00	8.00	
	0.00	0.00							
Totals for Cross (Wynne)									
Total Workers: 3	19.00	37.00	41.00	24.00	0.00	1.25	0.00	85.25	28.42
	19.00	0.00							
9 / Independence (Batesville) Sec									
County Inbox									
	1.00								
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
Family Service Worker									
Heather Michelle Bittner	15.00	0.00	0.00	0.00	0.00	0.00	0.00	15.00	
	15.00	0.00							
Julie Brightwell	0.00	0.00	0.00	32.00	3.00	0.00	0.00	35.00	
	0.00	0.00							
Monica S Lowery	0.00	0.00	16.00	2.00	0.00	0.00	0.00	18.00	
	0.00	0.00							
Nancy Anne Abbott	11.00	3.00	2.00	1.00	0.00	0.00	0.00	14.00	
	11.00	0.00							
Tony D Burton	0.00	0.00	0.00	0.00	3.00	0.00	25.00	28.00	
	0.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Virginia Ferguson	0.00 0.00 0.00	33.00	24.00	13.00	0.00	0.25	0.00	37.25	
Yvonne Cusick	0.00 0.00 0.00	41.00	31.00	6.00	0.00	0.00	0.00	37.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00 0.00 0.00	0.00	3.50	0.00	0.00	0.00	0.00	3.50	
Totals for Independence (Batesville)									
Total Workers: 7	27.00 27.00 0.00	77.00	76.50	54.00	6.00	0.25	25.00	188.75	26.96

9 / Jackson (Newport) Prim Sec Family Service Worker

AMBER BARKER	21.00 21.00 0.00	0.00	0.00	3.00	1.00	0.00	0.00	25.00	
april stokes	2.00 2.00 0.00	22.00	14.00	3.00	0.00	0.75	0.00	19.75	
JO Ann WILLIAMS	0.00 0.00 0.00	0.00	0.00	28.00	1.00	0.00	0.00	29.00	
Julia Marie Jones	0.00 0.00 0.00	7.00	4.00	12.00	0.00	0.00	0.00	16.00	

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Jackson (Newport)									
Total Workers: 4	23.00	29.00	18.00	46.00	2.00	0.75	0.00	89.75	22.44
	23.00	0.00							

9 / Poinsett (Harrisburg) Prim Sec County Inbox

	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	
	2.00	0.00							
Family Service Worker									
Allison D Beard	0.00	45.00	27.50	7.00	0.00	0.00	0.00	34.50	
	0.00								
AMBER FLEMING	14.00	0.00	0.00	0.00	0.00	0.00	0.00	14.00	
	14.00								
JoAnn Barnes	0.00	35.00	20.50	13.00	0.00	0.00	0.00	33.50	
	0.00								
Johnny Green	0.00	0.00	4.50	0.00	0.00	0.00	0.00	4.50	
	0.00								
Kelli Cole	4.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00	
	4.00								
Mindy L Hood	0.00	17.00	8.50	24.00	1.00	0.50	0.00	34.00	
	0.00								
Transition Cases									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Amanda L Thompson	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00 0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50	
	0.00 0.00								
Totals for Poinsett (Harrisburg)									
Total Workers: 6	21.00	97.00	61.50	44.00	1.00	0.50	0.00	128.00	21.33
	21.00 0.00								
9 / Stone (Mountain View) Jim Sec									
Family Service Worker									
Lorie Hutto	0.00	17.00	14.00	7.00	0.00	0.00	0.00	21.00	
	0.00 0.00								
Theresa Holich	7.00	5.00	2.50	9.00	2.00	0.00	0.00	20.50	
	7.00 0.00								
Transition Cases									
Lacey McKay	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00 0.00								
Totals for Stone (Mountain View)									
Total Workers: 2	7.00	22.00	16.50	17.00	2.00	0.00	0.00	42.50	21.25
	7.00 0.00								
9 / White (Searcy) Prim Sec									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
County Inbox									
	2.00								
	2.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	
Family Service Worker									
Darby K Miller	0.00	32.00	28.00	11.00	0.00	0.00	0.00	39.00	
	0.00 0.00								
Jordan Alexander	22.00	0.00	0.00	0.00	0.00	0.00	0.00	22.00	
	21.00 1.00								
Kristen Rebecca Brumley	0.00	4.00	9.00	15.00	0.00	0.00	0.00	24.00	
	0.00 0.00								
Lisa Gay Martin	0.00	0.00	0.00	0.00	0.00	0.00	25.00	25.00	
	0.00 0.00								
Melissa Lynn Woodard	0.00	4.00	10.00	2.00	0.00	0.25	0.00	12.25	
	0.00 0.00								
Monica R Pryor	0.00	18.00	15.50	13.00	0.00	0.00	0.00	28.50	
	0.00 0.00								
Nathan Ryan Holloway	11.00	0.00	0.00	1.00	0.00	0.00	0.00	12.00	
	11.00 0.00								
Ruby Pratt	0.00	2.00	4.50	11.00	0.00	0.00	0.00	15.50	
	0.00 0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Stacy Houck	28.00	0.00	0.00	0.00	0.00	0.00	0.00	28.00	
	28.00	0.00							
Tiffany Jo Wright	0.00	35.00	25.50	10.00	0.00	0.25	0.00	35.75	
	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	10.00	0.00	0.00	0.00	0.00	10.00	
	0.00								
Totals for White (Searcy)									
Total Workers: 10	63.00	95.00	102.50	63.00	0.00	0.50	25.00	254.00	25.40
	62.00	1.00							
9 / Woodruff (Augusta) Prim Sec									
Family Service Worker									
Amber Holland	4.50	11.00	9.50	8.00	0.00	0.00	0.00	22.00	
	4.00								
Transition Cases									
Paul Catron	5.00	2.00	1.00	0.00	0.00	0.00	0.00	6.00	
	5.00								
Totals for Woodruff (Augusta)									
Total Workers: 1	9.50	13.00	10.50	8.00	0.00	0.00	0.00	28.00	28.00
	9.00	0.50							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Area 9									
Total Workers: 44	220.00	505.00	457.00	361.00	18.00	4.00	50.00	1110.00	25.23
	218.00	2.00							
10 / Arkansas (Dewitt) Prim Sec									
Family Service Worker									
Family Service Worker Specialist									
AMBER RALYNN MCNEIL	2.00	0.00	5.00	0.00	0.00	0.00	0.00	7.00	
	2.00	0.00							
Family Service Worker Specialist									
PAMELA G LANE	3.00	9.00	12.00	3.00	0.00	0.00	0.00	18.00	
	3.00	0.00							
Transition Cases									
DEBORAH A STEVERSON	2.00	0.00	2.00	0.00	0.00	0.00	0.00	4.00	
	2.00	0.00							
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	3.00	0.00	0.00	0.00	0.00	3.00	
	0.00	0.00							
Totals for Arkansas (Dewitt)									
Total Workers: 2	7.00	9.00	22.00	3.00	0.00	0.00	0.00	32.00	16.00
	7.00	0.00							
10 / Arkansas (Stuttgart) Prim Sec									
County Inbox									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker									
	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
	0.00	0.00							
EYLORNA M BONES	3.00	6.00	5.00	6.00	0.00	0.00	0.00	14.00	
	3.00								
STANCIE CARTWRIGHT	2.00	4.00	5.50	5.00	0.00	0.00	0.00	12.50	
	2.00								
Transition Cases									
STACEY D JOHNSON	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	
	0.00								
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00	
	0.00								
Totals for Arkansas (Stuttgart)									
Total Workers: 2	5.00	10.00	12.50	12.00	0.00	0.00	1.00	30.50	15.25
	5.00								
10 / Ashley (Hamburg) Prim Sec									
Family Service Worker									
MESHA LADALE	0.00	8.00	5.50	10.00	1.00	0.00	0.00	16.50	
SPENCER	0.00								
	0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Nia Herron	0.00	2.00	4.00	12.00	0.00	0.00	0.00	16.00	
	0.00								
	0.00	0.00	2.50	0.00	0.00	0.00	0.00	2.50	

Unassigned Secondary Worker for Foster Child Residing in This County

Totals for Ashley (Hamburg)

Total Workers: 2	0.00	10.00	12.00	22.00	1.00	0.00	0.00	35.00	17.50
	0.00								

10 / Chicot (Lake Village)rim Sec County Inbox

1.00
1.00 0.00

Family Service Worker

ANDREA AKINS	0.00	7.00	4.75	7.00	0.00	0.00	0.00	11.75	
	0.00								
LaToshia Savage	0.00	4.00	4.75	3.00	0.00	0.00	0.00	7.75	
	0.00								
Transition Cases									
ROSALIND R BURGESS	0.00	4.00	3.50	0.00	0.00	0.00	0.00	3.50	
	0.00								

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Chicot (Lake Village)									
Total Workers: 2	1.00	15.00	13.00	10.00	0.00	0.00	0.00	24.00	12.00
	1.00	0.00							
10 / Desha (McGehee)									
Family Service Worker									
SALENA JOHNSON	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	
Transition Cases									
BRENDA A BINNS	0.00	17.00	11.50	13.00	2.00	0.75	0.00	27.25	
	0.00	0.00							
Totals for Desha (McGehee)									
Total Workers: 1	0.00	17.00	11.50	13.00	3.00	0.75	0.00	28.25	28.25
	0.00	0.00							
10 / Drew (Monticello)									
County Inbox									
	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
	1.00	0.00							
Family Service Worker									
CARVEYETA A WALKER- BRIDGES	30.00	0.00	0.00	0.00	0.00	0.00	5.00	35.00	
	30.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
CASSANDRA SIMONE COOK	33.00 33.00 0.00	0.00	0.00	0.00	0.00	0.00	0.00	33.00	
EDMOND LEE SHELTON	12.50 12.00 0.50	0.00	0.00	0.00	0.00	0.00	2.00	14.50	
KRISTIE MICHELLE THOMAS	0.50 0.00 0.50	5.00	9.50	8.00	0.00	0.00	0.00	18.00	
QUINTISHA D DOUGLAS	0.00 0.00 0.00	7.00	22.00	9.00	1.00	0.00	0.00	32.00	
SHANNA MONQUIE JEFFERSON	0.50 0.00 0.50	21.00	23.00	2.00	0.00	0.00	0.00	25.50	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	4.50	0.00	0.00	0.00	0.00	4.50	
Totals for Drew (Monticello)									
Total Workers: 6	77.50	33.00	59.00	19.00	1.00	0.00	7.00	163.50	27.25
76.00 1.50									

10 / Lee (Marianna) Prim Sec
Family Service Worker

Leshondra D McCoy 0.00 5.00 14.00 1.00 0.00 0.00 0.00 15.00

Unassigned Secondary Worker for Foster Child Residing in This County

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:		Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcm Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Lee (Marianna)		0.00	0.00	4.00	0.00	0.00	0.00	0.00	4.00	
Total Workers: 1		0.00	5.00	18.00	1.00	0.00	0.00	0.00	19.00	19.00
10 / Monroe (Brinkley)		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Family Service Worker										
PATRICIA ANN FORD		40.00	0.00	0.00	0.00	0.00	0.00	2.00	42.00	
Totals for Monroe (Brinkley)		40.00	0.00	0.00	0.00	0.00	0.00	2.00	42.00	42.00
Total Workers: 1		40.00	0.00	0.00	0.00	0.00	0.00	2.00	42.00	42.00
10 / Monroe (Clarendon)		Prim	Sec							
Family Service Worker										
Percell Marshall		0.00	7.00	5.00	16.00	0.00	0.00	0.00	21.00	
Totals for Monroe (Clarendon)		0.00	7.00	5.00	16.00	0.00	0.00	0.00	21.00	21.00
Total Workers: 1		0.00	7.00	5.00	16.00	0.00	0.00	0.00	21.00	21.00
10 / Phillips (Helena)		Prim	Sec							
Family Service Worker										

Arkansas Department of Human Services
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by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Sally Luckett	0.00	0.00	3.75	0.00	0.00	0.00	0.00	3.75	
SHARON D WILLIS	5.00	16.00	11.50	29.00	1.00	0.00	0.00	46.50	
Family Service Worker Specialist									
CHARLOTTE S MILLIGAN	0.00	19.00	11.00	28.00	0.00	0.25	0.00	39.25	
Transition Cases									
THELMA M BEANS	0.00	0.00	17.75	0.00	0.00	0.00	0.00	17.75	
WILLIE ALLEN	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	1.50	0.00	0.00	0.00	0.00	1.50	
Totals for Phillips (Helena)									
Total Workers: 3	5.00	35.00	45.50	58.00	1.00	0.25	0.00	109.75	36.58
10 / St. Francis (Forrest City) Sec County Inbox									
	0.00	2.00	1.00	0.00	0.00	0.00	0.00	1.00	
Tuesday, February 09, 2016									

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plmnt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Family Service Worker									
DONNA D MCSHAN	36.00	0.00	0.00	0.00	0.00	0.00	0.00	36.00	
TARNEIL MILLER	0.00	2.00	1.00	25.00	1.00	0.00	0.00	27.00	
Tinika Daniels	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	
Tonja Scaife Hardin	0.00	22.00	21.50	7.00	0.00	1.00	0.00	29.50	
Family Service Worker Specialist									
EVETTE WRIGHT	0.00	16.00	20.50	5.00	0.00	0.00	0.00	25.50	
Transition Cases									
LEAVERDIA MOORE	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	
Unassigned Secondary Worker for Foster Child Residing in This County									
	0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00	
Totals for St. Francis (Forrest City)									
Total Workers: 5	39.00	42.00	46.00	37.00	2.00	1.00	0.00	125.00	25.00
	39.00	0.00							

Arkansas Department of Human Services

Family Service Worker Caseload

by Home Area/County for: January, 2016

Home Area/County:	Investigations All	Foster Children All	Foster Children Credit (0.5 Rmvl Cnty 0.5 Plcmt Cnty)	PS Cases All	SS Cases All	ICPC	DR	Total All	Average Caseload All
Totals for Area 10									
Total Workers: 26	174.50	183.00	244.50	191.00	8.00	2.00	10.00	630.00	24.23
	173.00	1.50							
Statewide Total:									
Total Workers: 413	3365.00	4369.00	4369.00	3376.00	117.00	64.25	548.00	11839.25	28.67
	3,350.00	15.00							

Please see the answers below for questions 7, 8, 9 and 10. Please note that HR has clarified that the answer regarding how many staff left the agency in FY 2015 is now 224 and not 341. The original number was the number of staff that left DCFS however, that number included individuals that chose to stay with DHS. Now the Chairs have both numbers. If you have any questions or concerns, please let me know.

Sincerely,

Keesa M. Smith
Deputy Director
Department of Human Services
P.O. Box 1437- Mail Slot 201
Little Rock, AR 72203
Phone: (501) 682-8650
Keesa.Smith@dhs.arkansas.gov

From: Tarek Bahloul
Sent: Monday, February 08, 2016 2:55 PM
To: George Weber
Cc: Larry Stricklen; Keesa Smith
Subject: FW: JPR Questions
Importance: High

George,

Reading the questions of the Chairs gives me the impression they are interested in "total separations terminations" therefore I revised the criteria of the report to exclude employee movements within the department such as transfers, promotions, etc. Based on that the number of terminations is 224 for the calendar year 2015.

Questions:

7- Please see attached report to answer parts of this question

- a) "Gross Misconduct" and "Involuntary" coding are considered involuntary terminations, the rest are voluntary
- b) What positions did those Employees hold-see report
- c) Where did exit interviews take place- (I think the wrong term is being used here) it's an Exit Survey, and it is mailed out to employees with postage paid return envelope
- d) NA/ I have no way of knowing without pulling every personnel file to find the name of the terminating manager then run reports on each to find out how long have they been in their positions.

8- Please see attached Exit Survey Form DHS-1179

9- Please see preliminary Exit Survey Report for DCFS

10- We will pull and copy available DCFS Surveys

**DCFS
Terminations
Calendar Year 2015**

#7A

Position(Name)	Name of action type	Name of reason for action
FAMILY SERVICE WORKER SUPERVISOR	Termination	Career Opportunity
FAMILY SERVICE WORKER	Termination	Death of Employee
FAMILY SERVICE WORKER SUPERVISOR	Retirement	Early Retirement
DHS PROGRAM ASSISTANT	Termination	Gross Misconduct
FAMILY SERVICE WORKER SUPERVISOR	Termination	Gross Misconduct
FAMILY SERVICE WORKER	Termination	Gross Misconduct
DHS PROGRAM ASSISTANT	Termination	Gross Misconduct
FAMILY SERVICE WORKER	Termination	Gross Misconduct
FAMILY SERVICE WORKER	Termination	Gross Misconduct
FAMILY SERVICE WORKER	Termination	Gross Misconduct
FAMILY SERVICE WORKER	Termination	Health Reasons - Self
DHS PROGRAM ASSISTANT	Termination	Health Reasons - Self
FAMILY SERVICE WORKER	Termination	Health Reasons - Self
DHS PROGRAM ASSISTANT	Termination	Health Reasons - Self
FAMILY SERVICE WORKER SPECIALIST	Termination	Health Reasons - Self
QUALITY ASSURANCE ANALYST	Termination	Involuntary
ADMINISTRATIVE SPECIALIST II	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER COUNTY SUPERVISOR	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
FAMILY SERVICE WORKER	Termination	Involuntary
DHS PROGRAM ASSISTANT	Termination	Involuntary
ADMINISTRATIVE SPECIALIST II	Termination	Involuntary
DHS PROGRAM ASSISTANT	Termination	Management Conflict

**DCFS
Terminations
Calendar Year 2015**

Position(Name)	Name of action type	Name of reason for action
FAMILY SERVICE WORKER SUPERVISOR	Termination	Management Conflict
DHS PROGRAM ASSISTANT	Termination	Management Conflict
FAMILY SERVICE WORKER	Termination	Management Conflict
FAMILY SERVICE WORKER SPECIALIST	Termination	Non-Participating Agency
FAMILY SERVICE WORKER SUPERVISOR	Termination	Non-Participating Agency
FAMILY SERVICE WORKER SUPERVISOR	Termination	Non-Participating Agency
FAMILY SERVICE WORKER	Termination	Non-Participating Agency
FAMILY SERVICE WORKER SUPERVISOR	Termination	Non-Participating Agency
FAMILY SERVICE WORKER	Termination	Non-Participating Agency
FAMILY SERVICE WORKER	Termination	Non-Participating Agency
FAMILY SERVICE WORKER	Termination	Probationary Period
FAMILY SERVICE WORKER	Termination	Probationary Period
FAMILY SERVICE WORKER	Termination	Probationary Period
DHS PROGRAM ASSISTANT	Termination	Probationary Period
DHS PROGRAM ASSISTANT	Termination	Probationary Period
FAMILY SERVICE WORKER	Termination	Probationary Period
ADMINISTRATIVE SPECIALIST III	Retirement	Retirement
FAMILY SERVICE WORKER CLINICAL SPEC	Retirement	Retirement
DHS PROGRAM ASSISTANT	Retirement	Retirement
DHS PROGRAM ASSISTANT	Retirement	Retirement
FAMILY SERVICE WORKER SPECIALIST	Retirement	Retirement
FAMILY SERVICE WORKER SUPERVISOR	Retirement	Retirement
LOCAL OFFICE ADMINISTRATIVE ASSISTANT	Retirement	Retirement
FAMILY SERVICE WORKER SUPERVISOR	Retirement	Retirement
DHS PROGRAM ASSISTANT	Retirement	Retirement
FAMILY SERVICE WORKER SPECIALIST	Retirement	Retirement
FAMILY SERVICE WORKER COUNTY SUPERVISOR	Retirement	Retirement
FAMILY SERVICE WORKER SPECIALIST	Retirement	Retirement
TRAINING PROJECT MANAGER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary

DCFS
Terminations
Calendar Year 2015

Position(Name)	Name of action type	Name of reason for action
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SPECIALIST	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER COUNTY SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER COUNTY SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FISCAL SUPPORT ANALYST	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary

DCFS
Terminations
Calendar Year 2015

Position(Name)	Name of action type	Name of reason for action
DHS PROGRAM ASSISTANT	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary

**DCFS
Terminations
Calendar Year 2015**

Position(Name)	Name of action type	Name of reason for action
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS AREA MANAGER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary

**DCFS
Terminations
Calendar Year 2015**

Position(Name)	Name of action type	Name of reason for action
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
DHS AREA MANAGER	Termination	Voluntary
FISCAL SUPPORT ANALYST	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER SUPERVISOR	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary

**DCFS
Terminations
Calendar Year 2015**

[illegible]

**DCFS
Terminations
Calendar Year 2015**

Position(Name)	Name of action type	Name of reason for action
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Voluntary
DHS PROGRAM ASSISTANT	Termination	Voluntary
FAMILY SERVICE WORKER	Termination	Working Conditions

7b

DHS RESIGNATION/TERMINATION CHECKLIST

The Hiring Supervisor will document the conduct of any separation from employment, whether voluntary or involuntary, from DHS following the procedures in the Resignation/Termination Policy, DHS-1049, utilizing this checklist.

Employee Name	Employee ID Number	Resignation/Termination Date
Supervisor Name	Division	Interview Date

1. ☐ Resignation/Termination Interview was conducted in the manner required by Section III.
2. ☐ Employee was given a DHS-1179, Exit Survey, and provided an envelope in which to seal the completed document addressed to OFA/OHR - Recruitment; PO Box 1437, Slot W301, Little Rock, AR 72203-1437.
3. ☐ Supervisor conducted status assessment of resigning/terminated employee's assignments to allow timely transitions to other staff members' workloads.
4. ☐ Supervisor explained compensation and benefits available to the resigning/terminated employee, including COBRA.
5. ☐ A post-resignation/termination letter was sent to the employee, in every case where the immediate supervisor was unable to conduct the Resignation/Termination Interview.
6. ☐ Supervisor placed all documentation, except the Exit Survey, regarding the Resignation/Termination Interview in the employee's personnel file.
7. ☐ Supervisor arranged for discontinuation of the employee's password and security access to DHS information technology systems, if applicable.
8. ☐ Supervisor completed and forwarded Leave Payout Authorization, DFA/OPM Form ITO416 and Request for Personnel Action, DHS Form 1161 to initiate final payment to resigning/terminating employee and to have employee's name and roles removed from AASIS.
9. ☐ All personal belongings of a deceased employee left at DHS were collected and sent to employee's estate or legal beneficiary.
10. ☐ Written request was sent to estate or legal beneficiary for return of all DHS property checked out in decedent's name.

11. ☐ In the case of an employee transferring to another state agency, all DHS property checked out was retrieved, in accordance with Section VII and documented on the DHS Property Issuance and Return Checklist, Form DHS-1164.
12. ☐ In the case of an involuntarily terminated employee, all DHS property was retrieved, in accordance with Section VII and documented on DHS Property Issuance and Return Checklist, Form DHS-1164.
13. ☐ Supervisor has referred to the Office of Policy and Legal Services any refusals by a resigning/terminated employee to return all DHS property or satisfy all financial obligations.
14. ☐ Two week notice was received from resigning employee.
15. ☐ Ninety-day notice was received from retiring employee.
16. ☐ Written as well as oral notice of termination was given to an involuntarily terminated employee.
17. ☐ Resignation letter from employee resigning in lieu of termination was accepted in writing.
18. ☐ Any request made by a terminated employee for a change of the termination code he or she was assigned was forwarded to the division director.
19. ☐ The supervisor has included in the employee's personnel file all documentation regarding an employee terminated without prejudice, who, though ineligible for reemployment in the same job classification is immediately eligible for other vacant positions.
20. ☐ The hiring official has received a physician's certificate indicating that an employee previously terminated without prejudice for health/inability to return to work reasons can perform the functions of the job description of a new position for which the employee has applied.

cc: Supervisor's Personnel File

DHS Policy 1049 RESIGNATION/TERMINATION POLICY

I. Purpose:

This policy establishes Department of Human Services procedures regarding employee resignation/termination and is applicable to all Department of Human Services employees. Separation from Department of Human Services employment, whether voluntary or involuntary, will be handled in a responsible manner by all individuals involved.

II. Resignation/Termination Checklist

Immediately upon being made aware that an employee has left or will be leaving DHS employment, the supervisor will complete a form DHS-1177, Resignation/Termination Checklist (available on DHS Share) and in a timely manner initiate the appropriate steps listed. Referring to this policy for direction, the supervisor will document completion of each step by checking the space provided on form DHS-1177.

III. Resignation/Termination Interview

- (a) A Resignation/Termination Interview should be conducted by the immediate supervisor with each of his or her employees who terminates DHS employment.
- (b) The interview should be held privately, and every effort made to encourage the resigning/terminating employee to discuss frankly all aspects of employment at DHS, whether the separation is voluntary or involuntary.
 - (1) The resigning/terminating employee will be given form DHS-1179, Exit Survey (available on DHS Share). To assure confidentiality the employee will be provided an envelope in which to seal the completed form addressed to OFA/OHR – Recruitment; PO Box 1437, Slot W301, Little Rock, AR 72203-1437.
 - (2) Form DHS-1177, Resignation/Termination Checklist, should be reviewed with the employee to assure that all applicable steps have been completed.
 - (3) A status assessment will be made of the resigning/terminating employee's current assignments and projects to allow their timely transition to other staff to avoid a disruption of the work flow.
 - (4) Supervisors should explain what compensation and benefits the employee will receive including Consolidated Omnibus Budget Reconciliation Act (COBRA). Information on employee compensation and benefits can be obtained from OFA/Payroll. Additional information regarding COBRA is available on the Internet at <http://www.insure.com/health/cobra.html>.

- (c) If the termination is involuntary, and circumstances warrant, supervisors will arrange for a reliable witness to be present in order to corroborate what was said. Supervisors should also follow the guidelines listed below:
 - (1) State the actual and true reasons for the employee's discharge in clear language that he or she can understand.
 - (2) Assure that the employee knows the decision is final with no room for negotiation.
 - (3) Do not become emotional and criticize or argue with the employee.
 - (4) Help the employee keep his or her self-respect by treating the employee with courtesy.
 - (5) Give the employee the option to resign, if appropriate.
 - (6) Take notes and document the meeting using detailed and specific facts in a narrative style. The documentation will be forwarded to the division director/designee, a copy will be sent to the employee, and a copy will be retained in the employee's personnel file.
 - (7) Arrange any necessary follow-up meetings.
 - (8) Do not allow the employee to return to his/her workstation, unless accompanied by the supervisor.
 - (9) Inform the employee of the appeals process as outlined in DHS Policy 1086, Employee Mediation/Grievance.
- (d) All documentation, except the Exit Survey and any notes gathered in the interview, will be maintained in the employee's personnel file for a period of five years.
- (e) Information derived from the interview and form DHS-1179, Exit Survey, will be used for implementing improvements.
- (f) Post Resignation/Termination Letter: If the immediate supervisor is unable to conduct a Resignation/Termination Interview, a post resignation/termination letter will be sent to the employee. The letter will contain information regarding compensation, benefits, date to expect final payment, termination status (eligible/ineligible for rehire), and any other pertinent information that would have been presented at the interview.

IV. Discontinuing Access to Department of Human Services Computerized Information Systems

- (a) The supervisor must arrange for a terminated employee's password and security access to Department of Human Services information technology systems to be discontinued. When appropriate, this action will take place immediately or not more than one hour after termination. It will include, at a minimum, discontinuing access to Department of Human Services' network and mission-critical applications.

- (b) Upon completion of any required divisional procedures, a DHS-0359, Systems Access Request form (available on DHS Share) will be completed and forwarded to the Office of Systems Technology or the systems access contractor. The supervisor may contact Office of Systems Technology for immediate deletion of the employee's password and systems access. If necessary, deletion of the password and systems access can be completed prior to the employee's termination.

V.

Completing Forms DHS-1161 and DHS-1966

Immediately upon learning that one of his/her employees has or will be terminating employment, the supervisor will complete and forward the following forms to initiate processing of the employee's final payment and to facilitate removal of the employee's name from the Arkansas Administrative Statewide Information System (AASIS) to assure cessation of employee benefits past the resignation/termination date:

- (a) Form DHS-1966, Leave Payout Authorization (available at DHS Share website) will be forwarded to the DHS Office of Finance and Administration (OFA) Payroll Section.
- (b) Form DHS-1161, Request for Personnel Action (available on DHS Share) will be forwarded to the OFA/Personnel Processing Section. The written notice of resignation/termination will be attached to the form DHS-1161 prior to processing, when applicable. For those employees allowed to resign in lieu of being terminated, the form DHS-1161 will be coded as "ineligible for rehire" which Personnel Processing will enter into AASIS where it can be extracted by the Recruitment Branch for transfer to "DHS Applicant Tracking." (See Attachment 1 for appropriate termination code.)
 - (1) The coding for "ineligible for rehire" should be placed in Section III (Other) of the form DHS-1161 and annotated "Involuntary (02)" for ineligible for DHS employment for two years or "Gross Misconduct (21)" for permanent ineligibility.
 - (2) Employees who terminate employment during an investigation in which they are involved will be coded as "eligible for rehire" until investigation completion. The supervisor will complete a form DHS-1161 to change the coding to "ineligible for rehire" if a status change is necessitated by the investigation results.

VI.

Deleting AASIS Roles

The supervisor must delete the employee's AASIS roles by completing the spreadsheet entitled, "Request for a Role to be Mapped". The form and instructions for completion are available on DHS Share.

VII.

Return of Department of Human Services Property

- (a) Supervisors will document the return of all Department of Human Services

property by completing a form DHS-1164, DHS Property Issuance and Return Checklist (available on DHS Share) to assure that all Department of Human Services owned property is obtained from resigning/terminating employees and all financial obligations are satisfied. The form DHS-1164 will be forwarded to OFA/Personnel and maintained in the employee's personnel file as part of the termination packet.

- (b) Employees must return all Department of Human Services property, in good working order or provide agency acknowledgement of any damage, to the appropriate supervisor and satisfy all financial obligations on or before the last work day. Examples include, but are not limited to:
 - (1) Identification cards;
 - (2) Building access cards;
 - (3) Keys to buildings, vehicles, and equipment;
 - (4) Beepers, pagers, cellular telephones, and other communications equipment;
 - (5) Policy manuals, files and other confidential material;
 - (6) Books and other materials;
 - (7) Computers, software, documentation, supplies, and other computer-related materials;
 - (8) Credit, telephone, and other cards;
 - (9) Education loans; and
 - (10) Travel advances.
- (c) Any refusals by the employee to return all Department of Human Services property and satisfy all financial obligations will be referred to the Office of Policy and Legal Services and to law enforcement agencies, if appropriate.

VIII. Building Access Cards (Central Office Complex)

- (a) Supervisors will notify the building manager when a member of their staff leaves Department of Human Services employment to allow deactivation of the employee's building access card, if applicable.
- (b) Procedures for acquiring, replacing and returning access cards and for obtaining a refund of parking fees is located on DHS Share.

IX. Types of Resignation/Termination

- (a) Resignation (voluntary termination);
- (b) Retirement;
- (c) Reduction in Force (RIF);
- (d) Death;

- (e) Transfer;
- (f) Involuntary Termination; and
- (g) Resignation in Lieu of Involuntary Termination.

X. Resignation

Employees who decide to leave Department of Human Services employment are encouraged to give their immediate supervisor at least two weeks written notice. Although a departing employee cannot be forced to follow Department of Human Services procedure, failure to do so could be a consideration if the employee later requests reemployment or a job reference.

XI. Retirement

Eligible employees considering retirement should notify their supervisor as early as possible or at least 90 days before he/she plans to terminate employment to assure timely completion of required paperwork. Potential retirees should also contact the Arkansas Public Employees Retirement System (APERS) for information regarding benefit options, required timelines, and a retirement packet containing forms to be completed by Department of Human Services. (APERS suggests the initial contact be made 12 months prior to the employee's planned retirement date.)

XII. Reduction in Force

Budget constraints, funding reductions, or reorganization may necessitate elimination of positions and removal of employees through a reduction in force. All proposed reductions in force require prior approval by the Department of Human Services Director and will be performed in accordance with DHS Policy 1023, Workforce Reduction Policy.

XIII. Death

Upon the death of an employee a final payment will be prepared to the decedent's estate or legal beneficiary by the OFA/Payroll Section (See Section XVII, Final Payment). The supervisor will forward any of the decedent's personal belongings to the beneficiary with a written request for the return of all Department of Human Services property checked out in the decedent's name, if applicable.

XIV. Transfer

- (a) Employees transferring to another state agency will be compensated at the time of transfer for all accumulated Fair Labor Standards Act compensatory time. If the transfer is without a break in service the employee will maintain all accumulated annual and sick leave. (See DHS Policy 1007, Leave Policy)
- (b) When an employee transfers within Department of Human Services the supervisor will review Section VII, Return of Department of Human Services Property, to determine if any or all of the items apply.

XV.**Involuntary Termination**

- (a) All involuntary terminations, including those occurring during a new-hire probationary period, must be approved by the division director/designee and performed in accordance with DHS Policy 1084, Employee Discipline: Conduct/Performance.
- (b) Employees will be informed by their supervisor orally and in writing of the reason for termination. If circumstances warrant, a reliable witness must be present at all meetings in which involuntary termination actions are discussed with employees, except for those involving a reduction in force RIF.
- (c) Employees terminated for cause will be ineligible for rehire with Department of Human Services for a period of two years or, in cases of extreme violations of conduct, will be permanently ineligible for rehire. (See DHS Policy 1084, Employee Discipline: Conduct/Performance)
 - (1) The supervisor will provide written notification to terminated employees coded ineligible for rehire informing them of the coding and the reason they were assigned the ineligible for rehire code.
 - (2) Terminated employees who wish to request a change of the termination code they were assigned may submit a request to the Assistant Director, OFA/Human Resources/Support Services Section. The request will be forwarded to the division director who assigned the code for a determination of whether the request should be granted.
- (d) Employees terminated without prejudice for unsatisfactory performance will not be eligible for reemployment in the same job classification from which they were terminated for a period of two years but will be immediately eligible to apply for any advertised vacant position for which they meet minimum qualifications. Since AASIS does not allow this type of coding for terminated employees, the supervisor will include all documentation for the termination in the employee's personnel file. (Terminations for unsatisfactory performance will be performed in accordance with DHS Policy 1093, Performance Evaluation.)
- (e) Employees terminated without prejudice for health reasons/inability to return to work will be eligible to apply for any advertised position for which they meet minimum qualifications. A physician's certificate indicating that the employee can perform the functions outlined in the job description for which the employee has been accepted must be submitted to the hiring official prior to employment.
- (f) In compliance with Act 653 of 2003, eligible veterans who have separated from the agency without prejudice shall be eligible for reemployment for a period of time no less than the continuous period of service to the agency provided they meet the minimum qualifications for the position. However, time spent in the Armed Forces will not count on reemployment efforts.

XVI. Resignation in Lieu of Involuntary Termination

- (a) Employees being terminated may have the option of resigning in lieu of being involuntarily terminated, at the discretion of the division director.
- (b) If the resignation is accepted, it should be submitted and accepted in writing. However, an employee who resigns in lieu of termination will not be considered eligible for future rehire without a waiver by the DHS Director. (NOTE: Waivers granted by the DHS Director to employees who resign in lieu of termination will be maintained in the employee's personnel file and AASIS will be upgraded to "eligible for rehire.")

XVII. Final Payment

Employees who resign or terminate will receive a final payment that includes payment for unpaid salary, unused compensatory time, and accrued annual leave up to 240 hours, including unused holidays. (See DHS Policy 1007, Leave Policy) The final payment to employees terminating due to retirement or death may also include a percentage of their accrued but unused sick leave. (See DHS Policy 1092, Sick Leave Incentive Program.)

Attachment 1

TERMINATION CODES

Action	Name of Reason for Action	
01	Voluntary	
02	Involuntary	Ineligible for reemployment with DHS for a period of two (2) years
03	Seasonal/Temporary	
04	No Reason Given	
05	Management Conflict	
06	Probationary Period	
07	Career Opportunity	
08	Military	
09	Health Reasons – Self	
10	Health Reasons – Family	
11	Education/Retraining	
12	Relocation	
13	Non-Participating Agency	
14	Limited Advancement	
15	Insufficient Pay or Benefits	
16	Working Conditions	
17	Unsatisfactory Job Performance	
18	Non-Reappointment	
19	Death of Employee	
20	Reduction in Force (RIF)	
21	Gross Misconduct	Permanently ineligible for reemployment with DHS

- For Terminations or Resignations
- For Employee Transfers or Promotions/Demotions
- For Comp Time Payouts

Employee Name (Last, First, Middle)		Personnel Number	Effective Date	Termination Date
Business Area	Agency Name	Personnel Area	Organization Unit	
0710	Department of Human Services			

LEAVE CATEGORIES AND CODES

PAYROLL USE ONLY

- | | | PAYROLL USE ONLY | | | |
|-------------------------------|-----------------------------------|------------------|-----|---|-------------------|
| ☐ ANNL | — Annual | Hours | +/- | = | Reason for Change |
| ☐ EMBD | — Birthday | Hours | +/- | = | |
| ☐ HLDY | — Holiday | Hours | +/- | = | |
| ☐ COMP | — Compensatory (1.0) QT 15 (C00) | Hours | +/- | = | |
| ☐ COMP | — Compensatory (1.5) QT 16 (C00) | Hours | +/- | = | |
| ☐ COMP | — Compensatory (1.5) QT 16 (C06) | Hours | +/- | = | |
| ☐ SICK | Payout Retirees ONLY Are Eligible | Hours | +/- | = | |

Maximum Payout for all Retiree Sick categories may not exceed \$7,500.00

☐ Payment disposition — Retirement Only: I authorize the transfer of \$ _____ of my final leave payout to my 457(b) retirement account (Arkansas Diamond Plan).

☐ 50% ☐ 70%
☐ 60% ☐ 80%

☐ Catastrophic Leave Bank Program Donor Application has been submitted (if applicable).

Comments: (Note any Donations to the Catastrophic Leave Fund)

Employee Signature for Leave Purposes

Employee Signature for Leave Payout

Date

AUTHORIZATION: I affirm the Agency/Institution has sufficient appropriation as approved by the Chief Fiscal Officer of the state and appropriate funding to expense this action.

☐ Approved ☐ Disapproved ☐ Approved ☐ Disapproved	Approving Authority-PRINTED NAME	SIGNATURE	Date
	Approving Authority-PRINTED NAME	SIGNATURE	Date
	Date Entered By		Date
REQUIRED: Contact Info: (Phone and/or e-mail):			
Please note the following: 1. Effective date for employee exiting state employment should be the last day of employment.			

REQUIRED: Contact Info:
(Phone and/or e-mail):

Please note the following:

1. Effective date for employee exiting state employment should be the last day in pay status.
 2. Effective date for other payouts should equal the Pay Period Beginning Date.
 3. Termination Date for employee exiting state employment should equal employee's termination date in AASIS.
 4. The amount due an employee for accrued and/or unused leave shall be paid to the employee in a lump sum upon retirement, resignation, termination or other action only. The lump sum will not exceed 30 days/240 hours of Annual Leave including Holiday and Birthday Leaves.
- In the event of death of an active employee, 60 days is the maximum Annual Leave Payout including Holiday and Birthday Leaves to the employee's estate.

ARKANSAS DEPARTMENT OF HUMAN SERVICES
Leave Payout Authorization



CHECK HERE:

- ☐ For Terminations or Retirements
- ☐ For Employee Transfers or Promotion/Demotions
- ☐ For Comp Time Payouts

INSTRUCTIONS:

1. Designate the type of payout used for this form by checking one of the three check boxes on the upper right portion of the form: Terminations or Retirements, Employee Transfers or Promotions/Demotions, and Comp Time Payouts.
2. Fill in the Employee Name
3. Fill in the Employee Personnel Number
4. Fill in the Effective Date – the last day the employee is in Active Pay Status.
5. Fill in the Termination Date – the date the termination period begins in AASIS.
6. Fill in the Employee Personnel Area
7. Fill in the Employee Organizational Unit – text field
8. **Leave Categories and Codes:** fill in the unpaid leave hours for the employee as hours and decimal portions of hours (Example: 3 hours and 15 minutes would be 3.25 on the form). On termination or retirement, the maximum number of hours that the employee will be paid will be 240 hours for Annual, Birthday and Holiday hours. On death of an employee, the maximum increases to 480 hours.
9. **Sick Leave Payout for Retirees Only:** fill in the number of unpaid sick hours for the employee. To qualify, the employee must have at least 400 sick hours; Family Medical Leave Sick (FMLS) hours will be added back to meet the qualification, so references and documentation of prior FMLS hours should be attached to this form.
10. **PAYROLL USE ONLY** – this section is for use by the payroll staff for any adjustments to leave pay outs.
11. **Payment disposition - Arkansas Diamond Plan** – The employee should check this box if they want a portion of their retirement leave payout to go to their Arkansas Diamond Retirement account, and fill in the amount or percentage.
12. **Catastrophic Leave Bank Program** – if the employee has submitted a donor application to the Catastrophic Leave Bank, check this box.
13. **COMMENTS:** use this section for any comments, such as "Family Medical Leave documents are attached" or a "Donation of all hours over the maximum payout allowed to the Catastrophic Leave Bank."
14. **Employee Signature and Date** – required or Employee not available for signature.
15. **Approving Authority** – required; Print the name of the approving authority, Sign and Date.
16. **Data Entered by** – The name of the person who enters the data into AASIS, and date.
17. **REQUIRED: Contact Info: (Phone and/or e-mail)** – The name of the person to be contacted if there are questions on this form, along with either a phone number or e-mail address.

DHS EXIT SURVEY

#8

We appreciate your taking a few minutes to complete this form. All responses will be held in strict confidence and will be utilized in our ongoing recruitment and retention program.

Section I. Reasons for leaving your current position

1. How long have you been with DHS? _____ Years _____ Months; in your current position? _____ Years _____ Months
2. For which Division are (were) you working? _____
3. Are you leaving: ☐ Voluntarily ☐ Involuntarily ☐ Due to Reduction-In-Force
4. Please check each statement below that strongly influenced your decision to leave your current position.
Leave blank those items that had little or no influence on your decision to leave:

☐ Transferring within DHS ☐ Transferring to another state agency ☐ Going to the private sector ☐ Returning to school ☐ Relocating ☐ Retiring ☐ Health reasons (self) ☐ Health reasons (family)	☐ Pay and benefits ☐ Job match with skills ☐ Relations with co-workers ☐ Relations with supervisor/manager ☐ Job stress ☐ Workload/Caseload ☐ Working conditions (travel, hours, on-call) ☐ Career opportunity
---	---
5. Please write in below the main reason why you are leaving your current position: _____
6. Would you consider working for DHS again? ☐ Yes ☐ No

Section II. Please rate the following statements concerning your employment with DHS as:

5 = Strongly Agree 4 = Agree 3 = Neither Agree nor Disagree 2 = disagree 1 = Strongly Disagree

Circle one number per statement

- | | | | | | |
|---|---|---|---|---|---|
| 1. My supervisor's expectations, work assignments, and deadlines were reasonable and clearly communicated. | 5 | 4 | 3 | 2 | 1 |
| 2. My supervisor provided timely and useful feedback about my job performance. | 5 | 4 | 3 | 2 | 1 |
| 3. My work unit worked well together as a team to effectively accomplish our assigned tasks. | 5 | 4 | 3 | 2 | 1 |
| 4. My supervisor allowed and encouraged my participation in training courses, conferences, seminars and workshops. | 5 | 4 | 3 | 2 | 1 |
| 5. My supervisor was effective in administering his/her work unit. | 5 | 4 | 3 | 2 | 1 |
| 6. I completed several training courses(s) offered by DHS to improve my job skills and my competitiveness for promotion. (If not, please indicate in the comment section the courses you needed and why they were not available.) | 5 | 4 | 3 | 2 | 1 |
| 7. I was provided a good orientation to the job and the agency. | 5 | 4 | 3 | 2 | 1 |
| 8. My opportunities for advancement in DHS were very good. (If not, please explain in the comment section.) | 5 | 4 | 3 | 2 | 1 |
| 9. My paycheck was always accurate and on time. (If not, please explain in comment section.) | 5 | 4 | 3 | 2 | 1 |
| 10. DHS provided a good employee benefit package. | 5 | 4 | 3 | 2 | 1 |
| 11. My work accomplishments were recognized. | 5 | 4 | 3 | 2 | 1 |
| 12. Work performance standards were reasonable and applied fairly. | 5 | 4 | 3 | 2 | 1 |
| 13. I received adequate resources to perform my job. | 5 | 4 | 3 | 2 | 1 |
| 14. I would recommend my section/unit as a good place to work. | 5 | 4 | 3 | 2 | 1 |
| 15. I would recommend DHS as a good place to work. | 5 | 4 | 3 | 2 | 1 |

Comments can be placed on the back of this form.

Please return form to: OFA/HRSS – Recruitment; PO Box 1437, SLOT W301, Little Rock, AR 72203-1437

#9

EXIT INTERVIEW SUMMARY

REPORT FOR D-DIVISION OF CHILDREN AND FAMILY

COVERING THE PERIOD FROM 1/1/2015 THROUGH 12/31/2015

TOTAL # OF INTERVIEWS: 91

TIME WITH DHS:

Median years in position: 1.33

Period of employment in relevant position

Less than 6 months:	20	10-15 years:	3
6-12 months:	18	15-20 years:	1
1-2 years:	16	20-25 years:	1
2-3 years:	14	25-30 years:	0
3-4 years:	8	30-35 years:	0
4-5 years:	3	35 years or more:	0
5-10 years:	7		

Median years with DHS: 2.00

Period of employment with DHS

Less than 6 months:	13	10-15 years:	2
6-12 months:	16	15-20 years:	7
1-2 years:	15	20-25 years:	2
2-3 years:	12	25-30 years:	1
3-4 years:	10	30-35 years:	1
4-5 years:	3	35 years or more:	1
5-10 years:	8		

DECISION TO LEAVE:

Voluntary: 84

Involuntary: 3

Reduction in Force: 0

Transferring within DHS:	7	Pay and benefits:	25
Transferring to another state agency:	4	Job match with skills:	5
Going to the private sector:	10	Relations with co-workers:	6
Returning to school:	10	Relations with supervisor/manager:	27
Relocating:	10	Job stress:	37
Retiring:	11	Workload/Caseload:	28
Health reasons (self):	10	Working conditions (travel, hours, on-call):	45
Health reasons (family):	8	Career Opportunity:	18

Would work for DHS again:

Yes: 58 No: 33

Total # of employees who left DHS: 0 Percentage who completed interviews: #Type! %

FEEDBACK:

My supervisor's expectations, work assignments, and deadlines were reasonable and clearly communicated.

Strongly Agree - 25 Agree - 24 Neither Agree nor Disagree - 14 Disagree - 18 Strongly Disagree - 10
Average - 3.40

My supervisor provided timely and useful feedback about my job performance.

Strongly Agree - 21 Agree - 30 Neither Agree nor Disagree - 12 Disagree - 11 Strongly Disagree - 16
Average - 3.32

My work unit worked well together as a team to effectively accomplish our assigned tasks.

Strongly Agree - 39 Agree - 25 Neither Agree nor Disagree - 7 Disagree - 10 Strongly Disagree - 7
Average - 3.90

My supervisor allowed and encouraged my participation in training courses, conferences, seminars and workshops.

Strongly Agree - 31 Agree - 27 Neither Agree nor Disagree - 18 Disagree - 5 Strongly Disagree - 8
Average - 3.76

My supervisor was effective in administering his/her work unit.

Strongly Agree - 23 Agree - 24 Neither Agree nor Disagree - 18 Disagree - 9 Strongly Disagree - 17
Average - 3.30

I completed several training course(s) offered by DHS to improve my job skills and my competitiveness for promotion.

Strongly Agree - 38 Agree - 28 Neither Agree nor Disagree - 15 Disagree - 2 Strongly Disagree - 5
Average - 4.05

I was provided with a good orientation to the job and the agency.

Strongly Agree - 27 Agree - 31 Neither Agree nor Disagree - 16 Disagree - 10 Strongly Disagree - 7
Average - 3.67

My opportunities for advancement in DHS were very good.

Strongly Agree - 11 Agree - 18 Neither Agree nor Disagree - 27 Disagree - 13 Strongly Disagree - 20
Average - 2.85

My paycheck was always accurate and on time.

Strongly Agree - 56 Agree - 18 Neither Agree nor Disagree - 9 Disagree - 5 Strongly Disagree - 2
Average - 4.34

DHS provided a good employee benefit package.

Strongly Agree - 35 Agree - 33 Neither Agree nor Disagree - 15 Disagree - 5 Strongly Disagree - 3
Average - 4.01

My work accomplishments were recognized.

Strongly Agree - 16 Agree - 22 Neither Agree nor Disagree - 24 Disagree - 10 Strongly Disagree - 18
Average - 3.09

Work performance standards were reasonable and applied fairly.

Strongly Agree - 13 Agree - 18 Neither Agree nor Disagree - 22 Disagree - 20 Strongly Disagree - 16
Average - 2.91

I received adequate resources to perform my job.

Strongly Agree - 17 Agree - 17 Neither Agree nor Disagree - 30 Disagree - 12 Strongly Disagree - 14
Average - 3.12

I would recommend my section/unit as a good place to work.

Strongly Agree - 17 Agree - 19 Neither Agree nor Disagree - 21 Disagree - 15 Strongly Disagree - 19
Average - 3.00

I would recommend DHS as a good place to work.

Strongly Agree - 14 Agree - 28 Neither Agree nor Disagree - 18 Disagree - 15 Strongly Disagree - 15
Average - 3.12

MAIN REASONS FOR LEAVING:

CASELOAD WAS AT A RIDICULOUS 55. NO PRACTICAL TOOLS TO DO FIELD WORK FROM DHS SUCH AS GPS, UP TO DATE CELL PHONES, LAPTOPS, ETC AND GAS MILEAGE IS WAY TOO LOW. NOT ENOUGH PEOPLE EMPLOYED TO BRING DOWN CASELOAD

MEDICAL CONDITIONS WITH LIVE IN DAUGHTER AND NEEDING TO RELOCATE TO BE NEAR AGING MOTHER

WAS FIRED NOT BITTER JUST SAD

THE STRESS OF THE POSITION, THE EFFECT ON MY HEALTH DUE TO STRESS

DUE TO LACK OF PROFESSIONAL SUPPORT AND HONESTY BY AREA COUNTY, AND OFFICE SUPERVISORS AND LACK OF TRAINING FOR DCFS POSITION, I HAVE SOUGHT AND OBTAINED EMPLOYMENT OUTSIDE OF DHS

I AM RELOCATING AFTER MATERNITY LEAVE SO THAT I CAN HAVE FAMILY SUPPORT

I WAS HAVING A LOT OF PROBLEMS WITH SUPERVISOR

RETIRING

WANTED TO TRY SOMETHING NEW

TOOK A POSITION WITH A PRIVATE AGENCY

NO OPPORTUNITY FOR ADVANCEMENT. POOR AND INCONSISTENT MANAGEMENT. SHARING AN OPEN OFFICE SPACE WITH 3 OTHER INDIVIDUALS

I LEFT DUE TO TRAVELING 17 HRS WITHIN A 24 HR PERIOD, TO TRANSPORT CLIENTS, SUPERVISOR SAID "WELL, I GUESS YOU'LL JUST HAVE TO DO IT". PAY WAS ALSO TOO LOW

M O V I N G O U T O F S T A T E

PLEASE SEE ATTACHED

PAY AND HOURS

GOING TO GRADUATE SCHOOL AND NEW JOB

I AM LEAVING BECAUSE THE AREA DIRECTOR AND OUR NEW PROGRAM COORDINATOR HAVE DECIDED TO SINGLE OUT PA'S AND MICROMANAGE US AND THE AREA DIRECTOR HAS PROVEN THAT SHE DOES NOT CARE ABOUT HER WORKERS.

STAFF TOO SHORT, ON CALL DEMANDS DUE TO SHORT STAFF, HIGH CASE LOAD DUE TO SHORT STAFF, RELATIONSHIP BETWEEN DIRECT SUPERVISOR AND A.D.

WORKLOAD AND STRESS

ANOTHER JOB OFFER

STRESS LEVEL ALWAYS BEING TOSSED AROUND TO MULTIPLE COUNTIES

TRANSFERRING TO ANOTHER STATE AGENCY

RELOCATED DUE TO ABUSIVE RELATIONSHIP WITH HUSBAND
I AM CURRENTLY RESIGNING BECAUSE OF UNFAIR TREATMENT AND HARRASSMENT OF ALL MY DUTIES, APPEARED PERSONAL
I AM LEAVING MY CURRENT POSITION TO PURSUE ANOTHER JOB CLOSER TO MY HOME(PARENTS)
NO ROOM FOR GROWTH
THE ENVIRONMENT CHANGED AND FELT VERY NEGATIVE ON A DAILY BASIS. UNHEALTHY
RETIRING-WOULD HAVE STAYED LONGER BUT NO LONGER WANTED TO DEAL WITH UPPER MANAGEMENT FAVORITISM
I ACCEPTED A POSITION WITH UALR-NURTURING PARENT. MY MANAGER MADE IT VERY DIFFICULT TO WORK HERE AND SHE WAS NOT SUPPORTIVE.
EARLY RETIREMENT
SINGLE PARENT. DCFS HOURS AND HOME SUPPORT SYSTEM DIDN'T WORK. LOVED THE JOB
I'M LEAVING IN ORDER TO GET A CONSISTENT WORK SCHEDULE
TERMINATED
POOR LEADERSHIP. WASHINGTON COUNTY DCFS IS EXTREMELY UNORGANIZED. TOO MUCH POLITICS, AND MY DIRECT SUPERVISOR DID NOT KNOW POLICY OR HOW TO APPLY WHAT SHE KNEW
TERMINATED DUE TO POLICY 1084.3.2 WITHOUT EXPLANATION
MOVING TO FLORIDA
FOR A REDUCTION IN STRESS
CARE FOR ILL FAMILY MEMBER(MOTHER)
THE BEGINNING OF MY JOB UNDER A SUPERVISOR WHO WAS NOT VERY GOOD AS SUPERVISING A NEW WORKER. SAFETY WORK HOURS ON THE ROAD DRIVING CHILDREN WHILE BEING EXHAUSTED.
I PUT IN MY 2 WEEKS BECAUSE OF HOURS/ ON CALL, STRESS AND CASELOAD. IM LEAVING BEFORE MY TWO WEEKS BECAUSE OF SUPERVISOR
FOR WHAT IS EXPECTED OF DCFS WORKERS, THE SALARY SHOULD BE HIGHER
I AM TAKING A CAREER OPPORTUNITY THAT PAY TWICE WHAT I AM MAKING AND BETTER BENEFITS WITH AN ORGANIZATION THAT VALUES THEIR EMPLOYEES
WORKED TOO MANY HOURS A WEEK TO NOT HAVE FAITH IN MY EMPLOYER
CHILDREN LIVES WERE AT RISK DUE TO LARGE CASE LOAD
FOUND POSITION THAT WAS WITHIN MY DEGREE FIELD, AND TOO LONG OF HOURS AND NOT ENOUGH PAY FOR THE AMOUNT OF WORK.

TRAVEL, HOURS AND ORGANIZATION. I WAS OFFERED A JOB WITH HOURS THAT BETTER FIT MY FAMILY SITUATION, NO TRAVEL TIME AND A BETTER ORGANIZED AGENCY
ACCEPTING ANOTHER POSITION
BURN OUT
BECAUSE OF NO SUPPORT AND DISCRIMINATION. THE JEFFERSON COUNTY OFFICE IS THE MOST UNPROFESSIONAL PLACE I HAD EVER WORK
MORAL ISSUES. DON'T BELIEVE DCFS IS FOLLOWING ITS OWN MISSION STATEMENT
THE ENTIRE SYSTEM IS LIKE A 30 YEAR BROKEN MARRIAGE THAT CONTINUES TO BE SALVAGED. CHANGES NEED TO BE MADE
HEAVY CASELOADS. WORKING INVESTIGATIONS FOR TWO COUNTIES WAS STRESSFUL. ONLY ASSESSED IN MY COUNTY AND I WAS TOO OVERLOADED WITH CASES.
I ACCEPTED A POSITION WITH DCO IN WASHINGTON COUNTY
THE DOCTOR RESTRICTED WHAT I COULD DO PHYSICALLY. THEREFORE I COULD NOT PERFORM TASKS
THE STRESS OF THE JOB WAS TOO MUCH, ALONG WITH NOT BEING ABLE TO HELP THE FAMILIES ON MY CASELOAD DUE TO BEING ASSIGNED INVESTIGATIONS CONSTANTLY.
HOURS, ON CALL, PAY, I HAVE A MASTERS DEGREE AND WAS NOT PAID FOR IT
EARLY RETIRING FOR HEALTH REASON
MY HEALTH WAS DECLINING WHICH I FELT WAS CAUSED SOMEWHAT BY THE STRESS OF THE JOB. MANY EMPLOYEES ARE DIFFICULT, WONT WORK AND TAKE FML OFTEN.
LACK OF SUPERVISOR SUPPORT, LACK OF SUPERVISOR KNOWLEDGE OF THE JOB, ADDED STRESS TO WORK ENVIRONMENT.
WORKING CONDITIONS, NO TEAMWORK
TRANSFERRING TO DEPARTMENT OF COUNTY OPERATIONS
I WAS DISSATISFIED WITH THE POSITION AND OVERALL ORGANIZATION
THE OVERALL WORK ENVIRONMENT IS STRESSFUL AND TOXIC
WANTS TO GO BACK TO SCHOOL TO EARN DOCTERATE DEGREE
I WAS OFFERED A JOB THAT HAS BETTER HOURS, NO TRAVEL TIME AND BETTER BENEFITS
I HAVE SCHOOL AGE CHILDREN AND WAS NOT GETTING TO SPEND MANY EVENINGS WITH THEM
SALARY, FORCED TO USE MY OWN VEHICLE FOR ALL WORK RELATED DUTIES
CAREER OPPORTUNITYYY BUT HEAVILY INFLUENCED BY THE # OF "JOB"CARRYING

THE CONTINUING OVERLOAD OF CASES AND INCOMPETENT AND UNQUALIFIED SUPERVISORS
HEALTH REASONS
ON CALL 7 DAYS IN A ROW=TOO STRESSFUL, NO TRAINING ON THE JOB, ALL EMPLOYEES ARE NOT TREATED EQUALLY
STRESS LEVEL HIGH. NOT ABLE TO SPEND ENOUGH TIME AT HOME WITH FAMILY
I WAS TOLD TO ENGAGE IN UNETHICAL CONDUCT OR FACE TERMINATION
I LEFT BECAUSE I HAVE TWO CHILDREN, 7 AND 11, AND I WOULDN'T GET HOME UNTIL LATE. I HATED LEAVING THEM
RELOCATING TO DUE TO HUSBANDS EMPLOYMENT
SUPERVISOR TREATMENT AND EXPECTATIONS AS WELL AS BELOW MIN. WAGE SALARY WHEN WORKING OT
UNFAIR TREATMENT BY SOME OF THE SUPERVISORS- ONGOING WITHIN PAST YEAR.
I AM GETTING MARRIED AND MOVING TO BE WITH MY HUSBAND; ALSO STARTING A MASTERS PROGRAM
NEEDED MORE PAY
OVERWORKED (SHORT STAFFED)
I WAS TOLD, DUE TO UNEXPECTED ILLNESS, I WAS UNRELIABLE AND QUESTIONED AS TO WHAT ILLNESS NEXT I WOULD BE SUFFERING FROM
UNFAIR TREATMENT BY SUPERVISOR. COUNTY SUPERVISOR IGNORES ANY ISSUES THAT OCCUR
HEALTH
I RETIRED
I FOUND IT HARD TO BE A SUPERVISOR AND ALSO DO CASEWORK AND THERE'S NOT ENOUGH STAFF TO BE EFFECTIVE WITH FAMILIES
I AM RETURNING TO MY HOMETOWN
THE JOB STRESS AND LACK OF CONSISTANT WORKERS MADE THE JOB NOT WORTH IT-THEY WERE GOING TO MOVE MY JOB DESCRIPTION WITHOUT DISCUSSION WITH ME FIRST.

REDACTED

COMMENTS:

Q6. NEVER

Q3. DUE TO CASELOAD EFFECTIVE ACCOMPLISHING WAS IMPOSSIBLE UNLESS MORE PEOPLE ARE ADDED TO THE WORKFORCE

Q12. THIS IS IRRELEVANT BECAUSE THERE WERE/ARE JUST NOT ENOUGH PEOPLE SO WORK STANDARDS WERE SKEWED.

I TRULY ENJOY THE WORK OF BEING

DUE TO LACK OF PROFESSIONAL SUPPORT AND HONESTY BY AREA COUNTY, AND OFFICE SUPERVISORS AND LACK OF TRAINING FOR DCFS POSITION, I HAVE SOUGHT AND OBTAINED EMPLOYMENT OUTSIDE OF DHS.

I WOULD CONSIDER WORKING FOR DHS AGAIN, IF POLICY WERE MAINTAINED AND F

MY OFFICE LACKED TEAMWORK AND LEADERSHIP, HOWEVER MY CO WORKERS AND I WORKED WELL TOGETHER FOR THE MOST PART.

I FEEL THAT HAD I HAD BETTER SUPERVISION THAT I WOULD HAVE BEEN MORE INCLINED TO MAINTAIN MY POSITION WITH THE DEPARTMENT.

COMMENTS ON FILE

MY ANSWERS ARE CONCERNING IMMEDIATE SUPERVISOR.

Q14. ONLY IF AREA DIRECTOR AND PROGRAM COORDINATOR WERE RELOCATED TO A DIFFERENT AREA.

IN MY ONE YEAR AND FOUR MONTHS AT DCFS, I HAD 5 DIFFERENT SUPERVISORS. I BELIEVE IT WOULD BE MORE BENEFICIAL TO HIRE SUPERVISORS WITH EXPERIENCE IN CHILD WELFARE AND PREFERABLY FROM WITHIN THE AGENCY. I ALSO EXPERIENCED THAT THE SUPERVISORS WHO PLAYED A

Q6. IN A DIFFERENT AREA

AM CURRENTLY RESIGNING BECAUSE OF UNFAIR TREATMENT AND HARRASSMENT OF ALL MY DUTIES, APPEARED PERSONAL

THE SUPERVISOR WAS UNFAIR AND IS THE MAIN REASON I RESIGNED. I LOVE DHS BUT NOT UNDER THIS AREA.

Q14. NOT UNDER THE SUPERVISOR

Q15. YES BUT

NO ROOM FOR GROWTH

THE ENVIRONMENT CHANGED AND FELT VERY NEGATIVE ON A DAILY BASIS. UNHEALTHY

RETIRING-WOULD HAVE STAYED LONGER BUT NO LONGER WANTED TO DEAL WITH UPPER MANAGEMENT FAVORITISM

MY FIRST 14 OR 15 YEARS WITH DCFS WERE VERY GOOD. LAST 4 OR 5 YEARS WENT DOWN HILL. POLICY NOT FOLLOWED, NO ONE KNOWS WHAT THE "NEW" RULES ARE-SEEMS EACH

I ACCEPTED A POSITION WITH UALR-NURTURING PARENT. MY MANAGER MADE IT VERY DIFFICULT TO WORK HERE AND SHE WAS NOT SUPPORTIVE.

EARLY RETIREMENT

THERE WERE NO OPPORTUNITIES FOR ADVANCEMENT OR FOR PAY RAISES.

WORKLOADS ARE DISTRIBUTED UNFAIRLY. SOME PEOPLE ARE ORGANIZED AND DILIGENT ABOUT DOING A GOOD JOB AND ARE REWARDED BY HAVING THEIR WORKLOAD INCREASED, WHILE SOME OTHERS

AS FAR AS TO ADVANCE, I COULDN'T BEING HERE SUCH A SHORT PERIOD. LOVED DCFS, WOULD RECOMMEND TO SINGLE-NONPARENTS. HARD CAREER FOR SINGLE PARENTS BUT I ENJOYED MY WORK, CO-WORKERS, SUPERVISORS AND FAMILIES I WORKED WITH.

I'M LEAVING IN ORDER TO GET A CONSISTENT WORK SCHEDULE

POOR LEADERSHIP. WASHINGTON COUNTY DCFS IS EXTREMELY UNORGANIZED. TOO MUCH POLITICS, AND MY DIRECT SUPERVISOR DID NOT KNOW POLICY OR HOW TO APPLY WHAT SHE KNEW.

TERMINATED DUE TO POLICY 1084.3.2 WITHOUT EXPLANATION

FOR A REDUCTION IN STRESS

CARE FOR ILL FAMILY MEMBER(MOTHER)

8.REGARDLESS OF THE 15 YEARS I HAVE BETWEEN FOSTER PARENTING, C.A.S.A. SUPERVISOR AND DCFS EMPLOYEE, I COULD NOT ADVANCE WITHOUT A COLLEGE DEGREE

THIS IS NOT A JOB FOR SOMEONE WITH SMALL CHILDREN. IF THE SUPERVISOR IS NOT WILLING TO BE FLEXIBLE. SUPERVISOR WAS NOT EASY TO WORK FOR. SHE WAS VERY CONTRADICTIONARY WITH HER WORK ASSIGNMENTS AND OFTEN TIMES HAD UNREALISTIC EXPECTATIONS. IF A TASK HAD NO

I PUT IN MY 2 WEEKS BECAUSE OF HOURS/ ON CALL, STRESS AND CASELOAD. IM LEAVING BEFORE MY TWO WEEKS BECAUSE OF SUPERVISOR

FOR WHAT IS EXPECTED OF DCFS WORKERS, THE SALARY SHOULD BE HIGHER

A LOT OF STRESS WITH DCFS
PLACEMENT IS A HUGE PROBLEM
ONCALL IS STRESSFUL

COMMENTS ATTACHED ON FILE

I AM TAKING A CAREER OPPORTUNITY THAT PAY TWICE WHAT I AM MAKING AND BETTER BENEFITS WITH AN ORGANIZATION THAT VALUES THEIR EMPLOYEES

I FEEL THAT AGENCY NEEDS TO LOOK INTO A NIGHT SHIFT. I WORKED IN LAW ENFORCEMENT FOR 10 YEARS AND THERE WAS ALWAYS A

WORKED TOO MANY HOURS A WEEK TO NOT HAVE FAITH IN MY EMPLOYER

60+ CASES AND INVESTIGATING. CHILDREN LIVES WERE AT RISK DUE TO LARGE CASE LOAD.

6. I LOVED MY CAREER AND WISH DCFS/DHS WOULD RESPECT PEOPLE AND PUT KIDS AND FAMILIES FIRST.

I WENT TO COLLEGE AND TRAINED SPECIFICALLY FOR MY CAREER @ DCFS. IT BREA

FOUND POSITION THAT WAS WITHIN MY DEGREE FIELD, AND TOO LONG OF HOURS AND NOT ENOUGH PAY FOR THE AMOUNT OF WORK.

PA TRAINING WAS AVAILABLE DURING MY TIME WITH DCFS AND SUPERVISOR DID NOT SIGN ME UP TO ATTEND BECAUSE SHE "DIDN'T KNOW YOU HAD TO RSVP".

9. I COULD NEVER GET U/M OR P/W FOR ESS TO CHECK MY ENUMERATION STATEMENTS

BURN OUT

BECAUSE OF NO SUPPORT AND DISCRIMINATION. THE JEFFERSON COUNTY OFFICE IS THE MOST UNPROFESSIONAL PLACE I HAD EVER WORK

MORAL ISSUES. DON'T BELIEVE DCFS IS FOLLOWING ITS OWN MISSION STATEMENT

WHAT COULD I SAY THAT HAS NOT ALREADY? THE WORKERS, FRONT-LINE WORKERS, NEED MORE SUPPORT. UNDERSTAND THE PROBLEMS THEY FACE AND BE SINCERE WHEN DOING SO. EVERYONE KNOWS THE JOB IS STRESSFUL, HOWEVER, PROVIDING EACH COUNTY A PERSON TO DEBRIEF WITH. DO

STRESSFUL. ONLY ASSESSED IN MY COUNTY AND I WAS TOO OVERLOADED WITH CASES.

I LOVED WORKING FOR DCFS AND WORKING WITH FAMILIES. I WAS APPOINTED TO BE AN INVESTIGATOR BY MY PAST SUPERVISOR. AT THE TIME, I ADVISED HER THAT I DID NOT WANT TO BE AN INVES

THE STRESS OF THE JOB WAS TOO MUCH, ALONG WITH NOT BEING ABLE TO HELP THE FAMILIES ON MY CASELOAD DUE TO BEING ASSIGNED INVESTIGATIONS CONSTANTLY.

HOURS, ON CALL, PAY, I HAVE A MASTERS DEGREE AND WAS NOT PAID FOR IT

Q6. IF MY HEALTH CHANGE

MY JOB WITH BOTH AGENCIES WAS A JOY FOR ME. I HELPED SO MANY PEOPLE CHANGE THE LIFE EVEN MY CO-WORKER.

MY HEALTH WAS DECLINING WHICH I FELT WAS CAUSED SOMEWHAT BY THE STRESS OF THE JOB. MANY EMPLOYEES ARE DIFFICULT, WONT WORK AND TAKE FML OFTEN.

EMPLOYEES WHO TAKE FML OFTEN WITH LITTLE SUPPORTING DOCUMENTATION SHOULD BE REVIEWED MORE CLOSELY

Q14. O

COMMENTS ON FILE

LACK OF SUPERVISOR SUPPORT, LACK OF SUPERVISOR KNOWLEDGE OF THE JOB, ADDED STRESS TO WORK ENVIRONMENT.

PLEASE SEE ATTACHED LETTER BUT THE TRUTH IS THERE WERE SEVERAL TIMES AT DCFS THAT I FELT UNSUPPORTED BY SUPERVISORS. REGARDLESS

WORKING CONDITIONS, NO TEAMWORK

I WAS DISSATISFIED WITH THE POSITION AND OVERALL ORGANIZATION

THE OVERALL WORK ENVIRONMENT IS STRESSFUL AND TOXIC
Q6. MAYBE
I WAS OFFERED A JOB THAT HAS BETTER HOURS, NO TRAVEL TIME AND BETTER BENEFITS
SALARY, FORCED TO USE MY OWN VEHICLE FOR ALL WORK RELATED DUTIE
THERE WAS REALLY NO WHERE FOR ME TO ADVANCE TO UTILIZE MY SKILLS WITHIN DCFS WITHOUT HAVING TO LEAVE THE WORK UNIT
THE CONTINUING OVERLOAD OF CASES AND INCOMPTENT AND UNQUALIFIED SUPERVISORS
ON CALL 7 DAYS IN A ROW=TOO STRESSFUL, NO TRAINING ON THE JOB, ALL EMPLOYEES ARE NOT TREATED EQUALLY
I WAS HIRED AT THE SAME TIME AS ANOTHER FSW AND WENT TO TRAINING AT THE SAME TIME. THAT WORKER COULD NOT LEARN HER JOB AND HAD NO COMPUTER SKILLS OR E
STRESS LEVEL HIGH. NOT ABLE TO SPEND ENOUGH TIME AT HOME WITH FAMILY
I WAS TOLD TO ENGAGE IN UNETHICAL CONDUCT OR FACE TERMINATION
SEE ATTACHED COMMENT FOR 12.1.15
Q.6 ONLY IN ANOTHER DEPARTMENT
Q8. YOUR CHANCE FOR ADVANCEMENT IN DCFS DEPENDS ON WHO YOU KNOW. IT DOES NOT DEPEND UPON YOUR HARDWORK
NEEDED MORE PAY
OVERWORKED (SHORT STAFFED)
WHAT ADVANCEMENT AND PROMOTION????
Q6. NOT IN THE SAME DEPT. Q8. PROMOTIONS DEPEND ONN WHO LIKES YOU, NOT ON HARD WORK AND DEDICATION. A GOOD WORK ETHIC HAS NOTHING TO DO WITH PROMOTIONS IN AREA II
I FOUND IT HARD TO BE A SUPERVISOR AND ALSO DO CASEWORK AND THERE'S NOT ENOUGH STAFF TO BE EFFECTIVE WITH FAMILIES
THE JOB STRESS AND LACK OF CONSISTANT WORKERS MADE THE JOB NOT WORTH IT-THEY WERE GOING TO MOVE MY JOB DESCRIPTION WITHOUT DISCUSSION WITH ME FIRST.

COVER SHEET SUMMARY

DHS Hiring Procedures

- I. PURPOSE: To establish departmental guidelines for the hiring of all personnel for the Department of Human Services (DHS).
- II. SCOPE: These guidelines apply to all positions covered by the Uniform Classification and Compensation Act within DHS divisions, Offices and Institutions.
- III. STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION:
 - A. DHS is an equal opportunity employer providing employment opportunities without regard to race, color, sex, religion, national origin, age, physical or mental disability, veteran status, or political affiliation. This policy and practice relate to all phases of employment including but not limited to recruitment, selection, placement, promotion, demotion, transfer, layoff or reduction in force, recall, termination, rates of pay or any other forms of compensation, training, use of all facilities, and participation in all DHS sponsored employee activities and programs.
 - B. The DHS Hiring Procedures reflect a system that promotes equal opportunities for all applicants, including DHS employees. It shall be the responsibility of each manager and hiring supervisor to be familiar with these procedures and exercise their responsibilities by applying these principles in good faith.
 - C. When the Office of Employee Relations (OER) determines that there is underutilization, OER must determine the cause of the underutilization, that is, whether the underutilization is the result of discrimination. If OER or a court makes a finding of discrimination, OER must establish a plan, subject to approval by the DHS Director, narrowly tailored to remedy the discrimination. The plan may include Affirmative Action Hiring.
- IV. GLOSSARY OF TERMS
 1. Affirmative Action Hire - selection of a protected class member in accordance with a plan to remedy identified discrimination.
 2. Arstatejobs.com - The state jobs website where users may apply for any continuous or advertised job posting for any agency in the state, including DHS.
 3. Career Opportunities Bulletin (COB) - a listing of vacant positions within the Department prepared by DHS Recruitment, including the position's grade, location, minimum qualifications, contact person, preferences, and closing date for filing an application. The COB, applicant instructions, and a list of continuously advertised job classes are available to all recruiting

sources via the Internet.

4. Classifications - the system of grouping job functions established by the Office of Personnel Management.

a. Example:	<u>Job Class Title</u>	<u>Class Code</u>
	Administrative Specialist I	C087C
	Administrative Specialist II	C073C

- b. The "C" represents the job family that combines clerical job functions.
5. Closing Date - the last day that an application for a vacant position may be submitted. Applications can be submitted in person to the DHS Recruitment Office, Human Development Centers (HDC's), Department of Workforce Services (DWS), faxed, emailed, and via the Internet (<http://www.arstatejobs.com>).
6. Continuously Advertised Position Listing - a listing of classifications for which DHS and DWS offices will accept applications regardless of a known vacancy. These positions usually have high turnover rates or a shortage of qualified applicants.
7. Department - The Department of Human Services, including all Divisions and Offices.
8. Director/Designee - an individual within a division who has been designated to sign personnel actions for the respective Director.
9. DHS - Arkansas Department of Human Services.
10. DHS Applicant Tracking System (ATS) - a computerized system containing applicant and vacancy status information, as well as job vacancy requests.
11. DWS - the Department of Workforce Services. DWS provides job services without charge to the public.
12. Emergency Hire/Extra Help - hires necessary to provide essential services in an emergency situation or where additional manpower is needed for the effective operations of DHS (These emergency hire positions must be advertised at the end of six months).
13. Equal Employment Opportunity - assurance that all applicants and employees are given an equal opportunity in treatment during recruitment, selection, placement, and other related actions.
14. Freeze Exempt Positions - a list of positions that have received approval to be filled without being submitted to the Governor's Hiring Freeze Committee. These positions are usually related to the direct care of

clients.

15. Functional Job Description - a narrative description of the tasks performed and KAS's required on a specific job, or position. All items must show a supporting relationship to the State Job Classification Specification and to the current duties, responsibilities, and skills needed for satisfactory performance of the specific job.
16. Governor's Hiring Freeze Committee - an external authority outside DHS from which approval must be obtained before a vacant non-freeze exempt position can be filled.
17. HDC's - the DHS Human Development Centers located throughout the state.
18. Hire Packet - a group of forms required to process a hire decision.
19. Knowledge, Abilities and Skills (KAS) - The factual information base, competencies, and proficiencies determined by the State Office of Personnel Management (OPM) to be necessary for satisfactory performance of the job at entry.
20. Minimum Qualifications (MQs) - The least amount of education, training, and/or experience necessary for satisfactory performance of a job at entry as established by OPM. In addition, some job classifications require professional licensure as all or part of the minimum qualifications.
21. Minimum Qualification Screening - a process used by DHS Recruitment and HDC's to evaluate applicant qualifications for a job classification or position.
22. Non-Freeze Exempt Positions - positions which require the approval of the Governor's Hiring Freeze Committee prior to filling a vacant position.
23. OHR - Office of Human Resources
24. OPM - the Office of Personnel Management. This office is part of the Department of Finance and Administration and is responsible for maintaining classification and compensation systems and standards for all classified State employees through policy & procedural guidelines to State agencies.
25. Position - A specific set of tasks performed by an individual employee in a particular job. The position number is an eight-digit numeral assigned by DFA/OPM.
26. Protected Class - A group of persons of a particular race, color, religion, sex, age, national origin, citizenship status, or disability, whom the law protects from discrimination based on that group membership.
27. QRC - the Qualifications Review Committee of OPM. Meets to determine

whether an applicant's education and experience may be substituted for the state minimum qualifications for a job classification, if requested by the hiring authority.

28. Register/Hiring List/Position Disposition Form - the form on which a list of qualified applicants is sent to the hiring supervisor.
29. RIF - a reduction in (work) force, or layoff. Employees who have been identified for RIF are notified of vacancies within the Department in compliance with OPM Policy 20.17, Reduction-In-Force (RIF).
30. Underutilized/Underutilization - determined for a protected class by ascertaining the ratio of protected class members in an Equal Employment Opportunity Commission (EEOC) job category to the total number of incumbents. Underutilization exists if that ratio is less than the ratio of qualified protected class member applicants for such positions to the total number of qualified applicants.
31. Veteran – OPM 027 Veteran's Policy
32. Veterans' Preference - Arkansas Code Ann. §21-3-302, known as the state Veterans' Preference Law, entitles eligible U.S. Military veterans or unmarried widows or widowers of veterans to a preference in hiring over other applicants, provided the veteran possesses substantially equal job qualifications. (*See Section V.BB*).

V. PROCEDURES:

A. Extra Help and Emergency Hires/Appointments

1. Extra Help hires include those employees who work for a DHS division on a part-time or temporary basis. These employees may only earn holiday and birthday leave time. Extra help hires are limited to a maximum of up to 1,000 hours per fiscal year (except in divisions where legislative authority allows for more hours up to a specific maximum). Extra help employees may be used when it is determined that additional manpower is needed to maintain the effective operations of DHS. Arkansas Code §19-4-521 (2) regulates the compensation of Extra Help employees. Extra help employees must meet the minimum qualifications of the job.
2. Emergency hires refer to appointments that are necessary to provide essential services in an emergency situation. Requests for emergency appointments must be made in writing to the Division Director and approved by the Department Director/designee and OPM. Approved emergency hire requests will be sent to the HDC or OHR, Attn: Personnel Processing Section, for correct inclusion in the personnel file.
3. The employee may remain in the position currently occupied during the emergency hire and may apply when the position is advertised

under standard procedures. The length of the emergency hire will not exceed six months. (*See DHS Policy 1046, Emergency Hires.*)

B. Vacancy Submission Procedures

1. a. For a vacant position subject to the OPM Freeze approval procedure, the OPM-approved Freeze is valid for the duration of the fiscal year, and can be filled only one time per Freeze approval. Any subsequent vacancy of the same position during the fiscal year requires a new OPM freeze approval. When management decides to fill a vacant position that is subject to OPM Freeze approval procedures, the hiring official or Personnel Officer completes and secures required approvals using the OPM Forms (Form 027 or Form 100-Retirement of last incumbent). The OPM Freeze Exception Request is approved by division management, and sent to DHS Personnel Office (DPW-Slot WG1, Little Rock, AR). After receiving OPM/Governor's Review committee approvals, then the hiring official or Personnel Officer will submit a Job Vacancy Request (JVR) using the DHS electronic Applicant Tracking System (ATS) in order for the position to be public advertised and collection of qualified job applicants.
- b. Supervisors must submit these documents upon receipt of a resignation notice (notice can be written or oral).
 - (1) The approved original Hiring Freeze Request, form OPM 027 or 100, must be included in the hire packet. No offer of employment can be made until the form OPM 027 or 100 have been approved. An approved Freeze request is valid for the duration of the fiscal year in which it is obtained.

Note 1: Directors are responsible for keeping DHS Recruitment advised of persons designated to sign Personnel Actions for them. Designations must be in writing.

2. If the electronic JVR, indicates a vacancy for a Continuously Advertised Position, an electronic register will be prepared from the current pool of qualified applicants and forwarded to the hiring official. Generally a copy of the application for each applicant will be included with the list unless the Division Director has requested otherwise. If the current pool contains five or fewer eligible applicants, the hiring official will be contacted and may either accept the list for interview or request that the position be advertised. If the current applicant pool contains an adequate number of qualified applicants or if, upon inquiry, the hiring official agrees to accept a

list with fewer than five applicants, the list for a Continuously Advertised Position vacancy will be available to the hiring official no later than 24 hours, or one working day from receipt of the Job Vacancy Request.

3. All other vacancy requests will be advertised on Arstatejobs.com for at least the minimum advertisement period. The hiring official will be provided with a link to an electronic register no later than three working days after the closing date.
4. If an individual selected for a position resigns within sixty calendar days, the hiring official may select the second highest qualified person without submitting a new JVR. A new freeze submission/approval by OPM is required.

Note 2: All vacancies are subject to review for court ordered and DHS Reduction in Force Placement. DHS Recruitment will notify the appropriate hiring official if the vacant position is affected.

C. Advertisement of Positions

1. Applicants can view current job openings statewide via the Internet at www.arstatejobs.com.
2. All "Classified" managerial and professional vacant (C-series grades/job classifications) must be advertised a minimum of ten (10) business days. All other Classified positions in C-grade series must be advertised a minimum of five (5) business days. The Executive and Professional (N900's grades/job classifications) may be advertised or not at the discretion of the Agency Director or designee.
3. Statewide newspaper and newspapers serving the locale of the vacancy may be used.
4. Supplemental Advertisements. Online job boards and publications, social networking sites, professional journals, and other national print publications may be used when advertising funds are available, and such supplemental advertisements must be preapproved by the DHS recruitment office to ensure compliance with DHS/State employment policy.
5. Agencies that serve the special interests of minorities, women, and individuals with disabilities may be notified.
6. DHS Recruitment must approve, in writing, all classified advertisements and media used. Advertising supplemental to the DHS Recruitment advertising must be submitted to DHS Recruitment. DHS Recruitment will review the advertisement to ensure compliance with minimum qualification statements, special requirements, etc. After reviewing and approving the supplemental advertisement, DHS Recruitment will return the documents to the hiring official for

processing through the purchasing system and placing the ad with the newspaper. The advertisement dates will be determined by DHS Recruitment to coincide with the job posting on Arstatejobs.com. Starting and closing advertising dates must be included in the advertisement if the position is not Continuously Advertised. Payment for special advertising is the responsibility of the requesting division or office.

7. All classified advertisements will contain the phrase "An Equal Opportunity Employer (EEO/AA/)" at the end of each advertisement.

D. Continuously Advertised Positions

1. Continuously Advertised Positions will be posted on Arstatejobs.com, and will be advertised as described in Section V.B.2. Applications for Continuously Advertised Positions will be accepted at any time. When a vacancy occurs in a Continuously Advertised position, the hiring official must complete and submit a JVR on ATS as described in Section V.B.1.a. in order to determine applicant pool status.
2. If a pool of at least five qualified applicants currently exists, the Continuously Advertised Position vacancy may ~~not~~ be advertised under certain circumstances.

E. Specially Advertised Positions

Applications are accepted for all advertised positions for specific job titles/class codes when position vacancies occur. Applications must be submitted by the closing date of the specific advertisement period. (See *DHS Policy 1069, Recruitment Program*).

F. Applicants' Responsibility

Applicants may apply online via the Internet at Arstatejobs.com. Applicants submitting applications are responsible for ensuring that the completed application is received. Internet applications must also be submitted by the closing date. Qualification review/evaluation will be based on the relevant information submitted on the application. Applications that are incomplete or incorrectly completed may not be processed within the standard time frame.

1. Resumes submitted without applications will be processed to the extent possible. However, a signed state application must be submitted at the time of the interview in order to complete the application process.
2. Internet Applications – It is the responsibility of the supervisor or hiring official that all applicants selected for an interview must sign their application at the time of the interview, especially if an application was submitted electronically via the Internet.

G. Application Time Frames

Applications for Continuously Advertised Positions are active for sixty days. If applicants desire reactivation of their application, they must delete their old application from www.arstatejobs.com and apply for the continuously advertised job again. DHS Applicant Tracking System (ATS)

Applications are processed, screened, and updated in the DHS Applicant Tracking System. Applicant profile information is also stored and updated throughout the application process.

H. Minimum Qualification Screening of Applications

DHS Recruitment and/or the HDC will evaluate the application information submitted by the applicant for Minimum Qualifications (MQs). The applicant will be notified of the status of the application, i.e., received, meets/does not meet MQs, incomplete, etc. The applications of those applicants deemed to meet the state minimum qualifications for the job will be sent electronically to the hiring supervisor on the register.

I. Inadequate List

When there are five or fewer applicants on a list, the hiring official may request another list with additional applicants. If there are more than five applicants on the list but less than five are chosen for interview, additional names may be requested. The hiring official must retain the original listing for inclusion and consideration in the hire packet.

J. Applicant Listing

1. The hiring official will be furnished the register containing all qualified applicants. Copies of applications will accompany the list. Position Disposition Form (Register)

a. Continuously Advertised Positions

(1) If the hiring official has interviewed all applicants he or she was able to contact on a list and is unable to make a hiring decision, he or she may request additional names. The hiring official must contact DHS Recruitment & Placement processing manager, requesting for advertisement or additional names. If additional names are not available from the applicant pool, DHS Recruitment will advertise or re-advertise the Continuously Advertised Position vacancy.

b. Specially Advertised Positions (current vacancies)

If the position is not a Continuously Advertised Position, the hiring official must submit a new JVR via ATS for advertisement.

K. Register Options: These guidelines apply to registers for both Continuously Advertised and Specially Advertised positions. The hiring

official has two options for compiling the interview list:

1. Option 1: Contact all applicants on the register for interview.
2. Option 2: Benchmarking
 - a. When there are at more than ten applicants on the register, the benchmarking method may be utilized. Sort the applications into three categories or groups: i.e. A) Very Well Qualified, B) Well Qualified, and C) Minimally Qualified, by comparing the education/training and work experience data on each application with job related benchmarks written for the position. The benchmarks are objective statements describing the criterion level for education, training, work experience, and knowledge, abilities and skills of each group based on the state minimum qualifications, the functional job description, and the hiring official's knowledge of the requirements of the position. The benchmarks build upon the state minimum qualifications for the job by progressively increasing the amount and/or specificity of education, training, experience, and KAS's as higher-level group benchmarks are defined. Examples of benchmark criteria include: a) more/specific experience, e.g. three years of staff supervision, four years conducting nursing home inspections, etc., b) education type and level, e.g. social work, MSW, etc., c) professional licensure/certification, e.g. LCSW, certified Volunteer Manager, certified substance abuse counselor, etc., and d) specialized knowledge area, e.g. state nursing home regulations, Family Medicaid, etc.
 - b. The three (3) benchmark groups are defined as follows:
 - Group A) Very Well Qualified: This group represents the "ideal applicant" as defined by the hiring official. This benchmark contains the hiring official's "preferences" based on the current requirements of the job. Applicants assigned to this group are judged to possess all the background elements necessary to successfully perform the job at entry, based on the information contained in their application.
 - Group B) Well Qualified: This category represents the "normally acceptable applicant" who could satisfactorily perform the target job with minimal in-service training and guidance, but who lacks in some of the criteria set for Group A. This benchmark builds directly upon the state minimum qualification for the job class and represents a middle level for applications that exceed the minimum qualification but fall short of the "ideal applicant" in some respects.
 - Group C) Minimally Qualified: This category represents the "barely acceptable" applicant who would likely require considerable training, guidance and time to reach a satisfactory performance level on this job. The benchmark for

this group is the minimum qualification for the job class established by the State OPM. Applicants assigned to this group may lack the job-specific skills and/or experience levels deemed necessary for satisfactory job performance at entry, according to the information in their job applications, even though they were determined to meet the minimum qualifications for the job class.

- c. General Guidelines - Benchmarks are to be written in advance of application evaluation for the particular hiring cycle, and must not be adjusted to the qualifications of a particular applicant. The position benchmarks and the applicant grouping must show job-relatedness and will become part of the hire packet personnel record. Hiring supervisor "preferences" that are going to be used as Benchmark Criteria must be clearly stated in the job advertisement(s) so that candidates applying for the position will know to include their related qualifications. Benchmarks may be changed when the job requirements change and the changes are documented in advance of the next hiring cycle with an updated Functional Job Description and standards.
- d. Supplemental Application Questionnaire (Optional)
 - (1) Many job applications do not contain enough information to adequately group applications as described above. In cases where additional, specific background information is needed, the hiring official may develop a questionnaire that, similar to an interview, asks applicants for information applicable to the job for which they applied (e.g., knowledge of the Arkansas Medicaid System, Title IV-E grants, state contract procedures, ICF/MR regulations, etc.). The questionnaire items must be linked to the responsibilities, tasks, and KAS's contained in the current Functional Job Description, written by the hiring supervisor and tailored to the target job. For example, if the required KAS's list "Knowledge of state/federal laws, regulations, and guidelines," the applicant may be questioned about the laws, regulations, and guidelines applicable to Family Medicaid, Child Health, Day Care Eligibility, etc., or whatever is specific to the target job.
 - (2) After benchmarking, if GROUP "A" has more than ten applicants, then The Supplemental Application Information Questionnaire may be utilized. The questionnaire is mailed to all qualified applicants in GROUP "A." If there are not enough applicants in GROUP "A," then the questionnaire may also be sent to GROUP "B," if needed. The questionnaire is to be returned within a reasonable time frame, usually ten working days. The returned questionnaires are combined with the original applications and then sorted into three categories according to the

grouping method described in Option 2. The Supplemental Application Information Questionnaire is used in conjunction with Benchmarking as a way to obtain additional information needed to accurately group the applications. As with all personnel selection procedures, the selection criteria must be job-related and linked to the pertinent KAS's required by the state and other job elements as documented by the hiring official in the and Functional Job Description. If the questionnaire is numerically scored, then veterans' preference points must be added.

- e. Interview Scheduling - At a minimum there must be at least five applications sorted into a benchmark group to limit interview contact only to all applicants in that group. If there are sufficient number of applications sorted into Group A, all of the candidates in Group A must be contacted for interviews first. However, if there are no, or an insufficient number of Group A applicants, or a selection cannot be made from Group A, all applicants in Group B must be contacted for interviews. If there are no, or an insufficient number of Group B applications, but, by combining groups A and B, at least five applications are sorted, interview contacts are limited to all applicants in the combined group. All applicants in the combined group are to be considered roughly equal. If there are an insufficient number of applications in the combined group, or a selection cannot be made, all applicants in Group C may be interviewed, or additional applications (or re-advertisement) may be requested at this point. If one applicant in a particular Group is interviewed, then all applicants in that Group must be contacted for an interview.
- f. The following is an example of a set of category benchmarks written for the job of Automobile Equipment Repair Foreman who is responsible for maintenance and repair of all county vehicles, including trucks, tractors and other diesel equipment, and for general management of the motor pool facility, including supervision of mechanics, parts inventory, and budgeting:

Example Only: Applicant Grouping Guide

Sample portion of Functional Job Description

Date	Job Title	Position No.	Class Code	Hiring Official
6-1-94	Automotive Equipment Repair Foreman	710X-1010	S065	Joe Smith

OPM Minimum Qualifications: The formal equivalent of a high school diploma; plus three years experience in automotive systems and equipment repair, one year of which must have been in a supervisory capacity.

Job Summary: The Automotive Repair Foreman works under general direction and is responsible for scheduling and supervising the repair of vehicles and general management of the County Motor Pool.

Benchmark Characteristics of Applicants in Each Group

Group A	Six months of motorized vehicle repair schooling, plus five years' experience in equipment repair on all types of automotive systems (e.g., engines, transmissions, brakes, etc.). Experience must include cars, trucks, and heavy equipment, both gasoline and diesel fueled. At least one of the five years of equipment repair experience must have been in a supervisory capacity, and must include taking inventory and ordering parts and supplies, writing service orders, etc., (indicating the ability to complete paperwork). All of the equipment repair must have been within the last ten years.
Group B	No automotive schooling, but experience as in Group A, except only four years' of equipment repair, and no diesel or heavy equipment experience.
Group C	A high school diploma, plus three years' experience in automotive systems and equipment repair, one year of which must have been in a supervisory capacity.

L. Time Frames for Register

The register is authorized for forty-five calendar days from the date it is sent from DHS Recruitment. After the forty-five days have elapsed, the hiring official may request an extension with the approval of the next higher level of management. The extension request must be made to DHS Recruitment and must include the reason no selection was made within the forty-five-calendar-day limit. The approval must be included in the Hire Packet.

M. Applicant Contact

Three attempts must be made to contact all applicants selected for an interview furnished to the hiring official by DHS Recruitment. Contacts must be attempted at various times over a minimum of a two-day period. The hiring official will use the contact attempts form, located under the, "Disposition," link for each applicant on the electronic Position Disposition Form (register) to document three efforts to notify by telephone. Applicants with no telephone will be attempted to be contacted by email or letter, (DHS Notification Letter) inviting them for an interview. The applicant has three working days in which to respond to the email or Notification Letter. All telephone calls and notification letters must include the statement: "If you have a disabling condition and wish an accommodation for the interview, please let me know." If the hiring official has questions about accommodations for applicants with disabling conditions, he or she may call the division Americans with

Disabilities Act (ADA) coordinator.

N. KAS Statements

1. Interviews are to be conducted using the same written questions for all applicants, with responses to each question indicated in writing by the interviewer. These questions and written answers will become part of the hire packet. The Job Applicant Assessment Worksheet, Form DHS-1154, will be used to record Knowledge (K), Abilities (A), and Skills (S); KAS's must be used in the order submitted on the Functional Job Description. KAS's can also be found on OPM Job Specifications.
2. KAS's on the functional job description are to be determined using the OPM job classification specifications as a foundation and adding new KAS's that are applicable to the job and deleting those that are not applicable to the job. The order of the KAS's may be mixed according to the weights of the position-specific tasks to which they relate, i.e., questions relating to Abilities and Skills may be asked before questions relating to Knowledge. The KAS on the current, updated functional job description is to be used as the foundation in developing questions for the interview during the hiring process.

O. Panel Interviews

1. If panel interviews are used, KAS scores are to be determined by each committee member and then averaged for the final scores. All notes from committee members must be included in the hire packet. The same members must serve for all interviews for that position and should have knowledge of the job duties. If a committee member is unable to participate in an interview, that interview shall be rescheduled for a time when all members can attend. No substitutions may be made during the interview process.
2. Options for panel interviews are:
 - a. Panel actually selects the candidate to be hired. In this case, the hiring official is a member of a panel.
 - b. Panel interviews candidates and refers the top scoring candidates to the hiring official for further interview and selection.
3. Second interview - the hiring official conducts the interview of the top-scoring candidates with a different set of questions.

P. Interview Scores

Interview scores are valid for ninety calendar days from the date of the interview and may be used for consideration of the applicant for another position if the following criteria are met:

1. The score is used for an identical position title and classification code.
2. The interview questions are based on the KAS statements.
3. The same people are conducting the interviews.

NOTE: If eligible veterans were interviewed, preference points must be added to the KAS score. Refer to DHS-1069 for information on how veterans' preference points are awarded.

Q. References

Hiring supervisors wishing to check references must use the Reference Authorization and Reference Check, Form DHS-1162, and must have it signed by the applicant before phoning or writing for a reference check. Hiring officials shall be aware of federal and state guidelines for mandatory references on direct-care personnel. A negative reference report shall trigger further inquiry but may not be used solely to reject an applicant.

R. Job Offer

1. The applicant with the highest KAS rating may be offered the position. An exception to the offer will include documentation that would preclude such an offer.
2. The acceptance of a position cancels all the applicant's active applications. A new application may not be submitted to receive further consideration for another job change until six months after accepting position or six months in the position after completing a formal training program, if required by the position. Within his or her division, a division director may make an exception to the six-month probationary period, on an individual basis. For changes involving more than one division, the DHS Director will make the final decision if there is a conflict between the potential losing and gaining division directors.
3. If the selected applicant declines the position, the applicants with the next highest KAS ratings may in turn be offered the position until the list is exhausted. If a selection cannot be made from this list, an additional list may be requested. (*See Section L*). For under-utilization determination, OER may be called. No job offer may be made until freeze approval has been obtained.

Note: An Affirmative Action hire may be made if OER determines there is under-utilization.

4. The hiring supervisor must comply with the requirements of the Veterans' Preference Law, explained in Section AA below.

S. Hiring Supervisor's Administrative Responsibilities Upon Hiring:

1. Prepare and mail a confirmation of hire letter to the Selectee. Notice of non-selection letters to other applicants will be sent via electronic mail by the DHS Applicant Tracking System, or mailed by DHS Recruitment if the applicant failed to provide an email address.
 2. Meet with the Selectee and initiate Drug Test and Criminal Record Check (if applicable). (*See DHS Policy 1087, Employee Drug and Alcohol Prevention Policy, and DHS Policy 1080, Employment Disqualification: Criminal and Maltreatment History Checks.*)
 3. Ensure that the employee fulfills the Disclosure requirements of the Governor's Directive 98-04 (available on DHS Share).
 4. Submit Hire Packet.
 5. Conduct orientation for new employees using the Supervisor's Guide for Orienting New Employees and Form DHS 1101, New Employee Orientation Checklist.
 6. Issue DHS Property, as applicable, and complete and maintain the Form DHS 1164 until the employee terminates employment in this position.
 7. Provide a copy of the Direct Deposit Election Form at the time of meeting with the Selectee. The form must be completed at that time. All new hires, rehires and appointments to any position in DHS must be informed that, as a condition of employment, they are required to accept payment of salary or wages by electronic warrants transfer.
 8. A newly hired employee may request an exemption from the Direct Deposit requirement; however, they can go no further in the hiring process until the Chief Fiscal Officer of the State reviews the request for exemption. Until the Chief Fiscal Officer of the State approves the exemption, the employee cannot be placed in pay status.
 9. If the exemption is not approved, the employee must opt to accept payment by Direct Deposit or cannot be hired.
- T. Assembly and Submission of the Hire Packet
1. After selection has been made, non-institution hiring officials will confer with OHR-Personnel Processing for their division regarding salary calculations, prior state service and hire date.
 2. The hiring official is to retain the original applicant listing, documentation, and forms until it is sent to OHR, Attn: Personnel Processing for inclusion in the hire packet when a hiring decision is made.
 3. The hiring supervisor will assemble the hire packet in the order indicated in 4., 5., and 6 below, submit the hire packet to the

Division Director or designee for final approval, and then forward the hire packet to OHR-Personnel Processing Section.

4. Compile the Selectee's information first:
 - a. DHS-1161, Request for Personnel Action
 - b. DHS-1137, Veterans' Preference Checklist (if applicable)
 - c. Form I-9, INS Employment Eligibility Verification
 - d. Disclosure Forms: F-3, F-4, F-5, and F-6 Forms Signed indicating the employee's receipt of the required state laws.
 - e. DHS-1162, Reference Authorization and Reference Check
 - f. DHS-1132, Hiring Freeze Request (approved original)
 - g. DHS-1158, Functional Job Description
 - h. Register Applications Report from ATS
 - i. DHS-1154, Job Applicant Assessment Worksheet (KAS Rating Scale)
 - j. DHS Employment/Promotion Confirmation Letter
 - k. DHS-1160, Applicant Referral
 - l. Interview questions, notes, and all questionnaires (if applicable)
 - m. Application, resume, and supporting documents
 - n. DHS-1162, Reference Authorization and Reference Check (if applicable)
 - o. Copy of Benchmarks (if applicable)
 - p. Benchmark grouping (if applicable)
 - q. Copy of Selection Criteria and KAS's addressed in Supplemental Information Questionnaire (if applicable)
 - r. Statement of Selective Service status
 - s. Drug Screen confirmation
 - Criminal Background Check DHS Form 1114 (if applicable)
 - t. Copy of DHS Form 1150, Acknowledgement of Conditionality of Employment, from employees in the Medicaid Expansion Program.
 - u. State and Federal Tax forms
 - v. Copy of Social Security Card
 - w. Application for membership in Arkansas State Retirement System (if new or rehire)
 - x. Vehicle Safety Forms, Forms DHS-1170, 1171, 1172, if applicable
 - y. Direct Deposit form, DHS IT0009
 - z. Employee miscellaneous deductions (e.g., Insurance forms, Credit Union, United Way, Savings Bonds)

NOTE: Items (u) through (z) are submitted only after the Selectee is hired and on the job, including any additional forms

needed.

5. Enter documentation on those interviewed but not selected (highest KAS Ranking to lowest):
 - a. DHS-1154, Job Applicant Assessment Worksheet (KAS Rating Scale)
 - b. DHS-1160, Applicant Referral
 - c. Interview questions and notes
 - d. Resume and supporting documents
 - e. DHS-1162, Reference Authorization and Reference Check (if applicable)
 - f. DHS-1137, Veteran's Preference Checklist
- U. OHR/Personnel Processing Hire Packet Deadline

The hire packet, with all documentation completed, must be received in OHR, Attn: Personnel Processing no later than noon of the first Monday of the pay period to assure the timely entry of the new employee's information into the payroll database.
- V. Disclosure Requirements of Governor's Directive 98-04.
 1. All hiring disclosure forms are located on DHS Share under Forms. This includes the laws that the Governor's Directive and Forms F-5 and F-6 require to be given to the employee. All Disclosure Forms are to be submitted in the hire packet.
 2. The following checklist is to be used to assist the applicant in completing Disclosure Forms F-3 and F-4.
 - a. Disclosure applies only if the applicant or an immediate family member (the applicant, spouse, or mother, father, sister, brother, or child of the applicant or spouse) is a current or former (within two years)
 - Member of the Arkansas General Assembly
 - Constitutional Officer
 - State Employee
 - b. If Section a. does not apply, the applicant checks "None of the above applies" and the Form F-3 (Employee Disclosure and Certification Form) becomes part of the individual's file and no further disclosure action is required.
 - c. If information that is no more than two years old is disclosed on Form F-3, the agency completes Form F-4, Employment of Family Members.
 - d. The agency must fill out Form F-4 completely, including agency

name, position, salary, and signature.

- e. If a facsimile copy has been sent for approval, the sender is to retain the original. Mailing the original and sending a facsimile copy may be confusing.
- f. Teachers are not required to file the disclosure form unless a state-funded school employs them. Public school teachers are regarded as employees of a school district and not of the state.
- g. All employees must be issued the set of laws cited in Forms F-5 and F-6, and must sign two copies of the form, retaining a personal copy and providing the other signed copy for inclusion in the hire packet.

W. New Employee Orientation.

- 1. DHS requires that all new hire employees receive orientation training within thirty days of their hire. This instruction is to be presented by the hiring supervisor or by a designated trainer. To assist the supervisor and to assure consistency of the coverage required a manuscript of the orientation material and supporting slides and handouts are available on DHS Share. Click on the Employee Services Icon and select "Hiring and New Employee Orientation." In addition to the Manuscript, there is a checklist that the supervisor/trainer is to have the employee complete and sign that he/she has received the required information. The supervisor must forward the signed DHS 1101, New Orientation Checklist to OHR, Attn: Personnel Records within thirty days of the hire date.
- 2. All new employees are required to receive training related to the privacy rights of DHS clients granted under the Health Insurance Portability and Accountability Act of 1996 (HIPAA), and the Privacy Rules found at 45 CFR Parts 160 and 164. Such training must be given within seven days of the hire date.
- 3. If the Medicaid Expansion Program, a part of the Tobacco Settlement Proceeds Act, is providing funding for a particular employment position, the employee must sign a copy of DHS Form 1150, Acknowledgement of Conditionality of Employment (U.4.t. above), certifying awareness that the employee's continuing employment is conditioned on the availability of such Tobacco Settlement proceeds.

X. Substance Abuse Testing

- 1. DHS policy prohibits all employees from using or possessing controlled substances or alcohol while on duty or from working with the presence of alcohol or illegal drugs in the employee's body, or abusing legal drugs. This information must be covered in the Employee's orientation, including providing a copy of the DHS Policy to the employee.

2. Drug and alcohol testing are used to maintain a drug free work force, and all persons selected for new employment or a change of employment with the Department must submit to a drug screening as a precondition of employment.
3. The new hire will be provided an offer letter of employment conditional on passing the Drug Screening Test within a 48-hour time frame (*See DHS Policy 1087, DHS Employee Drug and Alcohol Prevention, Section III.A.*). Confirmation of the acceptable test results/unacceptable test results authorizing hire of the employee will be provided to the Hiring Supervisor. A copy of that authorizing email will be included in the Packet (*U.4.s. above*).

Y. Issue of DHS Property

The Hiring Supervisor will document the issue of any DHS property to the new employee, indicating that the property is in good working order or noting any damage at the time of issue. Issue of property will be documented using Form DHS 1164, DHS Property Issuance & Return Checklist. It is the Supervisor's responsibility to maintain the form until the employee terminates the position. Upon the employee's termination of employment, the supervisor will document the return of all the issued property and the fulfillment of all the employee's financial obligations to DHS.

Z. Veterans' Preference Law

1. The Veterans' Preference Law entitles eligible U.S. Military veterans or unmarried widows or widowers of veterans to a preference in hiring over other applicants, provided the individual possesses substantially equal job qualifications. DHS Human Resources Recruitment Personnel will evaluate the documentation submitted by applicants seeking veterans' preference and mark the application as "veteran," "veteran with disabilities," or, "spouse (not remarried) of a veteran with disabilities or deceased veteran."
2. If, after adding the preference points to the KAS score, the veteran has the highest KAS score or is tied with another applicant, then the veteran should receive the job offer.
3. If the veteran is not interviewed or hired, the hiring supervisor must provide a valid, job-related explanation for that decision using form DHS-1137.
4. The law further provides that if a numerically scored examination, evaluation, questionnaire, or similar instrument is used to establish an interview list, veterans shall receive five points added to their score. Veterans with disabilities or spouses (not remarried) of deceased or disabled veterans shall receive ten points.

5. If a non-numerically scored evaluation is used to establish an interview list, or no evaluation is used, then the hiring supervisor must be able to demonstrate how veterans' preference was arrived at in the selection process.

AA. Hiring Non-Citizen Non-Resident Foreigners

See Appendix A regarding DHS sponsorship of employment-based petitions to the United States Citizenship and Immigration Services for visas for such persons.

BB. Nursing and Direct Care Recruitment and Retention Bonuses

See Appendix B regarding Guidelines for Nursing and Direct Care recruitment and retention bonuses.

IV. ORIGINATING SECTION/DEPARTMENT CONTACT

Office of Finance and Administration
Recruitment and Placement Section
P.O. Box 1437/Slot Number W301
Little Rock, AR 72203-1437
Telephone: 682-2964

Foster Care/ Adoptions

2. In FY2015, how many children placed with foster care families were placements in foster care homes that were outside the child/children's home county?

Children Placed in their Home County → Of all children placed in foster homes, **62.8 percent** were placed in homes in their home county and **83.3 percent** were placed in either their home county or a neighboring county. Of all children in foster care (regardless of where they are placed), **46.5 percent** were placed in their home county and **64.5 percent** were placed in either their home county or a neighboring county.

5. Are DHS foster homes given precedent over homes recruited through the CALL?

No. Local staff are likely not to know the difference between a home recruited by the CALL and a home where the individuals came directly to DHS. All of the homes are listed as possible placement options without distinctions.

6. How many foster homes are currently available to take children which are DHS homes and how many are the CALL homes?

Current Foster Homes → There are **1,396 foster homes currently open** in Arkansas. Of those homes, **492 (35.2 percent)** are designated as CALL-recruited.

8. In the past one to two years, how many children have been adopted out of foster care homes? How many homes closed after the adoption was completed? How many were DCFS homes and how many were the CALL homes?

Overall, there were **1,455 adoptions finalized** during this two-year period. ****We are still pulling the breakdown on whether the homes closed after the adoption was finalized****

Keesa M. Smith
Deputy Director
Department of Human Services
P.O. Box 1437- Mail Slot 201
Little Rock, AR 72203
Phone: (501) 682-8650
Keesa.Smith@dhs.arkansas.gov

Foster Home* Bed to Foster Child Ratio as of February 7, 2016

**Includes Foster Family Homes, Relative Foster Family Homes, Private Agency Foster Family Homes, & Fictive Kin Foster Family Homes*

AREA	COUNTY	FOSTER CHILDREN	FOSTER HOMES*	FOSTER HOME BEDS	BED-TO-FOSTER CHILD RATIO
1	Benton	176	104	216	1.23
1	Carroll	65	12	28	0.43
1	Madison	25	9	23	0.92
1	Washington	244	71	136	0.56
Area 1		510	196	403	0.79
2	Crawford	112	58	124	1.11
2	Franklin	50	12	32	0.64
2	Johnson	51	14	31	0.61
2	Logan	54	8	22	0.41
2	Scott	25	3	6	0.24
2	Sebastian	587	79	170	0.29
2	Yell	36	3	8	0.22
Area 2		915	177	393	0.43
3	Clark	22	4	6	0.27
3	Garland	86	23	46	0.53
3	Hot Spring	75	7	17	0.23
3	Howard	11	6	19	1.73
3	Montgomery	3	2	4	1.33
3	Perry	16	1	3	0.19
3	Pike	7	0	0	0.00
3	Polk	29	10	26	0.90
3	Saline	63	58	115	1.83
Area 3		312	111	236	0.76
4	Columbia	18	12	22	1.22
4	Hempstead	23	8	22	0.96
4	Lafayette	15	0	0	0.00
4	Little River	19	4	12	0.63
4	Miller	122	13	26	0.21
4	Nevada	1	4	10	10.00
4	Ouachita	18	2	5	0.28
4	Sevier	17	8	25	1.47
4	Union	61	21	48	0.79
Area 4		294	72	170	0.58
5	Baxter	59	17	43	0.73
5	Boone	72	18	50	0.69
5	Conway	87	6	18	0.21
5	Faulkner	120	56	129	1.08
5	Marion	17	3	12	0.71
5	Newton	7	1	3	0.43
5	Pope	75	25	55	0.73
5	Searcy	8	2	3	0.38
5	Van Buren	22	5	9	0.41
Area 5		467	133	322	0.69
6	Pulaski	657	259	526	0.80

AREA	COUNTY	FOSTER CHILDREN	FOSTER HOMES	FOSTER HOME BEDS	BED-TO-FOSTER CHILD RATIO
Area 6		657	259	526	0.80
7	Bradley	13	2	5	0.38
7	Calhoun	8	0	0	0.00
7	Cleveland	13	4	7	0.54
7	Dallas	15	0	0	0.00
7	Grant	21	7	12	0.57
7	Jefferson	106	25	57	0.54
7	Lincoln	4	1	1	0.25
7	Lonoke	72	34	68	0.94
7	Prairie	2	1	3	1.50
Area 7		254	74	153	0.60
8	Clay	24	6	15	0.63
8	Craighead	133	63	152	1.14
8	Fulton	31	6	15	0.48
8	Greene	144	33	96	0.67
8	Izard	30	7	22	0.73
8	Lawrence	38	15	41	1.08
8	Mississippi	46	18	42	0.91
8	Randolph	27	9	22	0.81
8	Sharp	29	10	21	0.72
Area 8		502	167	426	0.85
9	Cleburne	48	20	45	0.94
9	Crittenden	91	22	54	0.59
9	Cross	46	8	17	0.37
9	Independence	80	25	50	0.63
9	Jackson	32	3	7	0.22
9	Poinsett	97	4	7	0.07
9	Stone	19	4	9	0.47
9	White	107	71	172	1.61
9	Woodruff	16	2	5	0.31
Area 9		536	159	366	0.68
10	Arkansas	17	13	46	2.71
10	Ashley	11	2	8	0.73
10	Chicot	17	6	15	0.88
10	Desha	23	2	5	0.22
10	Drew	29	12	37	1.28
10	Lee	3	3	10	3.33
10	Monroe	7	1	4	0.57
10	Phillips	36	4	7	0.19
10	St. Francis	51	5	19	0.37
Area 10		194	48	151	0.78
Statewide		4,641	1,396	3,146	0.68

Sc 2-#5

Family Foster Homes Providers IV-Eligible With Phone Numbers and Current Vacancies

The purpose of this report is to show eligible Foster Homes who currently have vacancies in their homes. This report captures all IV-E Eligible Providers who offer Family Foster Home Placement Services who currently have vacancies. The vacancies are captured in the Vacancies column which is calculated from subtracting the Placements number from the Approved Slots (documented on the Service Detail Screen for Family Foster Home Service). This report is sorted by Area and County of the Provider's Address. It captures the Provider ID, Provider Name, Approval Date, Approved Slots, Number of Current Placements, Number of Current Vacancies and the Provider's Telephone Number (from Address/Telephone Tab under Provider Information button). The Total Available Vacancies for each Area and County are also displayed on the report.

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Area	County	Total Available Vacancy	Provider ID	Provider Name	Approval Date	Approved Slots	# Current Placements	# Current Vacancies	Provider Telephone #
1	Benton (Bentonville)		223150	[REDACTED]	11/07/2013	5	4	1	(479)524-8634
1	Benton (Bentonville)		224974	[REDACTED]	11/04/2014	3	2	1	(479)659-2411
1	Benton (Bentonville)		225860	[REDACTED]	05/29/2014	4	3	1	(501)605-7629
1	Benton (Bentonville)		226679	[REDACTED]	07/09/2015	4	2	2	(501)289-0880
1	Benton (Bentonville)		228666	[REDACTED]	02/09/2015	2	1	1	(501)743-6319
1	Benton (Bentonville)		229008	[REDACTED]	11/19/2014	2	0	2	(918)691-2182
1	Benton (Bentonville)		230178	[REDACTED]	04/01/2015	2	0	2	(479)795-9339
1	Benton (Bentonville)		230872	[REDACTED]	04/27/2015	2	1	1	(925)330-1066
1	Benton (Bentonville)		231083	[REDACTED]	05/14/2015	1	0	1	(479)790-4553
1	Benton (Bentonville)		231258	[REDACTED]	09/14/2015	3	2	1	(479)531-6382
1	Benton (Bentonville)		231972	[REDACTED]	05/14/2015	5	3	2	(479)586-1414
1	Benton (Bentonville)		232009	[REDACTED]	07/06/2015	3	1	2	(479)841-2042
1	Benton (Bentonville)		232697	[REDACTED]	01/21/2016	1	0	1	(970)749-0461
1	Benton (Bentonville)		232732	[REDACTED]	07/17/2015	4	3	1	(479)841-1693
1	Benton (Bentonville)		233834	[REDACTED]	01/15/2016	3	1	2	(515)451-8332
1	Benton (Bentonville)		233911	[REDACTED]	08/26/2015	3	1	2	(417)456-0189
1	Benton (Bentonville)		233918	[REDACTED]	08/03/2015	4	3	1	(501)733-6367
1	Benton (Bentonville)		235112	[REDACTED]	08/17/2015	2	0	2	(479)268-8398
1	Benton (Bentonville)		235139	[REDACTED]	01/20/2016	3	2	1	(479)549-5782

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