

DFCS Review and Realignment

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Georgia Department of Human Services

Vision, Mission and Core Values

Vision

Stronger Families for a Stronger Georgia.

Mission

Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.

Core Values

- **Provide access to resources that offer support and empower Georgians and their families.**
- **Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.**
- **Promote accountability, transparency and quality in all services we deliver and programs we administer.**
- **Develop our employees at all levels of the agency.**

Introduction

DFCS Leadership and OHRMD collaboration

- Major issues addressed
 - Applies new formula for county ranking
 - Regional Structure and management
 - State Office Reorganization

Introduction

- Creates a more equitable formula for comparing counties and regions – workloads and staffing
- Recognizes the different managerial needs for the four mega-populated counties (creation of two super regions).
- Minimizes change for most of the regions.

County Ranking

- Old County Class Size (1997)
- New Formula (based on 2009 Census data)
 - County Population
 - Population in Poverty
 - Population under 19 years of age in poverty
- New County Rankings Created

County Ranking

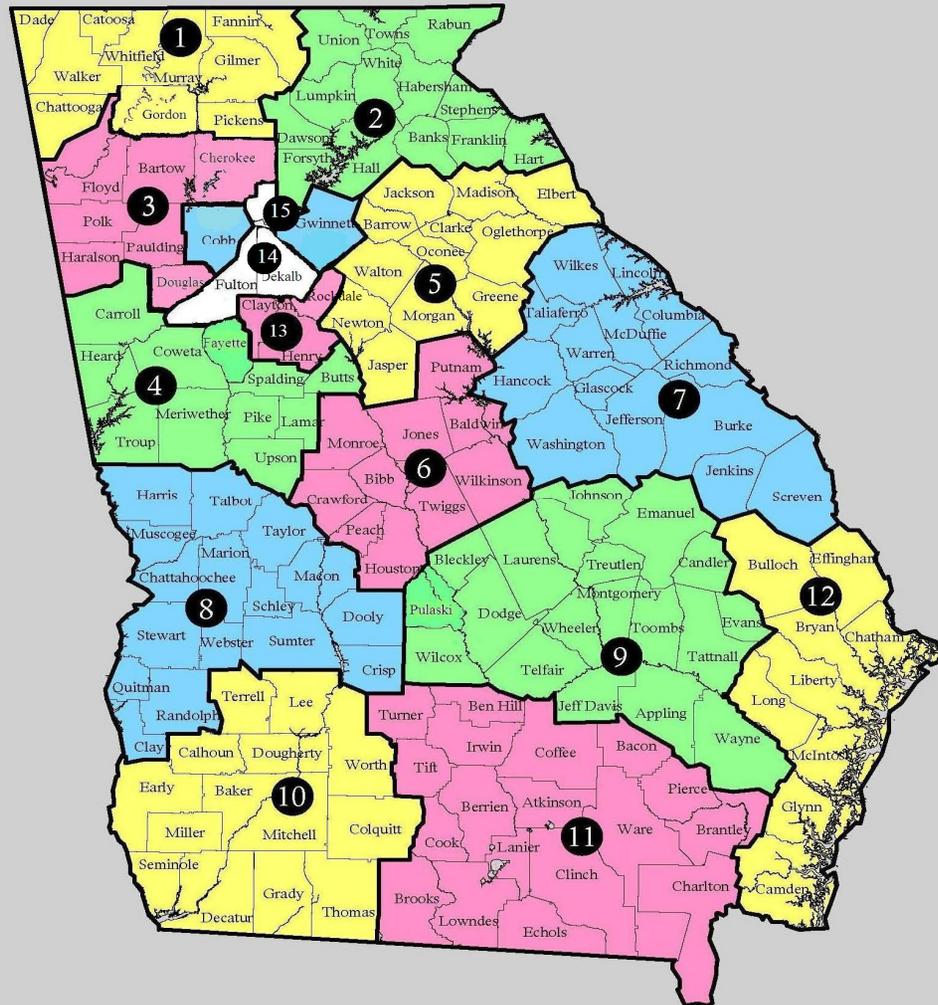
Example of New County Ranking

Region	Georgia Counties	Population	Poverty	Poverty <19	Rank
01	Catoosa Co. DFCS	64,035	8,267	2,945	3
01	Chattooga Co. DFCS	26,619	4,925	1,538	2
01	Dade Co. DFCS	16,127	2,773	793	1
01	Walker Co. DFCS	64,983	11,004	4,028	3
01	Whitfield Co. DFCS	93,698	21,344	9,006	4

Regional Structure

- Established in 2006
 - From 13 Regions to 17 Regions
- 2011 Regional Structure (from 17 to 15 Regions)
 - Moves Pulaski to Region 9 (judicial circuit partners)
 - Moves Gordon to Region 1, Cherokee and Douglas to Region 3, Rockdale to newly formed Region 13, Fayette to Region 4,
 - Combines Fulton/Dekalb to create Region 14 and Cobb/Gwinnett to form Region 15

Regional Structure



Multi-County Leadership

- Leadership for 2 or more DFCS Counties
- SPA permits up to 15%
 - Current Compensation varied widely
- New structure to recognize number and complexity

	County Rating/Increase Grid				
County Rating	1	2	3	4	5 (+)
Pay Level	16	17	18	19	21-22
Percent Increase	5.0%	7.5%	10%	12.5%	15%

State Office Realignment

- Streamline, increase clarity, reduce overlap
- Top Level identified
- Next step- review pay grades and duties

