



Lori A. Shibinette
Commissioner

Joseph E. Ribsam, Jr.
Director

STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION FOR CHILDREN, YOUTH & FAMILIES

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26
max

September 28, 2021

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to New Hampshire RSA 99:8, Increases for Recruitment Purposes and in accordance with Per 904.01 of the Rules of the Division of Personnel, Request for Temporary Increase, authorize the Department of Health and Human Services, Division for Children, Youth and Families, Child Protection to institute a temporary fifteen percent (15%) base hourly wage enhancement to Child Protective Services Worker and Supervisor IV positions, and an eight percent (8%) base hourly wage enhancement to Supervisor VI positions currently paid under Wage Schedule – A000 for recruitment and retention purposes effective upon Governor and Council approval or on November 5, 2021, whichever is later, through a period of 24 months from the date of such approval. 30% Federal Funds, 70% General Funds.

Funds are available in the account below in SFY 2022 and 2023, and are anticipated to be available in SFY 2024, upon the availability and continued appropriation of funds in the future operating budget.

05-95-042-421010-29570000 HEALTH AND SOCIAL SERVICES, HEALTH AND HUMAN SVCS DEPT OF, HHS: HUMAN SERVICES, CHILD PROTECTION, CHILD PROTECTION

Fiscal Year	Class / Account	Class Title	Job Number	Amount Requested
SFY 2022	010-500100	Personal Services - Perm Class	Various	\$1,948,382
SFY 2023	010-500100	Personal Services - Perm Class	Various	\$3,014,444
SFY 2024	010-500100	Personal Services - Perm Class	Various	\$1,043,461
			TOTAL	\$6,006,287

EXPLANATION

The demand for Child Protective Services Worker (CPSW) staff within the Division for Children, Youth, and Families (DCYF) Bureau of Field Services continues to exceed available staff resources. These field services positions are responsible for responding to, investigating, and decision making regarding the safety of children who are the subject of child abuse and neglect reports. Additionally, Supervisor IV and Supervisor VI positions are necessary to support critical decision-making points, and often conduct casework in the absence of CPSW's. The safety of children is impacted by the ability of these staff to have the workload capacity to interact with children, families, communities, providers and other family touchpoints to fully investigate, provide mitigation measures when necessary for child safety, and work to reunify families, whenever possible, after substitute care is required to ensure child safety.

Child Protective Service Workers:

DCYF has continued to have extreme difficulty recruiting for CPSW positions – see Table 1. The information outlines the percentage of vacant positions for the Assessment and Family Service CPSW positions from December 2020 through July 2021. The data shows the percentage of vacant CPSW positions has fluctuated, but reached a peak at 21% for Assessment in June 2021.

While COVID-19 may have exacerbated the staffing challenges due to the potential impacts associated with child-care and remote educational needs, quarantine, and illness, the CPSW position has been understaffed for several years and an enhancement to the salary is necessary to attract applicants and retain its workforce. A 15% enhancement is a necessary tool in the recruitment and retention of CPSW staff.

Table 1

	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21
# of All Assessment CPSW Positions	162	162	162	161	161	161	161	161
Vacant Positions	18%	16%	17%	13%	14%	16%	21%	16%
# of Family Services CPSWs Positions	122	122	122	122	122	122	122	122
Vacant Positions	18%	16%	14%	12%	15%	10%	12%	10%

Source: Workload Capacity Report 8/13/2021

There are currently 36 vacant field services CPSW positions as of 9/1/2021. The 15% enhancement would apply to all field services positions within the CPSW Classification.

The current salary of the CPSW position is outlined in Table 2 below. The CPSW I position requires a Bachelor's Degree and no experience necessary for human services degrees, or three years of experience working with children and/or families for a degree in a field other than human services.

Table 2

POSITION/TITLE	Salary
Child Protective Service Worker I	\$38,649.00 (19.82) TO \$53,469.00 (27.42)
Child Protective Service Worker II	\$41,808.00 (21.44) TO \$58,636.50 (30.07)
Child Protective Service Worker III	\$45,357.00 (23.26) TO \$63,921.00 (32.78)
Child Protective Service Worker IV	\$49,354.50 (25.31) TO \$69,771.00 (35.78)

Source: Wage schedule – A000, effective July 2, 2021

Competitive Market:

Potential applicants searching for jobs in Child Protection will find opportunities available in the other New England states who offer a more competitive salary. In Table 3 below are the wages for the equivalent CPSW position for states which border NH.

Table 3

State	Salary
Vermont	\$51,272.00 – 83,428.00
Maine	\$28.83 to \$37.36/ hr \$49,000.00 – 63,000.00 Approx Salary ***includes add'l \$5.00 per hour stipend
Massachusetts	\$40,726.40 – 54,641.60 – Base Salary
	\$54,281.24 - 74,138.48

Source: VT/ME – Correspondence with VT/ME agency leadership
 MA – Mass.gov 8/16/2021

Supervisor IV and Supervisor VI:

The Supervisor IV and Supervisor VI positions are responsible for support of critical decision points in establishing and maintaining the safety of children, and often conduct casework in the absence of CPSW's. It is necessary to provide a 15% Salary Enhancement to the Supervisor IV position and an 8% Salary Enhancement to the Supervisor VI position in order to support these critical functions and retain an appropriate wage structure in consideration of the CPSW position. The 15% and 8% enhancement would apply to all positions within the Supervisor IV and Supervisor VI classification of field services respectively.

Should Governor and Council determine to deny this request, DCYF would be unable to adequately recruit and retain CPSW, Supervisor IV, and Supervisor VI staff, which would negatively impact the safety children who come to the attention of DCYF.

Area served: DCYF Field Services

Source of funds: 30% Federal Funds, 70% general funds

If you need any further information regarding this request, please feel free to contact me at 271-9017. Thank you for your consideration.

Respectfully submitted,


Lori A. Shibinette
Commissioner

Position Title	Count
CHILD PROTECTIVE SVC WKR I	49
CHILD PROTECTIVE SVC WKR II	79
CHILD PROTECTIVE SVC WKR III	103
CHILD PROTECTIVE SVC WKR IV	84
SUPERVISOR IV	62
SUPERVISOR VI	15
Grand Total	392



State of New Hampshire

DIVISION OF PERSONNEL
Department of Administrative Services
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Commissioner
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Lorrie A. Rudis
Director
(603)271-3261

September 22, 2021

Marilyn Doe
Interim Human Resources Director
129 Pleasant Street
Concord, NH 03301-3857

Dear Marilyn Doe:

I am writing in response to your letter dated September 22, 2021, requesting my concurrence with the proposal by the Department of Health and Human Services to institute a temporary 15% increase for the Child Protective Services Workers in the Supervisor IV positions, and an 8% increase for the Child Protective Services Workers in the Supervisor VI positions, base hourly wage enhancement, for recruitment purposes for a period of 24 months.

Based on the information provided in your letter, pursuant to Per 904.01, I concur with the requested increase in compensation. Pursuant to RSA 99:8, I recommend the requested increase in salaries for recruitment of qualified personnel to address the substantial number of vacancies that exist in the subject position classes.

Under RSA 99:8, your agency's appointing authority's request must be submitted, along with this letter, to Governor and Council for review and approval.

Sincerely,

Lorrie Rudis
Director of Personnel

DCYF Field Service Positions

POSITION	TITLE	DESC									
11744	CHILD PROTECTIVE SVC WKR III		11937	CHILD PROTECTIVE SVC WKR I		42071	CHILD PROTECTIVE SVC WKR IV		44433	CHILD PROTECTIVE SVC WKR II	
11746	CHILD PROTECTIVE SVC WKR I		11939	CHILD PROTECTIVE SVC WKR II		42072	CHILD PROTECTIVE SVC WKR II		44434	CHILD PROTECTIVE SVC WKR III	
11751	CHILD PROTECTIVE SVC WKR III		12095	CHILD PROTECTIVE SVC WKR II		42074	CHILD PROTECTIVE SVC WKR I		44435	CHILD PROTECTIVE SVC WKR I	
11753	CHILD PROTECTIVE SVC WKR III		12146	CHILD PROTECTIVE SVC WKR III		42075	CHILD PROTECTIVE SVC WKR IV		44436	CHILD PROTECTIVE SVC WKR III	
11754	CHILD PROTECTIVE SVC WKR I		12231	CHILD PROTECTIVE SVC WKR IV		42076	CHILD PROTECTIVE SVC WKR III		44437	CHILD PROTECTIVE SVC WKR III	
11756	CHILD PROTECTIVE SVC WKR IV		12271	CHILD PROTECTIVE SVC WKR II		42077	CHILD PROTECTIVE SVC WKR II		44438	CHILD PROTECTIVE SVC WKR IV	
11757	CHILD PROTECTIVE SVC WKR IV		12277	CHILD PROTECTIVE SVC WKR II		42078	CHILD PROTECTIVE SVC WKR IV		44439	CHILD PROTECTIVE SVC WKR II	
11759	CHILD PROTECTIVE SVC WKR IV		12384	CHILD PROTECTIVE SVC WKR IV		42080	CHILD PROTECTIVE SVC WKR II		44440	CHILD PROTECTIVE SVC WKR II	
11760	CHILD PROTECTIVE SVC WKR III		12418	CHILD PROTECTIVE SVC WKR III		42086	CHILD PROTECTIVE SVC WKR II		44441	CHILD PROTECTIVE SVC WKR II	
11762	CHILD PROTECTIVE SVC WKR III		12512	CHILD PROTECTIVE SVC WKR III		42087	CHILD PROTECTIVE SVC WKR II		44442	CHILD PROTECTIVE SVC WKR I	
11767	CHILD PROTECTIVE SVC WKR I		12523	CHILD PROTECTIVE SVC WKR II		42088	CHILD PROTECTIVE SVC WKR IV		44443	CHILD PROTECTIVE SVC WKR II	
11768	CHILD PROTECTIVE SVC WKR I		12535	CHILD PROTECTIVE SVC WKR IV		42090	CHILD PROTECTIVE SVC WKR IV		44444	CHILD PROTECTIVE SVC WKR I	
11769	CHILD PROTECTIVE SVC WKR II		12558	CHILD PROTECTIVE SVC WKR I		42091	CHILD PROTECTIVE SVC WKR I		44446	CHILD PROTECTIVE SVC WKR I	
11770	CHILD PROTECTIVE SVC WKR II		12704	CHILD PROTECTIVE SVC WKR II		42092	CHILD PROTECTIVE SVC WKR II		44447	CHILD PROTECTIVE SVC WKR II	
11771	CHILD PROTECTIVE SVC WKR IV		14656	CHILD PROTECTIVE SVC WKR III		42093	CHILD PROTECTIVE SVC WKR II		44448	CHILD PROTECTIVE SVC WKR I	
11773	CHILD PROTECTIVE SVC WKR II		14663	CHILD PROTECTIVE SVC WKR II		42097	CHILD PROTECTIVE SVC WKR IV		44449	CHILD PROTECTIVE SVC WKR I	
11774	CHILD PROTECTIVE SVC WKR II		14703	CHILD PROTECTIVE SVC WKR II		42098	CHILD PROTECTIVE SVC WKR II		44450	CHILD PROTECTIVE SVC WKR II	
11780	CHILD PROTECTIVE SVC WKR I		14726	CHILD PROTECTIVE SVC WKR II		42100	CHILD PROTECTIVE SVC WKR III		44451	CHILD PROTECTIVE SVC WKR I	
11783	CHILD PROTECTIVE SVC WKR IV		14800	CHILD PROTECTIVE SVC WKR I		42101	CHILD PROTECTIVE SVC WKR III		44452	CHILD PROTECTIVE SVC WKR I	
11785	CHILD PROTECTIVE SVC WKR IV		14949	CHILD PROTECTIVE SVC WKR III		42103	CHILD PROTECTIVE SVC WKR III		44453	CHILD PROTECTIVE SVC WKR I	
11786	CHILD PROTECTIVE SVC WKR III		14998	CHILD PROTECTIVE SVC WKR III		42104	CHILD PROTECTIVE SVC WKR III		44454	CHILD PROTECTIVE SVC WKR I	
11787	CHILD PROTECTIVE SVC WKR IV		15691	CHILD PROTECTIVE SVC WKR IV		42105	CHILD PROTECTIVE SVC WKR IV		11755	SUPERVISOR IV	
11793	CHILD PROTECTIVE SVC WKR II		15778	CHILD PROTECTIVE SVC WKR IV		42599	CHILD PROTECTIVE SVC WKR IV		11765	SUPERVISOR IV	
11794	CHILD PROTECTIVE SVC WKR I		15842	CHILD PROTECTIVE SVC WKR III		42624	CHILD PROTECTIVE SVC WKR I		11766	SUPERVISOR IV	
11795	CHILD PROTECTIVE SVC WKR IV		15892	CHILD PROTECTIVE SVC WKR IV		42920	CHILD PROTECTIVE SVC WKR II		11772	SUPERVISOR IV	
11798	CHILD PROTECTIVE SVC WKR II		16009	CHILD PROTECTIVE SVC WKR IV		44195	CHILD PROTECTIVE SVC WKR III		11789	SUPERVISOR IV	
11804	CHILD PROTECTIVE SVC WKR III		16012	CHILD PROTECTIVE SVC WKR III		44196	CHILD PROTECTIVE SVC WKR II		11816	SUPERVISOR IV	
11805	CHILD PROTECTIVE SVC WKR IV		16067	CHILD PROTECTIVE SVC WKR IV		44197	CHILD PROTECTIVE SVC WKR III		11837	SUPERVISOR IV	
11807	CHILD PROTECTIVE SVC WKR III		16082	CHILD PROTECTIVE SVC WKR III		44198	CHILD PROTECTIVE SVC WKR IV		11865	SUPERVISOR IV	
11808	CHILD PROTECTIVE SVC WKR IV		16230	CHILD PROTECTIVE SVC WKR II		44199	CHILD PROTECTIVE SVC WKR I		11873	SUPERVISOR IV	
11809	CHILD PROTECTIVE SVC WKR III		16356	CHILD PROTECTIVE SVC WKR IV		44200	CHILD PROTECTIVE SVC WKR II		11888	SUPERVISOR IV	
11810	CHILD PROTECTIVE SVC WKR II		16368	CHILD PROTECTIVE SVC WKR I		44201	CHILD PROTECTIVE SVC WKR II		11891	SUPERVISOR IV	
11811	CHILD PROTECTIVE SVC WKR III		16480	CHILD PROTECTIVE SVC WKR II		44202	CHILD PROTECTIVE SVC WKR IV		11900	SUPERVISOR IV	
11814	CHILD PROTECTIVE SVC WKR IV		16964	CHILD PROTECTIVE SVC WKR III		44203	CHILD PROTECTIVE SVC WKR II		11908	SUPERVISOR IV	
11821	CHILD PROTECTIVE SVC WKR I		16965	CHILD PROTECTIVE SVC WKR I		44204	CHILD PROTECTIVE SVC WKR II		12208	SUPERVISOR IV	
11823	CHILD PROTECTIVE SVC WKR IV		16970	CHILD PROTECTIVE SVC WKR IV		44206	CHILD PROTECTIVE SVC WKR I		12386	SUPERVISOR IV	
11825	CHILD PROTECTIVE SVC WKR III		16971	CHILD PROTECTIVE SVC WKR II		44207	CHILD PROTECTIVE SVC WKR III		12561	SUPERVISOR IV	
11826	CHILD PROTECTIVE SVC WKR III		16973	CHILD PROTECTIVE SVC WKR IV		44208	CHILD PROTECTIVE SVC WKR I		14683	SUPERVISOR IV	
11827	CHILD PROTECTIVE SVC WKR III		16976	CHILD PROTECTIVE SVC WKR I		44209	CHILD PROTECTIVE SVC WKR III		15080	SUPERVISOR IV	
11828	CHILD PROTECTIVE SVC WKR III		16977	CHILD PROTECTIVE SVC WKR IV		44210	CHILD PROTECTIVE SVC WKR II		15684	SUPERVISOR IV	
11829	CHILD PROTECTIVE SVC WKR II		16978	CHILD PROTECTIVE SVC WKR III		44211	CHILD PROTECTIVE SVC WKR I		16426	SUPERVISOR IV	
11831	CHILD PROTECTIVE SVC WKR IV		16979	CHILD PROTECTIVE SVC WKR III		44212	CHILD PROTECTIVE SVC WKR II		16546	SUPERVISOR IV	
11833	CHILD PROTECTIVE SVC WKR III		16980	CHILD PROTECTIVE SVC WKR IV		44213	CHILD PROTECTIVE SVC WKR III		16615	SUPERVISOR IV	
11834	CHILD PROTECTIVE SVC WKR IV		16981	CHILD PROTECTIVE SVC WKR IV		44214	CHILD PROTECTIVE SVC WKR III		16966	SUPERVISOR IV	
11835	CHILD PROTECTIVE SVC WKR I		19189	CHILD PROTECTIVE SVC WKR IV		44215	CHILD PROTECTIVE SVC WKR II		16967	SUPERVISOR IV	
11836	CHILD PROTECTIVE SVC WKR IV		19190	CHILD PROTECTIVE SVC WKR IV		44353	CHILD PROTECTIVE SVC WKR III		30236	SUPERVISOR IV	
11838	CHILD PROTECTIVE SVC WKR III		19460	CHILD PROTECTIVE SVC WKR III		44357	CHILD PROTECTIVE SVC WKR IV		30292	SUPERVISOR IV	
11839	CHILD PROTECTIVE SVC WKR III		19629	CHILD PROTECTIVE SVC WKR III		44358	CHILD PROTECTIVE SVC WKR IV		40379	SUPERVISOR IV	
11840	CHILD PROTECTIVE SVC WKR II		19775	CHILD PROTECTIVE SVC WKR II		44362	CHILD PROTECTIVE SVC WKR IV		40621	SUPERVISOR IV	
11841	CHILD PROTECTIVE SVC WKR IV		19788	CHILD PROTECTIVE SVC WKR IV		44365	CHILD PROTECTIVE SVC WKR II		41049	SUPERVISOR IV	

DCYF Field Service Positions

POSITION	TITLE	DESC	POSITION	TITLE	DESC	POSITION	TITLE	DESC
11843	CHILD PROTECTIVE SVC	WKR II	19805	CHILD PROTECTIVE SVC	WKR II	44368	CHILD PROTECTIVE SVC	WKR III
11845	CHILD PROTECTIVE SVC	WKR IV	30221	CHILD PROTECTIVE SVC	WKR IV	44369	CHILD PROTECTIVE SVC	WKR II
11846	CHILD PROTECTIVE SVC	WKR I	30223	CHILD PROTECTIVE SVC	WKR IV	44370	CHILD PROTECTIVE SVC	WKR II
11848	CHILD PROTECTIVE SVC	WKR III	30224	CHILD PROTECTIVE SVC	WKR IV	44371	CHILD PROTECTIVE SVC	WKR III
11849	CHILD PROTECTIVE SVC	WKR IV	30225	CHILD PROTECTIVE SVC	WKR III	44372	CHILD PROTECTIVE SVC	WKR III
11853	CHILD PROTECTIVE SVC	WKR IV	30227	CHILD PROTECTIVE SVC	WKR III	44373	CHILD PROTECTIVE SVC	WKR I
11854	CHILD PROTECTIVE SVC	WKR IV	30228	CHILD PROTECTIVE SVC	WKR III	44374	CHILD PROTECTIVE SVC	WKR III
11856	CHILD PROTECTIVE SVC	WKR II	30229	CHILD PROTECTIVE SVC	WKR IV	44375	CHILD PROTECTIVE SVC	WKR III
11863	CHILD PROTECTIVE SVC	WKR III	30231	CHILD PROTECTIVE SVC	WKR IV	44377	CHILD PROTECTIVE SVC	WKR III
11867	CHILD PROTECTIVE SVC	WKR I	30232	CHILD PROTECTIVE SVC	WKR III	44378	CHILD PROTECTIVE SVC	WKR III
11868	CHILD PROTECTIVE SVC	WKR II	30234	CHILD PROTECTIVE SVC	WKR IV	44381	CHILD PROTECTIVE SVC	WKR II
11869	CHILD PROTECTIVE SVC	WKR III	30235	CHILD PROTECTIVE SVC	WKR III	44383	CHILD PROTECTIVE SVC	WKR I
11870	CHILD PROTECTIVE SVC	WKR III	30238	CHILD PROTECTIVE SVC	WKR I	44384	CHILD PROTECTIVE SVC	WKR II
11871	CHILD PROTECTIVE SVC	WKR IV	30294	CHILD PROTECTIVE SVC	WKR IV	44389	CHILD PROTECTIVE SVC	WKR III
11875	CHILD PROTECTIVE SVC	WKR II	30314	CHILD PROTECTIVE SVC	WKR III	44390	CHILD PROTECTIVE SVC	WKR I
11881	CHILD PROTECTIVE SVC	WKR IV	30775	CHILD PROTECTIVE SVC	WKR I	44391	CHILD PROTECTIVE SVC	WKR II
11883	CHILD PROTECTIVE SVC	WKR IV	30831	CHILD PROTECTIVE SVC	WKR III	44392	CHILD PROTECTIVE SVC	WKR I
11889	CHILD PROTECTIVE SVC	WKR II	30881	CHILD PROTECTIVE SVC	WKR IV	44393	CHILD PROTECTIVE SVC	WKR II
11893	CHILD PROTECTIVE SVC	WKR III	40098	CHILD PROTECTIVE SVC	WKR II	44394	CHILD PROTECTIVE SVC	WKR I
11895	CHILD PROTECTIVE SVC	WKR IV	40099	CHILD PROTECTIVE SVC	WKR IV	44395	CHILD PROTECTIVE SVC	WKR II
11896	CHILD PROTECTIVE SVC	WKR IV	40100	CHILD PROTECTIVE SVC	WKR IV	44396	CHILD PROTECTIVE SVC	WKR I
11898	CHILD PROTECTIVE SVC	WKR IV	40101	CHILD PROTECTIVE SVC	WKR III	44397	CHILD PROTECTIVE SVC	WKR III
11899	CHILD PROTECTIVE SVC	WKR III	40102	CHILD PROTECTIVE SVC	WKR IV	44398	CHILD PROTECTIVE SVC	WKR III
11901	CHILD PROTECTIVE SVC	WKR IV	40103	CHILD PROTECTIVE SVC	WKR I	44399	CHILD PROTECTIVE SVC	WKR III
11902	CHILD PROTECTIVE SVC	WKR IV	40106	CHILD PROTECTIVE SVC	WKR III	44400	CHILD PROTECTIVE SVC	WKR III
11903	CHILD PROTECTIVE SVC	WKR II	40108	CHILD PROTECTIVE SVC	WKR III	44401	CHILD PROTECTIVE SVC	WKR III
11904	CHILD PROTECTIVE SVC	WKR III	40109	CHILD PROTECTIVE SVC	WKR I	44402	CHILD PROTECTIVE SVC	WKR III
11906	CHILD PROTECTIVE SVC	WKR III	40114	CHILD PROTECTIVE SVC	WKR III	44403	CHILD PROTECTIVE SVC	WKR III
11907	CHILD PROTECTIVE SVC	WKR IV	40121	CHILD PROTECTIVE SVC	WKR IV	44404	CHILD PROTECTIVE SVC	WKR III
11909	CHILD PROTECTIVE SVC	WKR III	40136	CHILD PROTECTIVE SVC	WKR III	44405	CHILD PROTECTIVE SVC	WKR II
11910	CHILD PROTECTIVE SVC	WKR IV	40137	CHILD PROTECTIVE SVC	WKR III	44406	CHILD PROTECTIVE SVC	WKR IV
11912	CHILD PROTECTIVE SVC	WKR II	40138	CHILD PROTECTIVE SVC	WKR IV	44407	CHILD PROTECTIVE SVC	WKR II
11915	CHILD PROTECTIVE SVC	WKR IV	40373	CHILD PROTECTIVE SVC	WKR IV	44408	CHILD PROTECTIVE SVC	WKR II
11916	CHILD PROTECTIVE SVC	WKR III	40376	CHILD PROTECTIVE SVC	WKR IV	44409	CHILD PROTECTIVE SVC	WKR III
11917	CHILD PROTECTIVE SVC	WKR III	40401	CHILD PROTECTIVE SVC	WKR III	44410	CHILD PROTECTIVE SVC	WKR II
11919	CHILD PROTECTIVE SVC	WKR IV	40405	CHILD PROTECTIVE SVC	WKR III	44411	CHILD PROTECTIVE SVC	WKR I
11920	CHILD PROTECTIVE SVC	WKR III	40445	CHILD PROTECTIVE SVC	WKR II	44412	CHILD PROTECTIVE SVC	WKR II
11921	CHILD PROTECTIVE SVC	WKR IV	40530	CHILD PROTECTIVE SVC	WKR II	44413	CHILD PROTECTIVE SVC	WKR II
11922	CHILD PROTECTIVE SVC	WKR III	40787	CHILD PROTECTIVE SVC	WKR III	44414	CHILD PROTECTIVE SVC	WKR II
11923	CHILD PROTECTIVE SVC	WKR III	40889	CHILD PROTECTIVE SVC	WKR III	44415	CHILD PROTECTIVE SVC	WKR III
11924	CHILD PROTECTIVE SVC	WKR IV	40973	CHILD PROTECTIVE SVC	WKR II	44425	CHILD PROTECTIVE SVC	WKR I
11925	CHILD PROTECTIVE SVC	WKR II	41012	CHILD PROTECTIVE SVC	WKR II	44426	CHILD PROTECTIVE SVC	WKR III
11926	CHILD PROTECTIVE SVC	WKR III	41041	CHILD PROTECTIVE SVC	WKR IV	44427	CHILD PROTECTIVE SVC	WKR II
11927	CHILD PROTECTIVE SVC	WKR II	41096	CHILD PROTECTIVE SVC	WKR II	44428	CHILD PROTECTIVE SVC	WKR II
11928	CHILD PROTECTIVE SVC	WKR III	41617	CHILD PROTECTIVE SVC	WKR I	44429	CHILD PROTECTIVE SVC	WKR I
11929	CHILD PROTECTIVE SVC	WKR II	42067	CHILD PROTECTIVE SVC	WKR IV	44430	CHILD PROTECTIVE SVC	WKR I
11930	CHILD PROTECTIVE SVC	WKR III	42068	CHILD PROTECTIVE SVC	WKR III	44431	CHILD PROTECTIVE SVC	WKR I
11931	CHILD PROTECTIVE SVC	WKR IV	42069	CHILD PROTECTIVE SVC	WKR III	44432	CHILD PROTECTIVE SVC	WKR II
41050	SUPERVISOR	IV	42070	SUPERVISOR	IV	42079	SUPERVISOR	IV
42081	SUPERVISOR	IV	42082	SUPERVISOR	IV	42083	SUPERVISOR	IV
42084	SUPERVISOR	IV	42085	SUPERVISOR	IV	42094	SUPERVISOR	IV
42601	SUPERVISOR	IV	42878	SUPERVISOR	IV	42916	SUPERVISOR	IV
44356	SUPERVISOR	IV	44376	SUPERVISOR	IV	44416	SUPERVISOR	IV
44417	SUPERVISOR	IV	44418	SUPERVISOR	IV	44419	SUPERVISOR	IV
44420	SUPERVISOR	IV	44421	SUPERVISOR	IV	44422	SUPERVISOR	IV
44423	SUPERVISOR	IV	44424	SUPERVISOR	IV	44425	SUPERVISOR	IV
44426	SUPERVISOR	IV	44427	SUPERVISOR	IV	44428	SUPERVISOR	IV
44429	SUPERVISOR	IV	44430	SUPERVISOR	IV	44431	SUPERVISOR	IV
44432	SUPERVISOR	IV	44433	SUPERVISOR	IV	44434	SUPERVISOR	IV
44435	SUPERVISOR	IV	44436	SUPERVISOR	IV	44437	SUPERVISOR	IV
44438	SUPERVISOR	IV	44439	SUPERVISOR	IV	44440	SUPERVISOR	IV
44441	SUPERVISOR	IV	44442	SUPERVISOR	IV	44443	SUPERVISOR	IV
44444	SUPERVISOR	IV	44445	SUPERVISOR	IV	44446	SUPERVISOR	IV
44447	SUPERVISOR	IV	44448	SUPERVISOR	IV	44449	SUPERVISOR	IV
44450	SUPERVISOR	IV	44451	SUPERVISOR	IV	44452	SUPERVISOR	IV
44453	SUPERVISOR	IV	44454	SUPERVISOR	IV	44455	SUPERVISOR	IV
44456	SUPERVISOR	IV	44457	SUPERVISOR	IV	44458	SUPERVISOR	IV
44459	SUPERVISOR	IV	44460	SUPERVISOR	IV	44461	SUPERVISOR	IV
44462	SUPERVISOR	IV	44463	SUPERVISOR	IV	44464	SUPERVISOR	IV
44465	SUPERVISOR	IV	44466	SUPERVISOR	IV	44467	SUPERVISOR	IV
11729	SUPERVISOR	VI	11749	SUPERVISOR	VI	11752	SUPERVISOR	VI
11778	SUPERVISOR	VI	11788	SUPERVISOR	VI	11801	SUPERVISOR	VI
11817	SUPERVISOR	VI	11842	SUPERVISOR	VI	11855	SUPERVISOR	VI
11911	SUPERVISOR	VI	30239	SUPERVISOR	VI	30811	SUPERVISOR	VI
40877	SUPERVISOR	VI	44460	SUPERVISOR	VI	44462	SUPERVISOR	VI