Child Protective Services Update

To the Board of Commissioners:
The purpose of this agenda item is to provide the Board of Commissioners with an update on Child Protective Services (CPS) operations and to propose a comprehensive restructuring plan. To improve service delivery to our citizens, we propose reducing the supervisor-to-staff ratio from the industry standard of 5:1 down to 3:1. This strategic shift will give our county one of the lowest ratios in the state, allowing for heightened direct supervision, hands-on training, and a significant reduction in supervisor caseloads.

The proposed restructuring directly addresses operational capacity and quality of care by shifting our management structure to a highly supportive model.

- **Enhanced Supervision and Training:** Moving to a 3:1 ratio allows supervisors to provide direct, daily oversight and hands-on guidance to frontline staff. This intensive training environment will ensure higher quality assessments and more efficient service delivery for vulnerable families.
- **Manageable Supervisor Caseloads:** Under the current 5:1 structure, supervisors oversee an average of 50 active cases at any given time. By restructuring the department, we will reduce this administrative and clinical burden to approximately 30 cases per supervisor, significantly mitigating burnout and oversight risks.

To make this transition successful, we will present a detailed logistical plan during our upcoming meeting, outlining the realignment of existing teams and space allocations.
Furthermore, implementing this model effectively requires stabilizing our workforce and maintaining high morale during the transition. Therefore, we will be formally requesting the authorization of an employee incentive package for CPS staff to ensure high retention, successful recruitment, and long-term departmental stability.

Recommendation:
It is recommended that the Board consider the proposed changes to CPS and approve after a detailed presentation and discussion. Thank you for consideration of this request.

Respectfully submitted,

Shane Fox, County Manager

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