



# **Office of the Alternate Defense Counsel**

## **FISCAL YEAR 2016-17 COMEBACK REQUEST**

**March, 18<sup>th</sup> 2016**

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Agency :	Office of the Alternate Defense Counsel
Title :	Social Worker Coordinator

	FY2015-16 Appropriation	FY2016-17 Budget Request	JBC Action	Comeback Request	Action and Comeback Difference
<b>Total</b>	<b>\$ -</b>	<b>\$120,454.80</b>	<b>\$ 71,395.80</b>	<b>\$108,248.40</b>	<b>\$ 36,852.60</b>
FTE	0.0	1.0	1.0	1.0	-
GF	\$ -	\$ 120,454.80	\$ 71,395.80	\$ 108,248.40	\$ 36,852.60
Salary	\$ -	\$ 84,552.00	\$ 54,180.00	\$ 84,552.00	\$ 30,372.00
PERA	\$ -	\$ 8,582.04	\$ 5,499.00	\$ 8,582.04	\$ 3,083.04
AED	\$ -	\$ 4,058.52	\$ 2,601.00	\$ 4,058.52	\$ 1,457.52
SAED	\$ -	\$ 4,016.28	\$ 2,574.00	\$ 4,016.28	\$ 1,442.28
Medicare	\$ -	\$ 1,226.04	\$ 786.00	\$ 1,226.04	\$ 440.04
HLD	\$ -	\$ 12,206.16	\$ -	\$ -	\$ -
STD	\$ -	\$ 160.68	\$ 102.96	\$ 160.68	\$ 57.72
Operating	\$ -	\$ 2,180.04	\$ 949.92	\$ 949.92	\$ -
Capital Outlay	\$ -	\$ 3,473.04	\$ 4,702.92	\$ 4,702.92	\$ -

### Summary of Initial Request:

The Office of the Alternate Defense Counsel requested a General Fund (GF) increase of \$120,454.53 and 1 FTE to hire a Social Worker Coordinator. This position will enable the agency to continue utilizing master's level contract social workers who must accrue 3,360 hours of supervised work experience within a two year period to become licensed. It will also allow the OADC to increase the resources available to its contractors by utilizing social worker interns and expand the use of EBP/social science research resources and its on line social science library. Forensic social workers are trained and skilled in:

- providing direct services to court-involved and/or incarcerated juveniles and adults;
- motivational, strengths based interviewing, communication and advocacy;
- working on a multidisciplinary legal team; and
- writing and creating bio-psycho-social assessments.

### Joint Budget Committee Action:

The JBC approved the request for one FTE, but decreased the requested monthly salary from \$7,046 to \$4,515, based primarily on the recommendation of utilizing the Executive Branch classification for 'Social Work/ Counselor IV', as opposed to the agency's proposal of utilizing 'General Professional VII' classification.

### Office of the Alternate Defense Counsel Comeback:

The recommendation for a starting salary of \$4,515 was based on the following information from the DPA class title chart:

Class Title	OCC Group	Class Code	Class 6 Code	Pay Grade	Range Minimum Q1	Minimum Q2	Range Midpoint Minimum Q3	Minimum Q4	Range Maximum	Salary Lid
SOCIAL WORK/COUNSELOR IV	C	C4L4	C4L4XX	C19	\$4,515	\$5,039	\$5,562	\$6,085	\$6,608	\$13,092

Based on information received from DPA, there is not a single executive branch SOCIAL WORK/COUNSELOR IV, who makes the minimum of \$4,515. In fact, the average is \$5,670 per month.

Class Title	min	max	avg
SOCIAL WORK/COUNSELOR IV	\$ 4,800	\$ 6,540	\$ 5,670

The OADC believes that there is a significant difference between a Forensic Social Worker Coordinator, and a Social Work/Counselor IV, which is why the OADC utilized the ‘General Professional VII’ classification rather than the Social Work/Counselor IV.

Class Title	min	max	avg
GENERAL PROFESSIONAL VII	\$ 7,046	\$ 10,950	\$ 8,998

The OADC’s Social Worker Coordinator coordinates and provides supervision to individuals working on many different types of cases, including juvenile delinquency cases, juvenile transfer and reverse transfer cases, and even death penalty cases. Because the duties of the social workers encompass so many different arenas, their supervisor/coordinator needs to be someone with extensive experience in forensic social work.

Unlike larger state agencies such as the Colorado State Public Defender’s Office, the Department of Corrections, and the Department of Human Services, the OADC is essentially a small agency of “coordinators.” Our agency coordinates several hundred individual contractors across the state, each of whom is a private business. As a result we are not an agency where there is an entry level position, and then you work your way up the ladder, having been mentored by your supervisor. This is another reason that the OADC needs to be able to offer sufficient compensation in order to hire someone who can hit the ground running.

The JBC and staff have spent a lot of time this year addressing financial issues around the increase in competency examinations, commitments and restorations. This is another place where OADC forensic social worker involvement has saved system wide resources. The level of training of the current contract LCSW supervisor has allowed for the use of forensic social workers to “triage” with lawyers to help determine if the issue is really one of competency versus other mental health issues that are resolvable.

Since we made our original request in November, we are aware of at least three cases where LCSW involvement resulted in something other than a court ordered competency evaluation, saving precious state hospital resources. This can only happen with an experienced, seasoned supervisor, not someone that would work for the bottom of the pay scale. The following are some quotes from OADC contract lawyers about how valuable the agency’s social worker program is:

*The Social Worker in this case helped us sort out what was reoccurring mental illness episodes that did not affect the client's competency to proceed, rather just made him very hard to deal with. Without Social worker, we would have likely had Client sent down for a comp eval.*

*Without the (Social worker) we would have really struggled to get the client to understand what he needed. Without the (Social worker) it would have been way more expensive for the state for us to spend that time with him to get him to fully understand what he needed to in order to do what he did.*

### **Anticipated Cost Savings:**

The use of social work interns could result in significant cost savings for the Agency. Each social work intern is required to do 600 hours of work for a qualifying Agency in a year. If social work interns are used in place of contract social workers (who are paid \$41.00 per hour), and the Agency has 5 interns, this could result in a cost savings of \$123,000 a year (600 hours x \$41 per hour = \$24,600 x 5 = \$123,000). Additionally, the use of social workers (at \$41.00 per hour) to work with clients on difficult cases cuts down on the number of attorney hours (at \$75.00 per hour). A full time coordinator would supervise student interns as well as the MSW's working toward licensure.

The OADC's pilot social worker program has been extraordinarily successful and will continue to be with a properly qualified forensic Social Worker Coordinator. In conclusion, the following quote best sums up our efforts:

*This case is a poignant example of what a tremendous asset social workers are in juvenile cases and why ADC is so smart in investing the time, money and resources to make qualified social workers readily available. The DA specifically commented to me that our mitigation packet was some of the most compelling mitigation he has ever seen.*