

Funding Methodology Working Discussion

February 11, 2014

DFNA Director Meeting

Objectives

- Review of Outcomes from Dec. 10
- Validate what we heard
- Answer outstanding questions
- Determine a path forward (Building a Business Case)

	2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
Board of 1 directors	\$50,000	Maintain at same level	\$50,000
Secretary 4/Receptionist	\$36,000	Maintain at same level	\$36,000
Evaluation 6 (Footnote 1)	\$0	Evaluation funding funded every 3 years in the amount of \$30,600 as a fixed amount.	\$0
8 Insurance	\$24,000	Maintain at same level	\$24,000

FOR DISCUSSION PURPOSES ONLY – NOT FOR DISTRIBUTION
TO BE DISCUSSED AT DFNA DIRECTORS' MEETING FEB. 10-11, 2014

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
12	Admin overhead (rent, IT etc)	15%	Calculated at 15% of total salary and off-hour emergency service. Standard federal practice.	15%
13	Benefits (@20%)	20%	Calculated at 20% of total salary. As per prior departmental decision.	20%
15	Off-Hour emergency service	5%	Calculated at 5% of direct delivery staff (Foster Care Workers, Case Managers, Family Enhancement Workers) May be impacted by additional Intake/Investigators.	5%

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		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
16	Supervisors	1 for every 6 delivery staff	Maintain at same level	1 for every 6 delivery staff
17	Support staff	1 for every 3 supervisors and direct delivery staff	Maintain at same level	1 for every 3 supervisors and direct delivery staff

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
20	Foster care workers / permanency workers	1 for every 30 children in care	Maintain at same level	1 for every 30 children in care
21	Foster care trainer / Recruit support / Placement resource	1 per Agency	Maintain at same level	1 per Agency

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
22	Case managers (child intervention)	1 for every 20 children in care	Maintain at same level	1 for every 20 children in care
23	Family enhancement workers	1 for every 20 multiple problem families	Maintain at same level	1 for every 20 multiple problem families

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
25	Travel for service staff	\$10,000	Calculated at \$10,000 per front- line staff and Director	\$10,000
18	Resource training	\$0	Maintain at same level	\$0

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
7	Audit	\$8,500	Increase to \$15,000 per Agency. Estimated additional impact \$110,500	\$15,000
9	Legal	\$20,000	Increase to \$50,000 per Agency. Estimated additional impact \$510,000	\$50,000

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
Ongoing 14 training		\$2,000	Calculated at \$2,000 per funded position. Estimated additional impact \$1.2M. (based on 403 positions)	\$5,000
Ongoing 19 development		\$0	Discussed to include \$20,000 per Agency for ongoing policy development and review. Estimated additional impact \$340,000	\$20,000

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
	Service purchase 24 @ \$100/child	\$100/child population	Discussed to increase to \$200/child population. Estimated total impact \$2.4M	\$200/child population

Salaries

	2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
<ul style="list-style-type: none"> - Front Line - Supervisors - Support Worker 	Currently based on 2006 average provincial salary	Adjust to reflect 19% increase in provincial average salaries since 2006. Estimated total impact salary (\$3.5M), admin overhead (\$519K), and benefits (\$692K) = \$4.7M	Adjust to reflect 19% increase

Salaries

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
2	Director	\$77,000	Proposed to increase to \$127,828 based on top-end senior manager in Alberta Government. Estimated financial impact \$864K.	\$127,828

Salaries

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
	NEW: Associate Director /Business Manager		Proposed additional position, 1 per Agency. Salary at \$102,740 based on top- end manager in Alberta Government. Estimated financial impact \$1.7M	

Human Resources Function

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
3 HR Staff		\$39,300	<p>Revise 1 fixed position from HR Staff to HR Manager. Salary \$83,964 based on Provincial ALIS Wage Indicator Estimated total impact on salary (\$760K), admin overhead (\$114K), and benefits (\$152K) =</p> <p>\$1.0M</p>	\$83,964

Human Resources Function

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
			<p>Variable based on total staffing composition, less than 15 staff, only HR Manager position above 15 staff then 1:15 staff ratio applied.</p> <p>Salary \$55,000 based ALIS Wage Indicator.</p> <p>Estimated total impact salary (\$3.4M), admin (\$512K), and benefits (\$682K) = \$4.6M (based on 62 positions)</p>	
	NEW: Variable HR Support			

Finance Function

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
Financial	5 support	\$51,000	Revised 1 fixed position per Agency from Financial Support to Financial Manager. Salary \$87,061 based on ALIS Wage Indicator. Esitmated total impact on salary (\$613K), admin (\$92K), and benefits (\$123K) = \$828K.	\$87,061

Finance Function

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
	NEW: Variable Financial Support		<p>Variable based on child population; less than 1500 child population = 1 worker, 1500-2999 = 2 workers, 3000 or greater = 3 positions</p> <p>ALIS Midpoint for Accounting and Related Clerks.</p> <p>Estimated impact on salary (\$998K), admin (\$150K), and benefits (\$200K) = \$1.35M (based on 23 positions)</p>	

Finance Function

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
Local committees @ \$2,000/ban	10d	\$0		
Elders committees of 1 per agency, 4-5 members, 4 meetings per year @ \$600 per member	11 per year	\$0	Revised to Family Group Conferencing/Restorative Circles/Elders @ \$1000 per member per year. Allocation and or calculation of allocation was not finalized at December 10, 2013 meeting	More discussion required

Front End Support

	2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
NEW: Intake /Investigator		Discussion around 1 worker for each 6 children in care. Estimated impact on salary (\$19.2M), admin (\$2.9M), and benefits (\$3.8M) = \$25.9M (based on 278 positions) Requires more discussion.	More discussion required

* Note that “compound variables” may increase the financial impact.

	2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
NEW: Adjustment for Potential to be Registered		Discussion to add 5% to the Registered On Reserve 0-18 population to account for PTBR children. Estimated impact \$1.8M.	

Outstanding

		2006 FNCFS Formula	Considerations/ What We Heard/ Assumptions	Recommendation
	Escalator			More discussion required
	Multiple Problem Families			More discussion required
	Remoteness			More discussion required

Outstanding

- How does the funding formula reflect the shift from Protection work to Preventative work?