



State of Utah

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To Duane Betournay,
Katy Larsen

Our QI Committee has been diligently working on employee retention, but has some questions that are required from the state office.

1. Why are there no accommodations made for employees who want to make DCFS their career such as longevity, and/or yearly merit increases?
2. Given the work DCFS does, the paperwork required, and the license required, why are they not paid more as a child welfare social worker than other social worker jobs?
3. Whose job is it to work with the legislature to provide raises for social workers with DCFS?

Some comments made by the QIC were, "imagine coming to work and hearing that is what you will make (referring to salary) until someone thinks you should get more, no increases for loyalty or years served?", and "when working with children and families, it is shocking to me that the legislature in Utah doesn't see this as a cause worth getting the very best people for the job they are required to do", and "This might require a higher salary".

The QI committee did have some ideas for assisting with employee retention, and they are as follows:

1. Providing a budget so people can decorate their office to provide a space that reduces stress.
2. A signing bonus when workers are hired.
3. Bonus for years worked.
4. Yearly increases in pay.
5. Special classification for DCFS social workers to be paid more.
6. Having the SAFE screen not pop up the RED notification screen as the first thing seen when you turn it on. This serves as a reminder of all that you are not doing right.
7. Ensuring that workers caseloads remain manageable.
8. Providing some means, both monetary and stress reducing, so good workers can stay on. New workers continually being hired places a lot of burden on workers who stay and have to continually take on more while new workers are hired and trained.
9. Building an exercise facility in the office or a game room.
10. Special classification for rural DCFS social workers. A rural differential.

The QI committee did have positive feedback regarding the incentive money we have been able to give for those who go above and beyond job duties.

