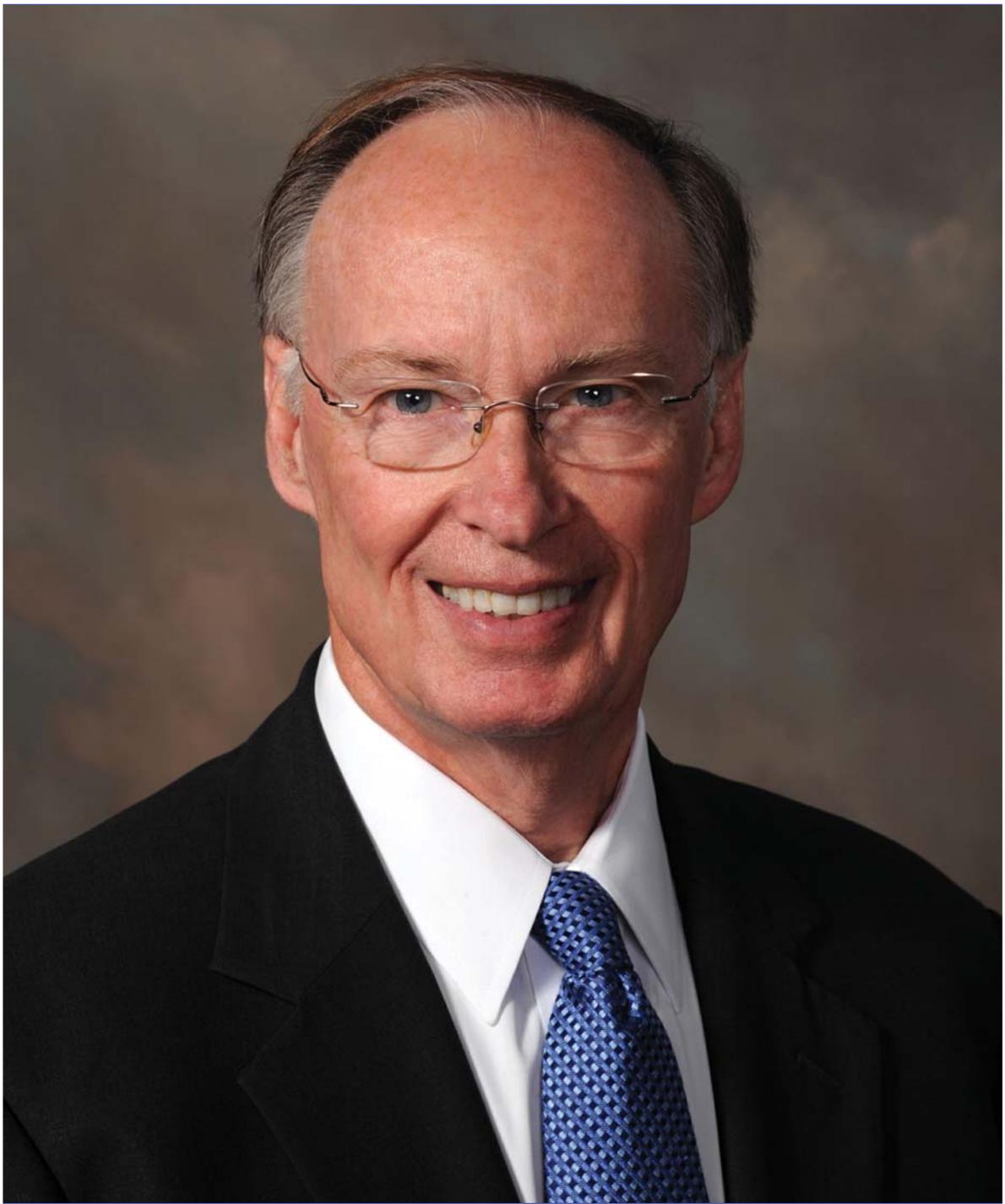


ALABAMA DEPARTMENT OF HUMAN RESOURCES

Annual Report





ROBERT BENTLEY

GOVERNOR

State of Alabama

A Letter from the *Commissioner*



Dear Governor Bentley:

During FY 2013, the Alabama Department of Human Resources continued its goal to deliver services to assist and protect Alabama's most vulnerable citizens in the most effective and efficient ways possible.

Our foster care adoption efforts once again proved to be both effective and efficient. In FY 2013, DHR received an adoption incentive award from the Department of Health and Human Services Children's Bureau for the fifth straight year. The FY 2013 bonus, earned by finalizing foster care adoptions in FY 2012, totaled \$1,140,512. Over the five-year period, Alabama has received more than five million dollars in adoption incentive funds which amounts to four times the funds earned for the previous ten years.

We were also involved in securing the passage of the Protecting Alabama's Elders Act, passed during the 2013 legislative session. This Act gives prosecutors a new tool in taking legal action against someone who has been found to have abused, neglected, and/or financially exploited Alabamians age 60 or over.

In an effort to effectively help adults find employment, the JOBS Program's work participation rate for families receiving TANF benefits has increased 49% since FY 2009. That translates to people finding employment and no longer in need of TANF benefits. In fact, while five years is the maximum time a person can receive TANF benefits, the average time our adult clients remain on family assistance is approximately three years.

DHR continues its focus on fraud and trafficking within the financial programs. In FY 2013, we referred 69 cases for prosecution involving SNAP benefits of almost \$595,000. In our efforts to deliver services more efficiently, the Department's Food Assistance Program decreased its payment error rate from 5.1% in FY 2011 to 1.85% in FY 2012. The improvement was ranked first in the nation for most improved and earned the Department a bonus payment of \$1,897,845 in FY 2013.

Our staff are dedicated to serving Alabama's vulnerable citizens while continuing to improve efficiency and streamline processes. We made many improvements to our operations in FY 2013 and I am confident that we will continue to do so in the coming years. I also believe that as you read this Annual Report of the Alabama Department of Human Resources for Fiscal Year 2013, you will find within these pages evidence of the hard work and dedication of our employees and our leadership.

With warmest regards,

A handwritten signature in black ink that reads "Nancy T. Buckner". The signature is written in a cursive, flowing style.

Nancy T. Buckner
Commissioner

Some basic facts

about the *Alabama*

DEPARTMENT OF HUMAN RESOURCES

DHR'S MISSION:

To Provide for the protection, well-being, and self-sufficiency of children and adults.

DEPARTMENT HISTORY

The Alabama Department of Human Resources (DHR) was created in August 1935 to administer programs that were part of the Social Security Act. These programs were developed to help Americans suffering through the financial hardships of the Great Depression. The agency's original name was the Department of Public Welfare. In 1955, it was renamed the Department of Pensions and Security. The current name was adopted in 1986. Some programs have changed over the years; however, the agency's primary goal has always been to help people in need.

MAJOR PROGRAMS

The Department of Human Resources' major programs include Family Services, Food Assistance, Child Support, Child Day Care, Adult Protective Services, Temporary Assistance for Needy Families (TANF), and Emergency Welfare Services.

DIVERSE RESPONSIBILITIES

The department has some of the most diverse responsibilities of any public or private agency. The agency's number one legal responsibility is to prevent abuse, neglect and exploitation of children and vulnerable adults.

The agency also plays a major role in assisting needy families through administration of the Food Assistance Program and the TANF welfare block grant. Support services are provided to help the families become self-sufficient. Approximately one of every four Alabamians are affected directly or indirectly by DHR programs, services or functions.

DEPARTMENT EMPLOYEES

DHR averaged 3,960 employees in FY 2013, most of whom work in county offices. Social workers represent the largest category of DHR staff, although a variety of professions are represented within the agency.

DHR BOARDS

DHR operates under the State Board of Human Resources. The Governor, who serves as Board Chairman, appoints the board members who serve six-year terms. The State Board approves major administrative actions, including the appointment of the Commissioner. The Board also approves the agency's operating budget.

The 67 county departments of Human Resources have boards that are appointed by county governments. City governments are involved in the appointment of County Board members in a few populous counties.

REVENUES & EXPENDITURES

In Fiscal Year 2013, DHR's revenues and expenditures totaled \$2,049,033,006, including more than \$1.39 billion in food assistance benefits. The federal government provided approximately 87% of the agency's funds. Sources of state dollars included the General Fund, the Special Education Trust Fund, whiskey and beer taxes, and other earmarked taxes.

Most of DHR's federal funding comes through the U.S. Department of Agriculture (USDA) and the U.S. Department of Health and Human Services (HHS).

ALABAMA
Department of **HUMAN RESOURCES**

Annual Report

Fiscal Year 2013

October 1, 2012 - September 30, 2013

**DHR
STATE BOARD**

GOVERNOR ROBERT BENTLEY

CHAIRMAN

MR. TONY PETELOS

Vice-Chair

MS. LESLIE D. SANDERS

Secretary

MS. KATHY SAWYER

MR. WAYNE SELLERS

DR. CHARLES R. NASH

MS. ELIZABETH C. SMITHART

NANCY T. BUCKNER

COMMISSIONER

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PUBLISHED BY THE ALABAMA DEPARTMENT OF HUMAN RESOURCES, Center for Communications
50 North Ripley Street • Montgomery, Alabama 36104

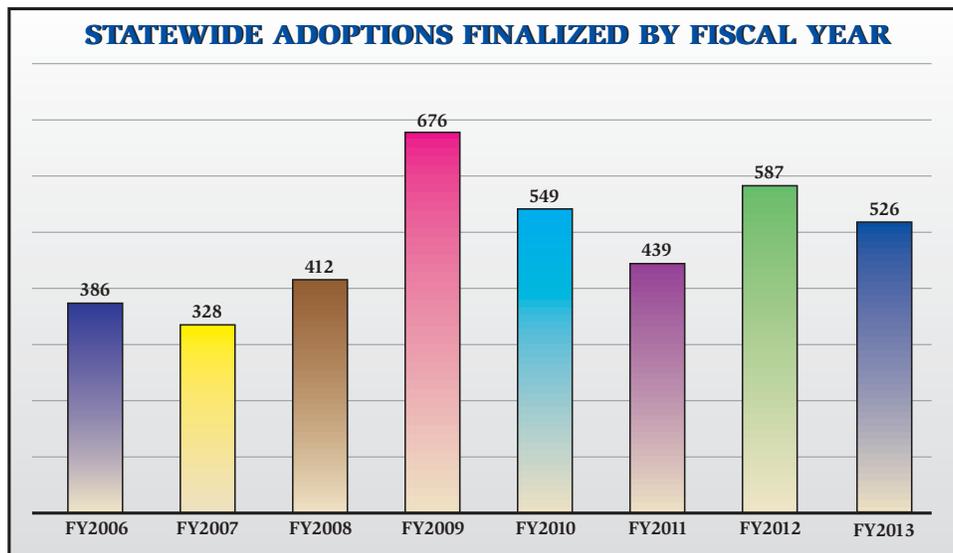
The Alabama Department of Human Resources is an affirmative action/equal opportunity employer. All programs are administered in accordance with the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and all other state and federal civil rights laws.



Family Services

DHR receives Federal Adoption Award of over \$1.1 Million

In recognition of Alabama's commitment and success in finalizing foster care and other adoptions, DHR received a **\$1,140,512 Federal Adoption Incentive Award** for FY 2013 from the U.S. Department of Health and Human Services. These funds will be used to fund the Adoption Therapist Network, regional trainings, recruitment, pre and post adoptive services, and child specific needs to remove barriers to adoptive placement based on pre-adoptive needs.



*DHR finalized **526 adoptions** of children from the foster care system in FY 2013. Most of these children were adopted by their current foster parent(s) with assistance from county staff and the Office of Permanency.*

THE OFFICE OF PERMANENCY PLACED 60 CHILDREN, CONSIDERED THE MOST CHALLENGING (OLDER YOUTH, SIBLING GROUPS THAT NEED TO BE PLACED TOGETHER AND CHILDREN WITH SEVERE PHYSICAL, MENTAL OR BEHAVIORAL HEALTH NEEDS), WHO WERE NOT ADOPTED BY THEIR FOSTER PARENTS. THIS INCLUDED 23 CHILDREN WHO WERE OVER THE AGE OF 13.



Family Services

Legislature Passes Best Interests of the Child Act

During the 2013 regular session, the Alabama Legislature passed the *Best Interests of the Child ACT* to help certain foster children obtain permanency. The new law requires the Department of Human Resources to file a petition for the termination of parental rights (TPR) when a child has been in foster care for 12 of the most recent 22 months under certain conditions such as abandonment.

The new law also gives TPR court cases priority over other cases and requires TPR petitions to be completed within 90 days after the service of process has been perfected. It also states that the court judge shall enter a final order within 30 days of the completion of the trial.



Foster/Adoptive Parent Recruitment

The Department coordinates two Wendy's Wonderful Kids programs with funding from the *Dave Thomas Foundation for Adoption*. The children served by these projects are older children, children with significant special needs, larger sibling groups and other children that historically have been challenging to match.

Kids to Love, a private non-profit foundation, continues to advocate for our foster children. In addition to the weekly *Kids to Love* features that air on WHNT-TV, Huntsville, children in foster care in Alabama are provided school supplies and college scholarships through *Kids to Love*.

Heart Gallery Alabama has been working with the Department for six years, photographing and producing videos of children waiting for adoption. In addition to the web site that features these children, (www.heartgalleryalabama.com) they present on-site exhibits at various locations across the state.

Forever families can continue to meet their adopted children for the first time through one of the photo listings that feature our children. In addition to the *Kids to Love* and *Heart Gallery Alabama* sites, Alabama's waiting children are also featured on www.adoptuskids.org, www.adoption.com and the Department's own web site, www.dhr.alabama.gov.



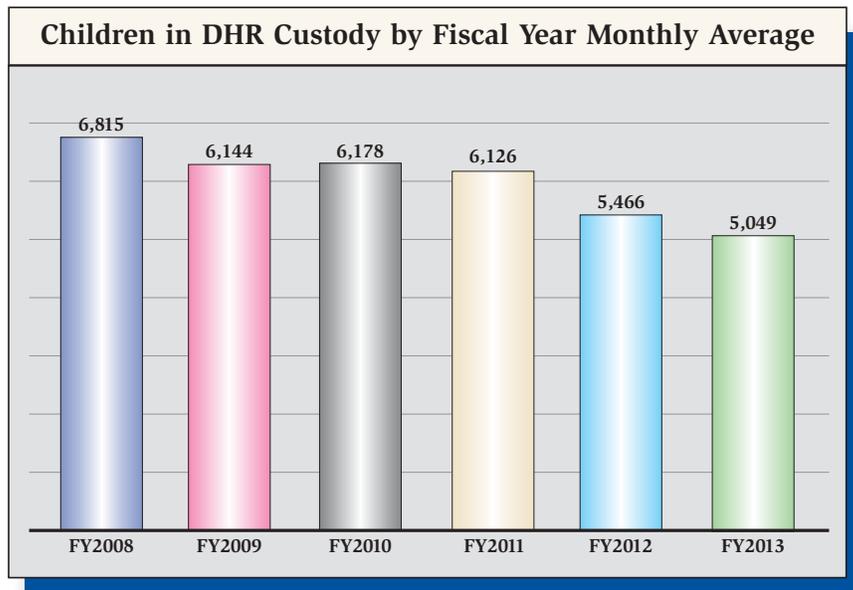
Governor Robert Bentley proclaimed May as "National Foster Care Month in the State of Alabama."

Family Services

Number of Children in Foster Care Lower in FY 2013

Children who cannot remain safely in their own homes, or with relatives, may have to enter into the custody of the Department of Human Resources. The overall number of children in foster care was reduced to 5042, as of September 30, 2013. Foster Parents in Alabama are important partners in the care of our children, and are routinely a part of planning toward best interests of the children in their homes.

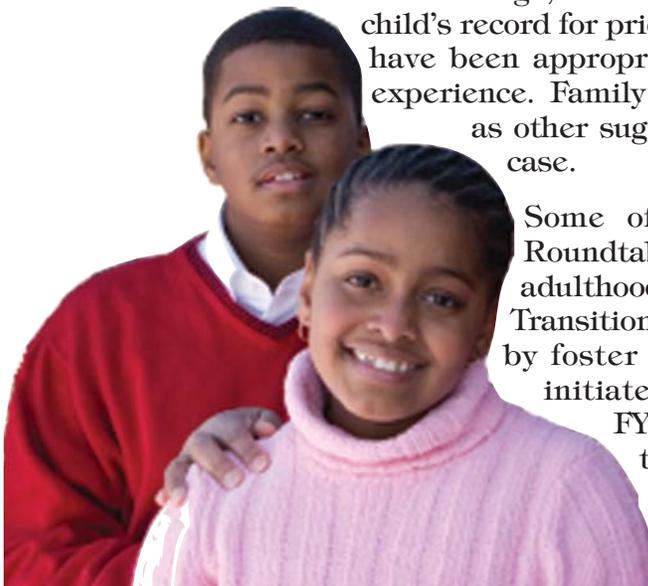
THE MONTHLY AVERAGE OF CHILDREN IN DHR CUSTODY FOR FY 2013 WAS 5049.



DHR Works to Provide Permanency for Older Youths

Because some children in DHR custody do not achieve permanency prior to their exit from care due to age, a team of social workers and supervisors thoroughly review the child's record for prior resources. These resources, for whatever reason, may not have been appropriate for the child at a prior point in his/her foster care experience. Family and friends are often revealed through this process, as well as other suggestions from peers who have a fresh perspective on their case.

Some of these resources are identified through Transitional Roundtables, which help to ensure successful transitions into adulthood for DHR's Independent Living Program population. The Transitional Roundtables focus on the skills and connections needed by foster youth as they move into adulthood. The Roundtables, initiated in FY 2009, have expanded statewide to 64 counties in FY 2013. Young people, whose cases have been presented to the Roundtable partners, have seen improved outcomes in permanency and identified important connections for them as they transition into adulthood.



Family Services

DHR Commissioner Receives Excellence in Leadership Award

Casey Family Programs, based in Seattle, Washington, presented the Excellence in Leadership Award to DHR Commissioner Nancy Buckner at their Annual Meeting in Seattle. Alabama was one of only four states in the nation to be recognized.

Commissioner Buckner was selected to receive the award based on her leading DHR to achieve improved outcomes in child welfare such as the number of children in foster care and the percentage of those children achieving permanency and reunification with their families.



Pictured from Left; William C. Bell, President and CEO - Casey Family Programs, DHR Commissioner Nancy Buckner, Robert A. Watt, Chair - CFP Board of Trustees, Shelia Evans - Tranumn, CFP Trustee

Among the specific improved outcomes highlighted by Casey Family Programs were:

- Reducing the number of children in out-of-home care by 13.6% from FY 09 to FY 12.
- Leading Alabama to a national best 98.8% of children NOT experiencing repeat maltreatment.
- Limiting the rate of children entering care to 2.8 per 1000 despite Alabama's high rate of child poverty. (The national entry rate is 3.3; and 27% of Alabama's children live in poverty.)

ICPC Helped Place Over 1,000 Children in FY 2013

The Interstate Compact on the Placement of Children (ICPC) is a uniform law that is followed by all 50 states, the District of Columbia and the US Virgin Islands. The compact is designed to ensure protection and services to children who are placed across state lines for adoption, foster care or relative placement.

Children placed out of state need to be assured the same protections and services they would receive had they remained in their own state. The compact establishes orderly procedures for the interstate placement of children and fixes responsibility for those involved in placing the child.



Family Services

Independent Living Program

The Independent Living Program (ILP) focuses on supporting and promoting permanency, youth leadership, scholarship and community involvement. In FY 2013, there was increased support around staff training and improving county networking opportunities.

Youth consultants continued efforts to strengthen the ILP program by providing support in partnership with DHR county offices by delivering the ILP Consultation Training, participating in panel presentations to Judges, education personnel, DHR staff and directors, community organizations and Group Preparation and Selection (GPS) panels.



Child Abuse and Neglect Central Registry

The Family Services Division uses the Child Abuse and Neglect Central Registry to support child safety in Alabama by determining whether an individual has a prior substantiated or indicated report of child maltreatment. Educators, recreational leaders, child care employees and others who will be working with and around children are subject to clearance of the Central Registry.

In FY2013, 19,077 Central Registry requests were processed by DHR.

Office of Financial Resource Management

The Office of Financial Resource Management (OFRM) works with county DHR staff and State DHR contract providers of Residential and Therapeutic Foster Care to ensure that needed services are available for abused and/or neglected children and that policy is available so that services are provided in compliance with rules and regulations of the Medicaid Agency.

Alabama saves millions of state dollars each year with the DHR Revenue Maximization initiative to draw down federal dollars for services that would otherwise be paid with state dollars. These efforts allow the department to seek federal reimbursement for some of the services that are purchased with state dollars and provided to rehabilitate and alleviate the suffering of abused and/or neglected children and adults.

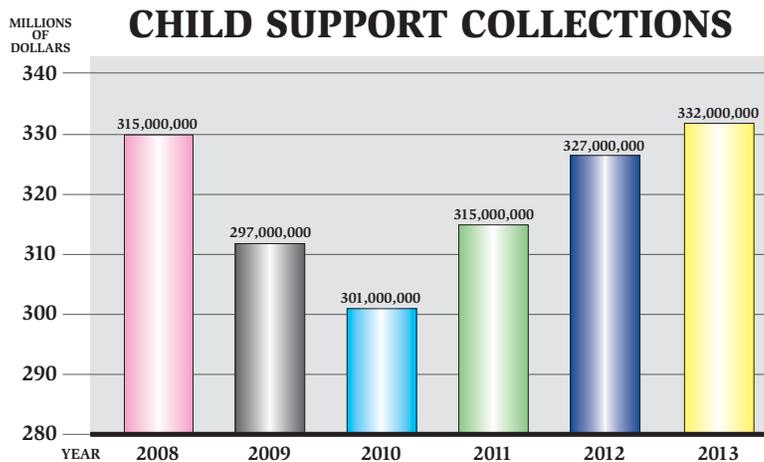
REVENUES RECEIVED FROM THE MEDICAID AGENCY

PROGRAM	FY13
Targeted Case Management	\$16,416,112.27
Medicaid Rehabilitative Services	\$29,001,874.30
Total	\$45,417,986.57

Child Support Enforcement

CHILD SUPPORT COLLECTIONS HIGHER IN FY 2013

Alabama's Child Support Enforcement program continues to increase collections from non-custodial parents. During fiscal year 2013, over \$332 million was collected in child support. This was a \$5 million increase over the amount collected in FY 2012, and \$17 million increase over the \$315 million collected in FY 2011.



More than 229,000 families received child support services through the Department of Human Resources in 2013

CHILD SUPPORT SERVICES HELP REDUCE POVERTY

The child support collected for families helps reduce poverty and enables them to provide for the needs and support that children deserve from both their parents. All families in need of child support services are eligible.

Nearly half of the families served by the child support program have never received any type of public assistance. Forty-two percent of Alabama's caseload consists of families that formerly received Temporary Assistance to Needy Families (TANF) benefits and no longer receive assistance. Approximately 11% of DHR's child support families are current TANF recipients.

Excellence in Paternity Establishment Continues

In FY 2013, paternity was established for 92.28% of the children served by Alabama's child support program. This is the fifth consecutive year that paternity establishment exceeded 90%.

The establishment of paternity is essential to the establishment of court ordered support for children. It also ensures that the majority of the children we serve have a legal relationship with both parents, entitling them to not only child support, but the right to inherit property, receive government benefits and learn important family history.

Income Withholding sent to Employers Electronically

In FY 2013, Alabama implemented a new process that sends administrative income withholding orders electronically to employers for child support payments made by their employees. The electronic income withholding order eliminates the cost of printing and mailing paper income withholding orders to employers and improves the timeliness of enforcing court orders for payment.

Child support orders were established on 84.1% of cases open at the end of FY 2013.

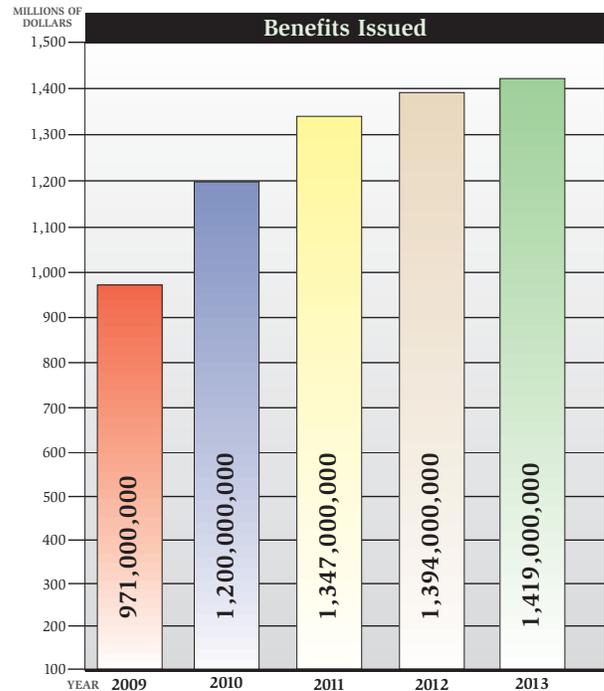
Food Assistance

Increase in **SNAP** Participation Slows

The increase in the Supplemental Nutrition Assistance Program (**SNAP**) participation continued in FY 2013; however, while the participation resulted in another record breaking year for Alabama's Food Assistance Program, the increase was much more modest than previous years.

The all-time high for the number of people participating in the **SNAP** program was reached in November 2012 when almost 921,000 people received benefits. Issuance of almost \$1.42 billion dollars in benefits for the year resulted in a positive economic impact of more than \$2.6 billion to the state.

**AN ALL-TIME HIGH,
921,000 PEOPLE
RECEIVED SNAP BENEFITS
IN NOVEMBER, 2012.**



SNAP Program awarded Bonus for Payment Accuracy

Kevin Concannon, United States Department of Agriculture (USDA) Under Secretary for Food, Nutrition and Consumer Services, notified the state in June of 2013 that



Alabama's Food Assistance Program ranked as one of the best in the nation for FY 2012, resulting in a bonus payment of \$1,897,845. Alabama ranked first in the nation for most improved payment error rate, decreasing from 5.1% in FY 2011 to 1.85% in FY 2012. Overall,

Alabama's program ranked 8th in the nation for payment accuracy.

End Childhood Hunger Task Force Efforts Help Feed Children

Representatives from DHR served on the End Childhood Hunger Task Force, headed by Lieutenant Governor Kay Ivey. Children under the age of 18 represent almost half of the total population participating in SNAP and the connection of the many programs serving low income children to reduce hunger and food insecurity is vital to the overall service to our children.

Through an automated process, DHR worked with the Department of Education and Medicaid Agency to link children receiving SNAP benefits with the Free and Reduced Breakfast and Lunch Program and Medicaid to make applications and eligibility for those two programs easier and faster.

Food Assistance

USDA StrikeForce Initiative Expanded in Alabama

In March of 2013, the USDA expanded their StrikeForce Initiative to include 23 counties in Alabama. The primary goal of the initiative is to increase partnerships with rural communities and leverage community resources in targeted persistent poverty areas to promote economic development and job creation.



Meetings for the StrikeForce Initiative have been held in Tuskegee (photo above), Selma and Demopolis to connect national, state and local agencies and citizens to programs and services that are available.

USDA participating agencies include: the Natural Resources Conservation Service, Rural Development, Farm Service Agency, Food and Nutrition Service and other USDA offices and agencies along with DHR, the Department of Education and the Department of Agriculture and Industries.

The 23 counties in Alabama targeted for special efforts are: Barbour, Bibb, Bullock, Butler, Choctaw, Clarke, Conecuh, Crenshaw, Dallas, Escambia, Greene, Hale, Lee, Lowndes, Macon, Marengo, Monroe, Perry, Pickens, Pike, Russell, Sumter and Wilcox.

Efforts to Reduce Fraud and Overpayment Increased in FY 2013

Reported instances of program fraud (trafficking or selling benefits) and overpayment was a focus during the year and more resources were added to investigate reports of fraud. Recipients who commit fraud or report inaccurate information on their application are required to repay benefits. Those who commit fraud are disqualified from the program for a period of time, ranging from one year to life. Collection of overpayments totaled \$2,140,181 for inaccurate client reporting and \$705,278 for fraud.

Additionally, some cases are referred for prosecution by DHR attorneys. With national attention on trafficking through the use of social media sites like Facebook and Twitter, staff are now able to monitor those websites regularly to identify recipients attempting to sell benefits.

The USDA, Food and Nutrition Services (FNS) provides investigation resources aimed at identifying and disqualifying retailers who violate the SNAP rules for store participation and benefit redemption. When FNS disqualifies a retailer, they provide the state with the names of recipients involved, and the state then takes administrative action to disqualify them from program participation.

Sixty-nine cases of **SNAP** fraud were referred for prosecution and over \$4,000,000 was collected for fraud and overpayments in FY 2013.

Adult Protective Services

Protecting Alabama's Elders Act Becomes Law in FY 2013

The *Protecting Alabama's Elders Act, Act 2013-307*, passed during the 2013 legislative session, became effective on August 1, 2013. This act was a collaborative effort between DHR, the Alabama Department of Senior Services, the Attorney General's Office, the Department of Public Health, the Securities Commission, the Office of Prosecution Services, and many other partners of the Alabama Council for the Prevention of Elder Abuse.

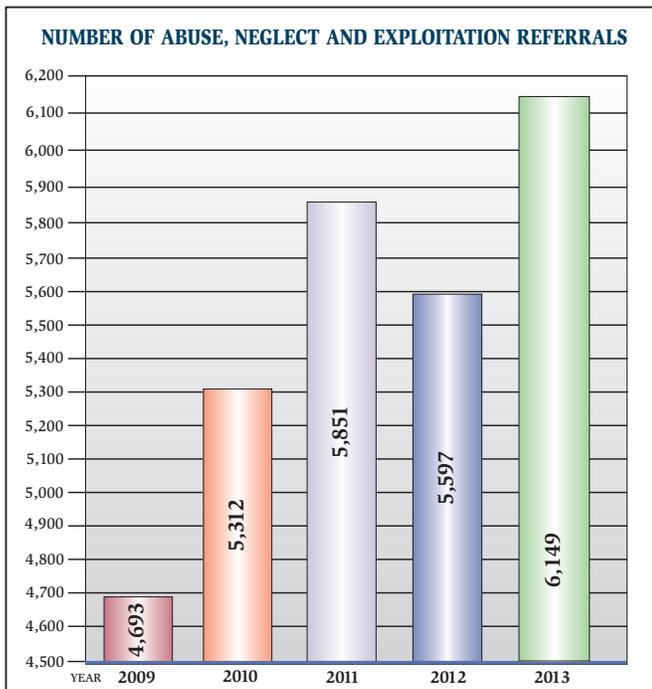


This Act gives prosecutors a new tool in taking legal action against someone who has been found to have abused, neglected, and/or financially exploited persons who are age 60 or over. This Act also defines financial exploitation to include breach of fiduciary duty to an elderly person by the person's guardian, conservator or person who holds power of attorney which results in unauthorized appropriation, sale, or transfer of the elderly person's property.

Adult Protective Services

ABUSE, NEGLECT, EXPLOITATION AND PREVENTION

The combined total of Abuse/Neglect/Exploitation (ANE) reports and preventions in FY 2013 was 6,149, a 10% increase from FY 2012. The number of ANE reports received in Alabama on adults alleged to be in need of protection was 4,622. The number of prevention assessments was 1,527.



The number of reports and prevention assessments is expected to increase significantly due to an aging population, economic conditions, increased public awareness, and passage of the Protecting Alabama's Elders Act.

**AN AVERAGE OF 1,529
VULNERABLE ADULTS
RECEIVED
PROTECTIVE SERVICES
EACH MONTH.**

Adult Day Care

Adult Day Care is a service provided in a protective setting for a portion of the day to adults who are at risk of abuse, neglect, and/or exploitation. During FY 2013, Adult Day Care was provided to approximately 300 clients through contract with 14 Centers located in 12 Counties.

In FY2013, *Adult Day Care* was initially only authorized for the period October 1, 2012 through November 30, 2012; however, day care was reauthorized through the remainder of the fiscal year as additional funds became available.



World Elder Abuse Awareness Day

World Elder Abuse Awareness Day (WEAAD) was observed on June 14th and Governor Robert Bentley proclaimed the day as Elder Abuse Awareness Day in Alabama. The purpose of the proclamation was to raise awareness of the mistreatment of older adults and to educate the public on prevention measures.

As part of WEAAD, DHR participated in Town Hall Listening Events in Dothan and Gadsden in partnership with the Department of Senior Services and the Attorney General's office. The events were sponsored by the Alabama Securities Commission.

Approximately 24 DHR county departments participated in World Elder Abuse Awareness activities on a local basis.

Adult Protective Services

DHR Develops New Protocols with District Attorneys/Law Enforcement

As a result of the Protecting Alabama's Elders Act, Act 2013-307, each County DHR Director, or their designee, met with their local District Attorney and Law Enforcement Agencies to develop a written protocol on adult abuse, neglect and exploitation referral procedures.

Protocols were developed in all 67 counties and were signed by District Attorneys, Chiefs of Police, County Sheriffs, and DHR Directors to develop this multi-disciplinary approach as it relates to preventing, discovering, and remedying abuse, neglect, and exploitation of adults who are physically or mentally unable to protect themselves.

As part of the new protocol, referrals are made to law enforcement for determination on whether a crime has been committed when the person responsible is someone other than the alleged victim. The law does not change the way DHR investigates Adult Abuse, Neglect, or Exploitation reports.

— SPIRIT OF APS AWARD —



Mrs. Charlotte Mountain, a social worker with the Marshall County DHR, was awarded the 2013 Alabama Spirit of Adult Protective Services Award by Commissioner Nancy T. Buckner at the Department's Board Meeting on July 25, 2013. Mrs. Mountain was accompanied by her supervisor, Kathleen Rice.

Mrs. Mountain was selected through a statewide nomination process as an outstanding frontline APS staff member. Her nomination recognized her for going above and beyond the requirements in fulfilling her duties and included the following statement: "The clients benefit from Mrs. Mountain's caring and thoughtful ways. They respond to her and trust her because they know she cares for them and is truly genuine."

APS Targeted Case Management

During FY2013, APS staff provided targeted case management to individuals at risk of abuse, neglect, and exploitation and received Medicaid reimbursement in the amount of approximately \$3.4 million for Medicaid eligible clients served.

Case management services are provided to vulnerable adults who are at risk of abuse, neglect, or financial exploitation or who are at risk of institutionalization. The Alabama Medicaid Agency reimburses the Department for costs associated with providing these case management services to Medicaid recipients under certain conditions, including when there is a signed application and the worker is certified to provide services.



Family Assistance

Fewer Families Receive Cash Benefits in FY 2013

Alabama's Family Assistance (FA) Program, funded by the Temporary Assistance for Needy Families (TANF) Block Grant, provides financial assistance and services to clients to encourage the care of children in their own homes or in the homes of relatives. These services/benefits include temporary cash payments, work and job training services and child care assistance for parents engaged in work and training activities.



During FY 2013, a monthly average of 19,962 families received cash assistance, down from a monthly average of 21,831 families receiving assistance in FY 2012. These cases included a total of 34,815 children.

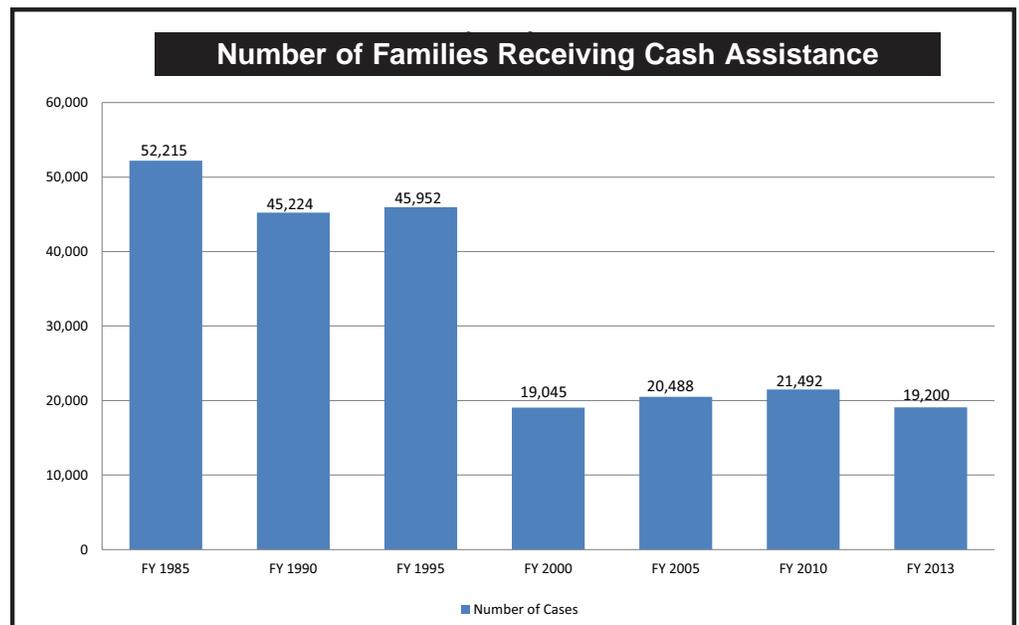
Each month approximately 36% of the families receiving FA benefits are "child only" cases headed by relatives such as grandparents or aunts raising related children.

Domestic Violence Assistance

There were 2,989 families referred for assistance with domestic violence issues in FY 2013. In over half of these referrals, the family was referred to the DHR Domestic Violence SAIL Program as a result of screening done by the Family Assistance eligibility worker. The other referrals were made by staff in other DHR programs and through community agencies. A total of 122 SAIL participants were helped to find employment.

As required by the **MIDDLE CLASS TAX RELIEF AND JOBS CREATION ACT** passed by Congress in February 2012, program activity continued to prevent FA benefits from being used in any EBT transaction in liquor stores, gambling establishments and strip clubs.

THE NUMBER OF ALABAMA FAMILIES RECEIVING CASH BENEFITS IN FY 2013 WAS LESS THAN HALF OF WHAT IT WAS IN 1985



Family Assistance

JOBS Facts

- 12,047 adults were required to participate in the JOBS program each month.
- 782 adults found employment each month and there was a total monthly average of 5040 clients working.
- Another 2376 clients were assigned to or participating in work activities during each month.

1,401 individuals with disabilities were referred to the Independence through Employment Program. This is a joint partnership with the Department of Rehabilitation Services to help individuals with disabilities become employed or apply for SSI or SSDI. Through participation in the program, 79 individuals with disabilities were helped to find employment. Another 197 were helped to secure SSI or SSDI.

JOB FAIRS CONDUCTED IN SEVERAL COUNTIES

JOBS case managers help clients find employment in many ways. One of the most exciting is to host a job fair, usually in conjunction with the local Career Center and other community agencies. On April 16, 2013, Jefferson County Department of Human Resources hosted a very successful Job Fair. Almost 30 potential employers including Cracker Barrel, Best Buy, Snelling and Alabama Power participated as well as multiple non-profit agencies. 315 clients attended looking for work and some were hired on the spot.

Included with the fair was a fashion show that displayed appropriate work clothes and what not to wear, both types modeled by DHR staff. In addition, the clothing modeled was very inexpensive but professional dress from local thrift stores.

Other counties have successfully conducted job fairs trying to provide employment opportunities to their clients.



JOBS Program

All adult recipients of Family Assistance are required by federal regulations to participate in a work program called JOBS for a minimum of 30 hours per week unless the client has a barrier such as lack of transportation, child care or physical illness or disability. The JOBS case manager works with each client to develop an Individual JOBS Plan that will help the client overcome barriers and become employed. The work participation rate has increased by 49% since 2009.

Child Care Services

Child Care Licensing

In FY 2013, licensing staff made over 2420 visits to licensed child care centers to determine compliance with minimum standards, license new centers, renew licenses of existing centers, investigate licensing complaints and provide consultation to child care center staff.

Licensed centers.....	1033
Licensed child care homes.....	1037
<input type="checkbox"/> <i>725 FAMILY DAY CARE</i>	
<input type="checkbox"/> <i>312 GROUP DAY CARE</i>	
Exempt child care facilities	889



Child Care Subsidy Program

Time and Attendance System

In response to child care provider concerns, DHR implemented enhancements to the Child Care Time and Attendance System (TAS) that further streamlined the process for child care providers. The Child Care Services Division also conducted workshops in various regions of the state to help child care programs understand the TAS and help them navigate the TAS Web Portal.

CHILD CARE SUBSIDY ELIGIBILITY

- Children enrolled in the program as of September 30, 2013..... 30,038
- Dollars reimbursed to child care providers..... \$76,772,245.01
- Children on the Waiting list as of September 30, 20138781

The TAS Web Portal is an online tool designed to allow easy access to information about a child care provider's subsidy program participation including the eligibility status of children and the weekly reimbursement amount.

Child Care Services

Quality Enhancement Services

DHR offers a variety of quality enhancement initiatives to increase professional development and training opportunities for staff employed in child care programs. In partnership with private and public non-profit agencies, training is brought to providers through associate degree scholarships, Child Development Associate credential scholarships, classroom instructions, online classes and on-site trainings. In FY 2013 Quality Enhancement trainers conducted 14,050 training sessions for 44,713 participants.

Alabama Quality STARS – (QRIS)

The Alabama Quality Rating and Improvements System (QRIS), also known as Alabama Quality STARS, is lighting the pathway to higher quality child care programs. In FY 2013, 22 QRIS Awareness Sessions were held in various locations across the state as part of a pilot program aimed at helping child care programs understand QRIS and the Alabama Quality STARS system.

Over 300 providers volunteered to participate as a pilot program site and 50 were randomly selected to participate in the Alabama Quality STARS pilot. Through a collaborative effort between DHR and the Alabama Department of Children's Affairs, 25 people were also trained in the use of nationally recognized tools for evaluation of child care program quality.



**IN NOVEMBER 2014 THE FIRST
QUALITY STAR EVALUATIONS WILL BE
CONDUCTED ONSITE AT CHILD CARE PROGRAMS**

Emergency Welfare Services

Sheltering and Mass Care Task Force

The **Sheltering and Mass Care Task Force** oversees implementation of the Sheltering and Mass Care Support Strategy Plan. Task force members and member agencies meet annually to discuss the status of the plan which addresses the sheltering and mass care of evacuees and/or displaced persons during a disaster or any Governor ordered mandatory evacuation.

At the annual meeting, chaired by DHR Commissioner Buckner, support agencies discussed their capabilities and resources available to assist sheltering and mass care missions.

DHR SUPPORTS NEW STRUCTURE FOR DISASTER PREPAREDNESS AND RESPONSE

To ensure a scalable and flexible response to disasters, a Support Annex to the Alabama Emergency Operations Plan was developed by the Alabama Emergency Management Agency (AEMA) and approved by Governor Robert Bentley. As part of the plan, AEMA created seven divisions for disaster preparedness and response.

To assist with implementation of the AEMA division concept, DHR staff participated in division trainings at the State Emergency Operations Center in Clanton. Alabama's standing priorities for emergency management are Life Saving, Incident Stabilization, Protection of Property and Environment, and Preliminary Needs/Damage Assessment.

The Alabama Multi-agency Feeding Plan and Feeding Task Force

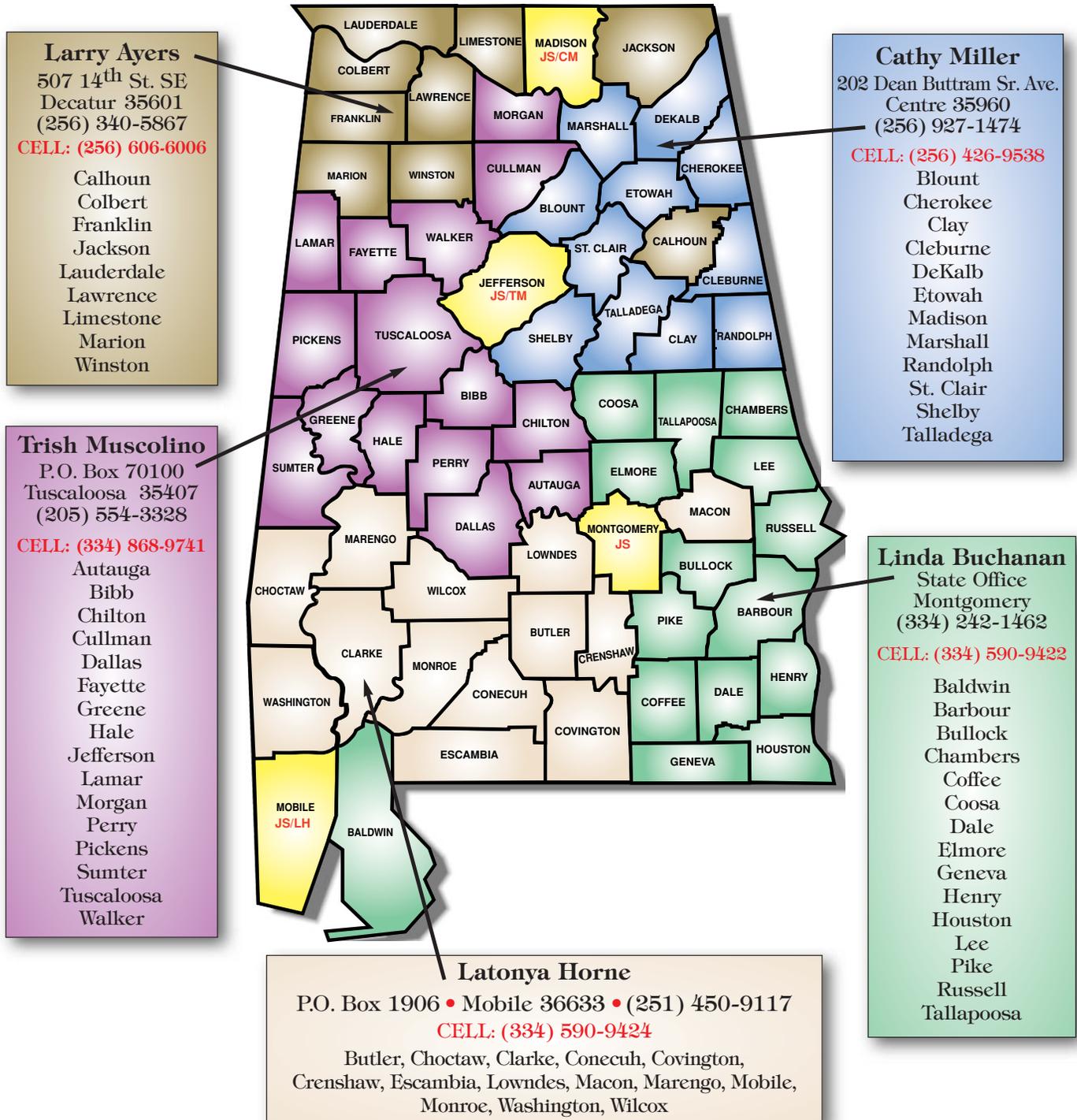
IN FY 2013, DHR's Emergency Welfare Services hosted a work meeting with private organizations and state agencies responsible for feeding operations in times of disaster. The Multi-Agency Feeding Plan provides a framework for the development of an all-hazards feeding plan and a coordinating group (Feeding Task Force) that may be used during major and catastrophic disaster operations.

The Multi-Agency Feeding Plan is inclusive of the primary disaster feeding agencies and organizations including: the Federal Emergency Management Agency and other federal agencies, the State of Alabama, non-governmental organizations, National and Alabama Voluntary Organizations Active in Disaster member organizations, voluntary organizations involved with feeding operations and the private sector.

Field Administration

DISTRICT ADMINISTRATIVE SPECIALISTS

As of September 30, 2013





Alabama

DEPARTMENT OF HUMAN RESOURCES SOURCES AND USES OF FUNDS

USES OF FUNDS

Salaries	165,146,784	Supplies, Materials and Operating Expenses	5,749,616
Employee Benefits	64,131,259	Transportation Equipment Operating Costs....	32,587
In-State Travel	7,643,552	Grants & Benefits	1,740,923,443
Out-of-State Travel	336,365	Transportation Equipment Purchases.....	0
Repairs and Maintenance	595,403	Other Equipment Purchases	2,036,123
Rents and Leases	17,860,838	Non-Expenditure Disbursements	0
Utilities and Communications	9,779,925	Total Uses of Funds	\$2,049,033,006
Professional Services	34,797,111		

SOURCES OF FUNDS

FEDERAL AND LOCAL FUNDS

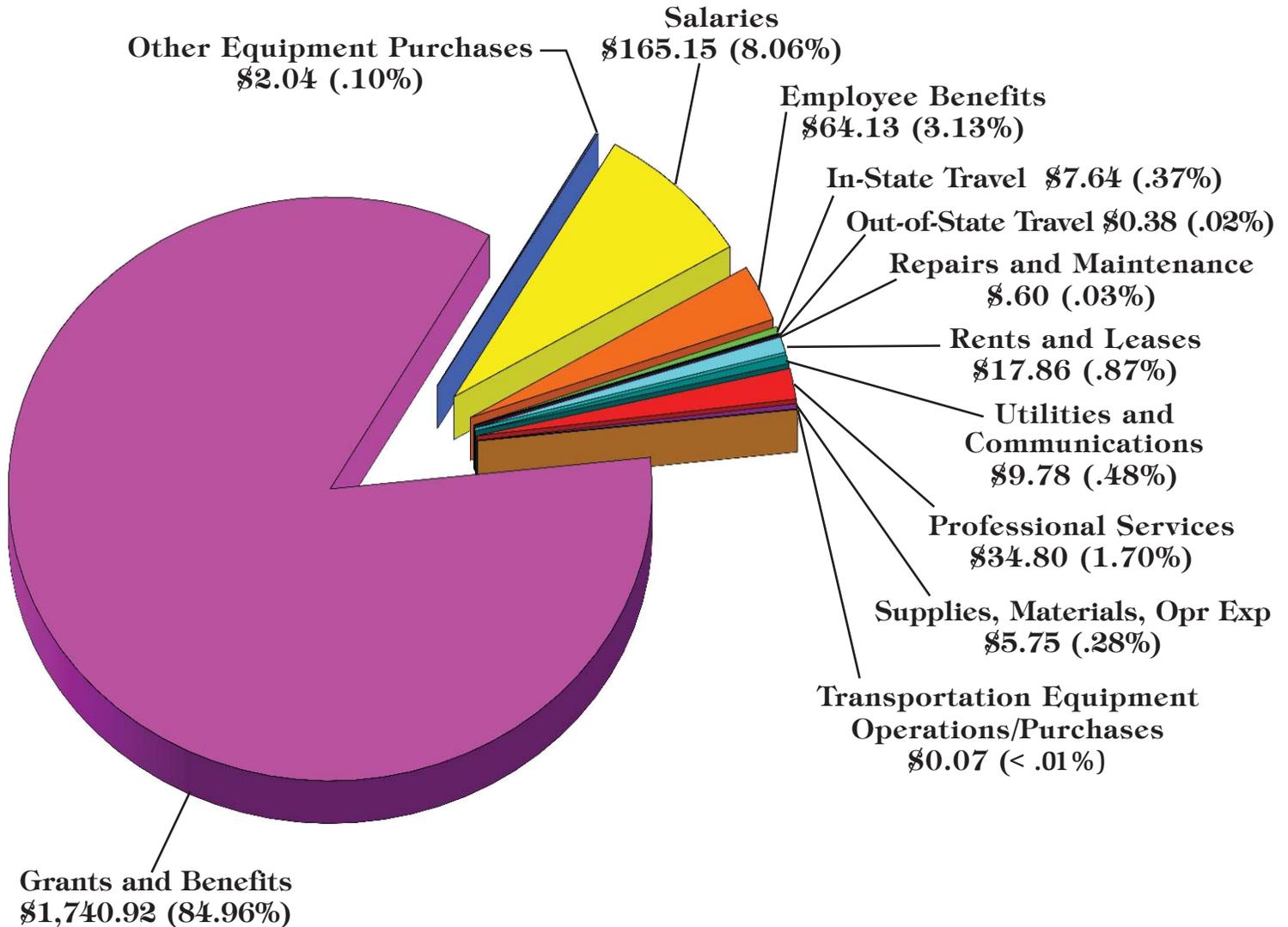
Federal Temporary Assistance to Needy Families	78,323,066
Federal Title IV-B Funds	9,021,763
Federal Title IV-D Funds	28,124,800
Federal Title IV-E Funds	32,189,751
Federal Title XIX Funds	67,659,352
Federal Social Services Block Grant-Title XX	29,757,756
Federal Child Day Care Discretionary Funds	51,774,175
Federal Child Day Care Mandatory Funds	16,104,608
Federal Child Day Care Matching Funds	16,443,676
Federal USDA Funds	1,450,714,730
Federal Child Abuse Grant	276,016
Other Federal Funds	862,658
Local Contract Funds	81,150
Child Support Interest and Fees	203,400
Casey Foundation Grant	18,750
Thomas Foundation Grant	140,125

STATE FUNDS

Transfers from MNC Agencies	1,316,555
Foster Care Trust Fund	12,709
General Fund Transfer	62,575,656
Education Trust Fund Transfer	13,415,275
Whiskey Tax	38,447,484
ABC Profits	780,085
Beer Tax and Fortified Wine Tax	11,219,564
Pension Residue	20,773,500
Sales Tax	1,322,000
Sales Tax-Foster Care	500,000
Sales Tax-Food Stamp	70,479,034
Tobacco Tax	2,825,581
Contractors' Gross Receipts	6,292,284
State Share of Child Support Collections	8,490,027
Food Stamp Overissuance	663,359
Other State Funds	1,188,060
Children First Trust Fund	9,315,419
Unencumbered Balance Forward	17,720,638
TOTAL SOURCES OF FUNDS	\$2,049,033,006

EXPENDITURES BY OBJECTS

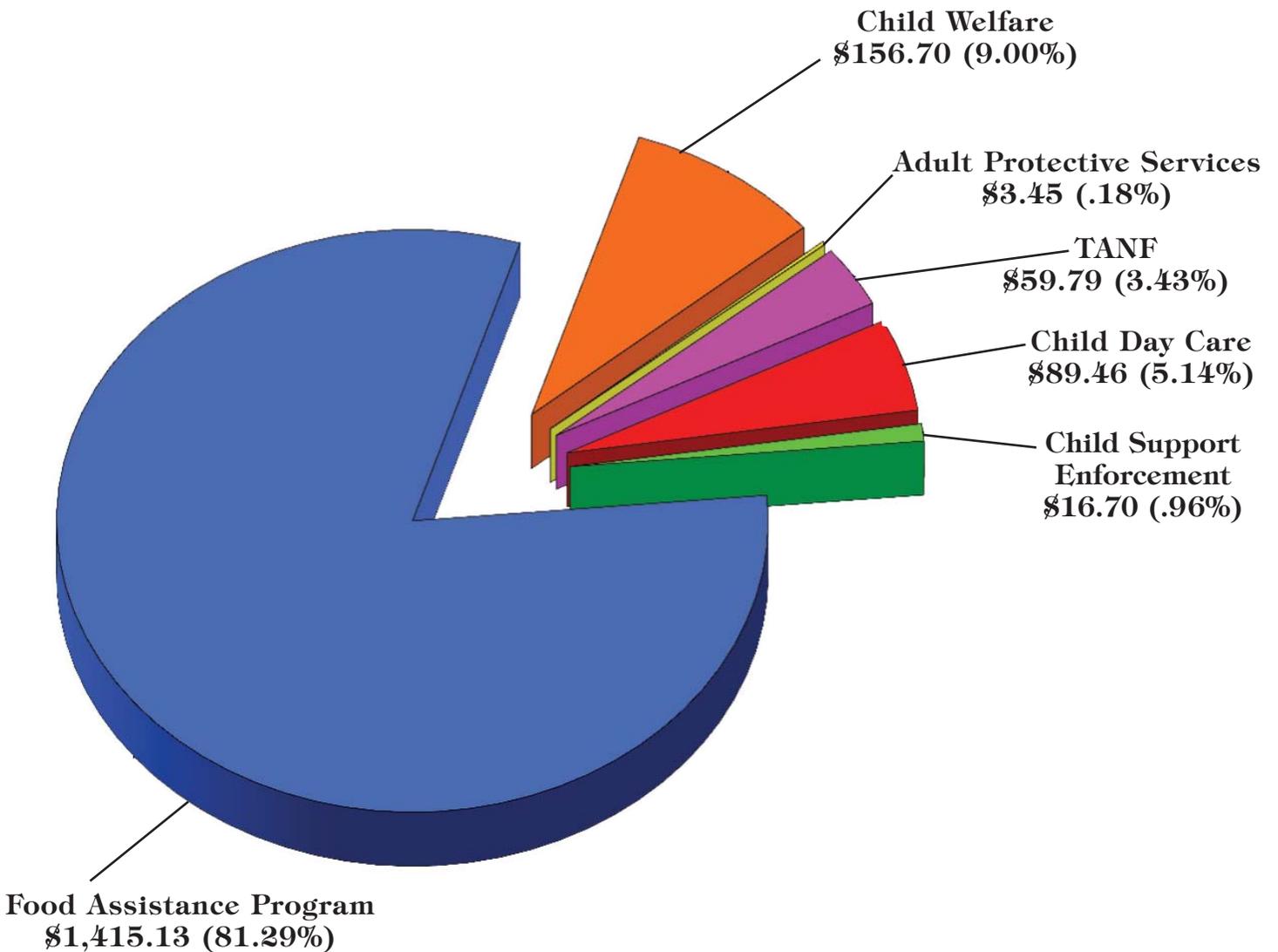
FISCAL YEAR 2013



TOTAL EXPENDITURES - \$2,049,033,006
VALUES = MILLIONS

GRANTS AND BENEFITS BY PROGRAM

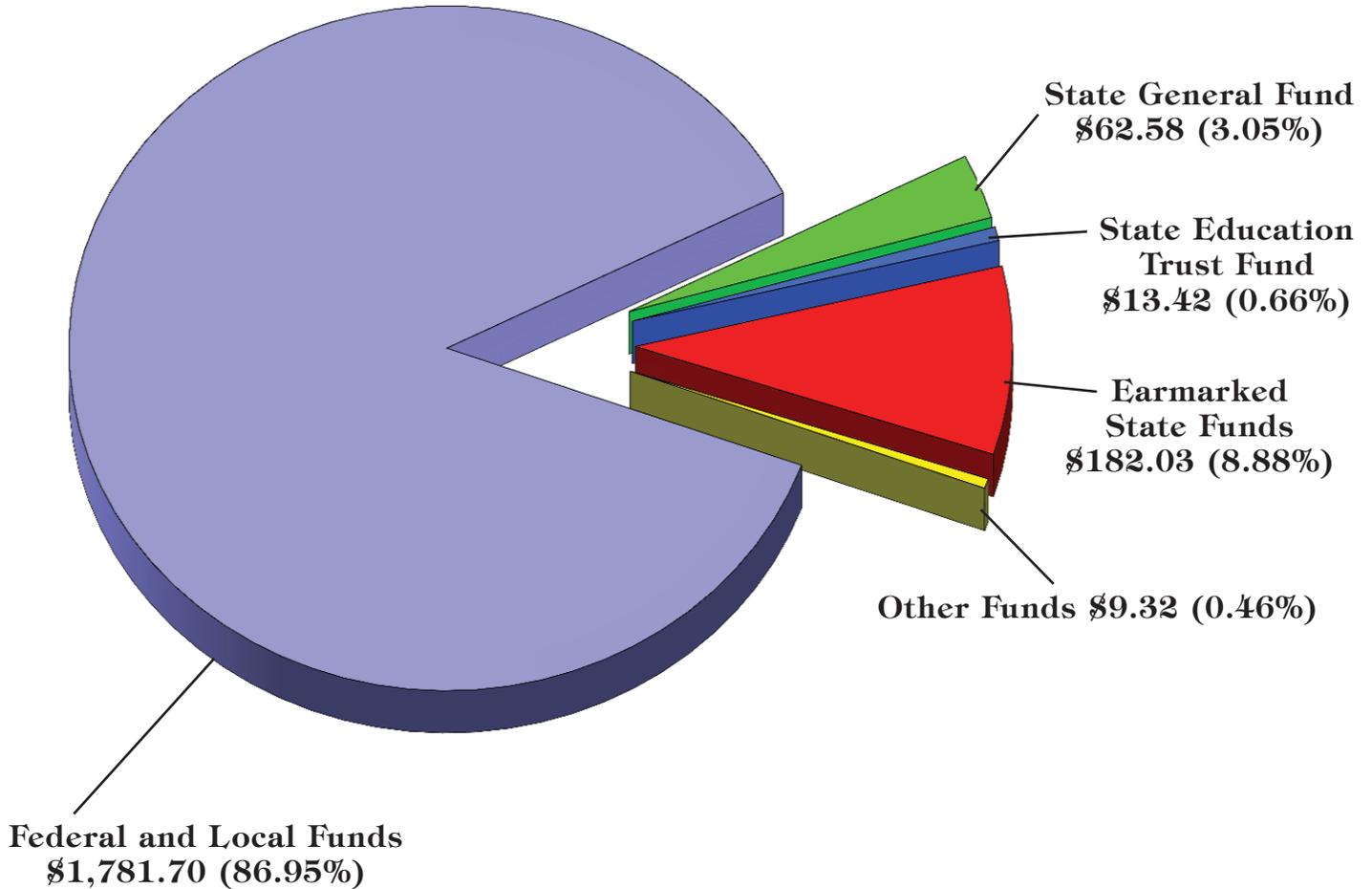
FISCAL YEAR 2013



**TOTAL GRANTS AND BENEFITS
EXPENDITURES - \$1,740,923,443
VALUES = MILLIONS**

REVENUE SOURCES

FISCAL YEAR 2013



TOTAL FUNDS - \$2,049,033,006
VALUES = MILLIONS

STATISTICAL DATA

FISCAL YEAR

2013

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Table 1

CASES UNDER CARE - HUMAN RESOURCES

	MONTHLY AVERAGE OF CASES UNDER CARE FOR FISCAL YEARS			
	OCTOBER 1, 2012 - SEPTEMBER 30, 2013		OCTOBER 1, 2011 - SEPTEMBER 30, 2012	
	Number of Cases	Average Payment Per Case 1/	Number of Cases	Average Payment Per Case 1/
GRAND TOTAL	<u>715,291</u>	<u>XXX</u>	<u>710,096</u>	<u>XXX</u>
FINANCIAL ASSISTANCE	TOTAL <u>20,069 2/</u>	<u>\$190.46</u>	<u>21,960 2/</u>	<u>\$188.83</u>
State Supplementation:				
Old Age Pensions	28	53.35	35	52.96
Aid to Blind	2	57.91	2	56.33
Aid to Permanently & Totally Disabled	77	57.51	92	57.59
Family Assistance	19,962	191.18	21,831	189.16
Special Assistance:				
Aid to Refugees	0	0.00	0	0.00
NO PAYMENT-MEDICAL ASSISTANCE ONLY	TOTAL 35	XXX	39	XXX
SOCIAL SERVICES				
Primary Clients Open for Service	TOTAL <u>37,612</u>	<u>XXX</u>	<u>39,598</u>	<u>XXX</u>
Payments on Behalf of Individual:				
Child Day Care	25,627	249.33	26,435	258.96
Adult Day Care	235	425.81	327	435.34
Foster Care 2/:				
Adult Service Fee	38	137.78	42	137.48
Foster Care Maintenance Payments 3/	1,525 4/	XXX	1,635 4/	XXX
Board Payment	(1,525)	406.94	(1,635)	408.87
Specialized Service Fee	(6)	46.86	(22)	48.03
Aid to Children in Foster Care	1,787 4/	XXX	1,917 4/	XXX
Board Payment	(1,496)	444.88	(1,633)	444.60
Specialized Service Fee	(18)	46.62	(25)	49.37
Special Care for Children	0	XXX	0	XXX
Other Primary Clients Open for Service	8,400	XXX	9,242	XXX
FOOD ASSISTANCE	TOTAL 421,302	XXX	411,710	XXX
CHILD SUPPORT PROGRAM	TOTAL 236,273	XXX	236,789	XXX

1/ Not to be used to compute DHR financial obligation.

2/ Portions of foster care are paid through State Supplementation.

3/ Formerly Aid to Dependent Children - Foster Care (ADC-FC).

4/ Total unduplicated number of children who received board payments and/or specialized service fees.

Note: Alabama's AR program is now administered by Catholic Social Services, Archdiocese of Mobile.

TABLE 2

NUMBER OF CASES RECEIVING FINANCIAL ASSISTANCE AND AVERAGE PAYMENTS BY CATEGORY

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

MONTH	TOTAL		OLD AGE PENSIONS 1/		AID TO BLIND 1/		AID TO PERMANENTLY AND TOTALLY DISABLED 1/		FAMILY ASSISTANCE	
	Cases	Average Payment 2/	Cases	Average Payment 2/	Cases	Average Payment 2/	Cases	Average Payment 2/	Cases	Average Payment 2/
MONTHLY AVG. FOR YEAR	20,069	\$190.46	28	\$53.35	2	\$57.91	77	\$57.51	19,962	\$191.18
October 2012	21,333	192.29	31	55.61	2	58.00	82	56.94	21,218	193.03
November	21,459	191.16	31	51.61	2	58.00	82	56.91	21,344	191.89
December	21,451	191.11	32	52.38	2	58.00	81	56.88	21,336	191.84
January 2013	20,884	190.24	29	52.55	2	58.00	78	57.55	20,775	190.94
February	20,512	190.80	30	57.97	2	58.00	77	57.57	20,403	191.51
March	19,946	189.43	29	52.55	2	58.00	76	57.59	19,839	190.14
April	19,424	189.73	29	52.55	2	58.00	76	57.59	19,317	190.47
May	19,492	190.23	29	52.55	2	58.00	76	57.59	19,385	190.97
June	19,172	188.83	27	53.96	2	58.00	76	57.89	19,067	189.55
July	18,908	190.76	23	52.57	2	58.00	76	57.89	18,807	191.48
August	19,241	189.98	23	52.57	2	58.00	75	57.92	19,141	190.68
September	19,008	190.60	25	52.84	1	56.00	74	57.95	18,908	191.31

1/ State Supplementation for Old Age Pensions, Aid to Blind, and Aid to Permanently and Totally Disabled included personal care supplements for children and/or adults in foster homes licensed or approved by the Department of Human Resources.

2/ Not to be used to compute DHR financial obligation.

NOTE: In accordance with Public Law 92-603, a program of Supplemental Security Income (SSI) administered by the Social Security Administration was effective January 1, 1974, for the aged, blind, and disabled. Alabama has a program of supplementation for persons receiving less under SSI than under OAP, AB, and APTD. Data with reference to programs of supplementation as administered by the Department of Human Resources are given here in addition to data for other programs.

TABLE 3

AID TO REFUGEES

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

The Aid to Refugee Program was mandated by the Refugee Act of 1980. Funded solely with Federal Funds, AR was administered by the Department of Human Resources in a manner similar to FA. Alabama's AR program is now administered by Catholic Social Services, Archdiocese of Mobile.

TABLE 4

NUMBER OF INDIVIDUALS CERTIFIED AS CURRENTLY ELIGIBLE FOR MEDICAL ASSISTANCE
UNDER TITLE XIX BY THE DEPARTMENT OF HUMAN RESOURCES TO ALABAMA MEDICAID AGENCY

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

CATEGORY OF ELIGIBILITY	NUMBER OF INDIVIDUALS
MONTHLY AVERAGE FOR YEAR.....	3,786
Old Age Assistance	47
Aid to Blind	2
Medicaid for Low Income Families 1/	0
Foster Care Maintenance Payments	2,413
Aid to Children in Foster Care	1,234
Aid to Permanently and Totally Disabled	90

1/ Administrative responsibility for this program has been transferred to the Alabama Medicaid Agency as of June 1, 2003.

TABLE 5

NUMBER OF CASES RECEIVING FINANCIAL ASSISTANCE THROUGH COUNTY DEPARTMENTS AND AVERAGE AMOUNT OF MONTHLY ASSISTANCE PER CASE BY COUNTY

MONTHLY AVERAGE FOR FISCAL YEAR OCTOBER 1, 2012 - SEPTEMBER 30, 2013

COUNTY	TOTAL 1/		OLD AGE PENSIONS		AID TO BLIND		AID TO PERMANENTLY AND TOTALLY DISABLED		FAMILY ASSISTANCE	
	Average Number of Cases	Average Amount of Assistance 1/	Average Number of Cases	Average Amount of Assistance 1/	Average Number of Cases	Average Amount of Assistance 1/	Average Number of Cases	Average Amount of Assistance 1/	Average Number of Cases	Average Amount of Assistance 2/
MONTHLY AVG. FOR YEAR	20,069	\$190.46	28	\$53.35	2	\$57.91	77	\$57.51	19,962	\$191.18
Autauga	213	181.76	0	0.00	0	0.00	1	60.00	212	182.33
Baldwin	350	190.02	0	0.00	0	0.00	*	60.00	350	190.11
Barbour	107	179.41	2	56.00	0	0.00	*	56.00	105	181.75
Bibb	67	182.09	0	0.00	0	0.00	0	0.00	67	182.09
Blount	220	191.65	0	0.00	0	0.00	*	56.00	220	191.86
Bullock	96	190.84	0	0.00	0	0.00	2	60.00	94	193.63
Butler	135	187.52	0	0.00	0	0.00	0	0.00	135	187.52
Calhoun	505	190.41	2	41.13	0	0.00	5	54.27	498	192.29
Chambers	213	192.73	0	0.00	0	0.00	4	57.00	209	195.33
Cherokee	80	185.48	0	0.00	0	0.00	0	0.00	80	185.48
Chilton	180	186.94	0	0.00	0	0.00	1	60.00	179	187.65
Choctaw	54	184.25	1	56.00	0	0.00	0	0.00	53	186.68
Clarke	165	183.33	1	60.00	0	0.00	0	0.00	164	184.08
Clay	34	182.53	0	0.00	0	0.00	0	0.00	34	182.53
Cleburne	43	186.93	0	0.00	0	0.00	1	56.00	42	190.05
Coffee	108	182.51	*	56.00	0	0.00	3	56.00	105	186.21
Colbert	117	189.88	0	0.00	0	0.00	0	0.00	117	189.88
Conecuh	78	188.95	0	0.00	0	0.00	0	0.00	78	188.95
Coosa	34	174.33	0	0.00	0	0.00	*	1.00	34	175.62
Covington	115	178.67	0	0.00	0	0.00	0	0.00	115	178.67
Crenshaw	71	181.91	0	0.00	0	0.00	1	32.17	70	184.05
Cullman	178	184.81	0	0.00	0	0.00	1	60.00	177	185.51
Dale	191	187.07	0	0.00	0	0.00	0	0.00	191	187.07
Dallas	587	192.15	0	0.00	0	0.00	0	0.00	587	192.15
DeKalb	213	186.28	0	0.00	0	0.00	2	58.00	211	187.50
Elmore	183	187.66	0	0.00	0	0.00	1	60.00	182	188.37
Escambia	114	182.36	0	0.00	0	0.00	0	0.00	114	182.36
Etowah	166	179.48	2	58.00	1	60.00	4	58.00	159	184.77
Fayette	71	183.34	0	0.00	0	0.00	0	0.00	71	183.34
Franklin	94	192.89	*	138.00	0	0.00	0	0.00	94	192.94
Geneva	57	186.72	0	0.00	0	0.00	0	0.00	57	186.72
Greene	54	190.58	0	0.00	0	0.00	0	0.00	54	190.58
Hale	135	188.22	0	0.00	0	0.00	0	0.00	135	188.22
Henry	56	192.12	0	0.00	0	0.00	0	0.00	56	192.12
Houston	639	192.11	0	0.00	0	0.00	0	0.00	639	192.11
Jackson	107	187.42	1	56.00	0	0.00	1	60.00	105	189.89
Jefferson	3,844	191.95	1	57.00	1	56.00	12	59.00	3830	192.44
Lamar	61	184.40	1	56.00	0	0.00	1	60.00	59	188.71
Lauderdale	183	186.75	1	60.00	0	0.00	2	58.15	180	188.66
Lawrence	89	187.38	0	0.00	0	0.00	0	0.00	89	187.38
Lee	241	191.84	*	215.00	0	0.00	0	0.00	241	191.83
Limestone	157	189.11	0	0.00	0	0.00	0	0.00	157	189.11
Lowndes	120	197.37	0	0.00	0	0.00	1	60.00	119	198.53
Macon	203	193.63	0	0.00	0	0.00	0	0.00	203	193.63
Madison	747	191.45	0	0.00	0	0.00	0	0.00	747	191.45
Marengo	109	182.29	0	0.00	0	0.00	0	0.00	109	182.29
Marion	98	185.90	3	32.84	0	0.00	0	0.00	95	190.21
Marshall	157	187.12	0	0.00	0	0.00	0	0.00	157	187.12
Mobile	2,456	195.52	0	0.00	0	0.00	9	60.00	2447	196.02
Monroe	89	192.73	*	107.00	0	0.00	0	0.00	89	192.81
Montgomery	1,890	195.01	3	56.00	0	0.00	2	56.00	1885	195.38
Morgan	227	185.16	0	0.00	0	0.00	1	56.00	226	185.73
Perry	85	184.82	1	56.00	0	0.00	1	60.00	83	187.88
Pickens	84	186.08	0	0.00	0	0.00	4	58.00	80	192.47
Pike	228	191.15	0	0.00	0	0.00	3	56.00	225	192.85
Randolph	193	188.46	1	23.00	0	0.00	4	56.00	188	192.15
Russell	353	199.58	0	0.00	0	0.00	0	0.00	353	199.58
Saint Clair	259	189.02	*	60.00	0	0.00	0	0.00	259	189.15
Shelby	265	186.48	0	0.00	0	0.00	0	0.00	265	186.48
Sumter	152	180.71	0	0.00	0	0.00	1	56.00	151	181.54
Talladega	425	182.29	1	54.43	0	0.00	2	60.00	422	183.22
Tallapoosa	180	182.75	*	56.00	0	0.00	1	56.00	179	183.52
Tuscaloosa	881	189.33	*	14.00	0	0.00	1	56.80	880	189.53
Walker	169	181.74	1	56.00	0	0.00	2	56.00	166	184.01
Washington	74	181.73	1	60.00	0	0.00	2	60.00	71	186.85
Wilcox	145	186.70	4	60.00	0	0.00	1	60.00	140	190.92
Winston	75	177.05	1	56.00	0	0.00	0	0.00	74	178.70

1/ Not to be used to compute DHR financial obligation.
* Less than .5.

NOTE: In accordance with Public Law 92-603, a program of Supplemental Security Income (SSI) administered by the Social Security Administration was effective January 1, 1974, for the aged, blind, and disabled. Alabama has a program of supplementation for persons receiving less under SSI than under OAP, AB, and APTD. Data with reference to programs of supplementation as administered by the Department of Human Resources are given here in addition to data for other programs.

TABLE 6

CASES APPROVED AS CATEGORICALLY RELATED AND ELIGIBLE FOR TITLE XIX BUT RECEIVING NO MONEY PAYMENT 1/

MONTHLY AVERAGE FOR FISCAL YEAR OCTOBER 1, 2012 - SEPTEMBER 30, 2013

COUNTY	TOTAL	OLD AGE PENSIONS	AID TO BLIND	AID TO PERMANENTLY AND TOTALLY DISABLED
MONTHLY AVERAGE FOR YEAR	35	21	0	14
Autauga.....	0	0	0	0
Baldwin.....	0	0	0	0
Barbour.....	0	0	0	0
Bibb.....	0	0	0	0
Blount.....	0	0	0	0
Bullock.....	0	0	0	0
Butler.....	0	0	0	0
Calhoun.....	4	3	0	1
Chambers.....	0	0	0	0
Cherokee.....	0	0	0	0
Chilton.....	2	1	0	1
Choctaw.....	0	0	0	0
Clarke.....	0	0	0	0
Clay.....	0	0	0	0
Cleburne.....	2	1	0	1
Coffee.....	0	0	0	0
Colbert.....	0	0	0	0
Conecuh.....	1	1	0	0
Coosa.....	1	0	0	1
Covington.....	0	0	0	0
Crenshaw.....	2	1	0	1
Cullman.....	1	0	0	1
Dale.....	0	0	0	0
Dallas.....	0	0	0	0
DeKalb.....	1	1	0	0
Elmore.....	0	0	0	0
Escambia.....	0	0	0	0
Etowah.....	1	0	0	1
Fayette.....	0	0	0	0
Franklin.....	0	0	0	0
Geneva.....	0	0	0	0
Greene.....	0	0	0	0
Hale.....	0	0	0	0
Henry.....	0	0	0	0
Houston.....	0	0	0	0
Jackson.....	0	0	0	0
Jefferson.....	2	2	0	0
Lamar.....	1	0	0	1
Lauderdale.....	1	0	0	1
Lawrence.....	1	*	0	1
Lee.....	0	0	0	0
Limestone.....	0	0	0	0
Lowndes.....	0	0	0	0
Macon.....	0	0	0	0
Madison.....	0	0	0	0
Marengo.....	0	0	0	0
Marion.....	1	1	0	0
Marshall.....	0	0	0	0
Mobile.....	1	1	0	0
Monroe.....	0	0	0	0
Montgomery.....	0	0	0	0
Morgan.....	0	0	0	0
Perry.....	0	0	0	0
Pickens.....	0	0	0	0
Pike.....	1	0	0	1
Randolph.....	1	1	0	0
Russell.....	1	0	0	1
Saint Clair.....	0	0	0	0
Shelby.....	2	1	0	1
Sumter.....	0	0	0	0
Talladega.....	5	4	0	1
Tallapoosa.....	1	1	0	0
Tuscaloosa.....	0	0	0	0
Walker.....	0	0	0	0
Washington.....	0	0	0	0
Wilcox.....	2	2	0	0
Winston.....	0	0	0	0

1/ These Old Age Pensions, Aid to Blind, Aid to Permanently and Totally Disabled cases received no money payment but were certified to the Alabama Medicaid Agency as eligible for Title XIX - Medical Assistance Program.

* Less than .5.

TABLE 7
REASONS FOR DENIAL - FAMILY ASSISTANCE CASES
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

REASONS FOR DENIAL:	FAMILY ASSISTANCE CASES	
	Number	Percent
TOTAL APPLICATIONS DENIED	21,259	100.0%
No Eligible Child	687	3.2
Resources Exceed Limits	1	*
Income Exceeds Standards	4,043	19.0
Recipient Initiative	13,728	64.6
Failure to Comply with JOBS Program Procedures	524	2.5
Undocumented Alien	1	*
Nonresident	55	0.3
Time Limits	110	0.5
Failure to Comply with Applicant Job Search Registration	0	0.0
Felony Convictions, Fleeing Felons, Residency/Identity Fraud	0	0.0
Failure to Cooperate with Child Support	212	1.0
Failure to Comply with Child Support/JOBS Program Requirements	7	*
Failure to Meet Other Eligibility Requirements	265	1.2
Other Disposition:		
Application Withdrawn	1,586	7.5
Unable to Locate or Moved	40	0.2

* Less than .05 percent.

TABLE 8
REASONS FOR OPENING - FAMILY ASSISTANCE CASES
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

REASONS FOR OPENING:	FAMILY ASSISTANCE CASES	
	Number	Percent
TOTAL CASES OPENED	9,539	100.0%
FINANCIAL/MEDICAL AWARD REASONS:		
Absence of Parent/Spouse.....	6,520	68.4
Illness.....	35	0.4
Layoff or Discharge.....	883	9.3
Reduction or Termination of Contributions	38	0.4
Loss of or Reduction in Other Income.....	525	5.5
Exhaustion or Reduction of Assets to Meet Medical Care Costs.....	29	0.3
Exhaustion or Reduction of Assets to Meet Other Costs.....	282	3.0
Change in Policy.....	1	*
Increased Need for Medical Care.....	1	*
Increased Need for Other Requirements.....	20	0.2
Change in Payee.....	3	*
Transferred from Another Assistance Program	1	*
Received Aid in Another County/State.....	12	0.1
Death of Parent.....	0	0.0
Other.....	688	7.2
REINSTATED REASONS:		
Request for Fair Hearing.....	10	0.1
Reinstate - Administrative Reason.....	435	4.6
Reinstate - Other.....	56	0.7

* Less than .05 percent.

TABLE 9

REASONS FOR CLOSING FAMILY ASSISTANCE CASES

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

REASONS FOR CLOSING:	FAMILY ASSISTANCE CASES	
	Number	Percent
TOTAL CASES CLOSED	20,428	100.0%
No Longer Eligible Child	1,005	4.9
Resources Exceed Limits	0	0.0
Income Exceeds Requirements:		
Earnings Increased	3,273	16.0
Benefits or Pensions Increased	618	3.0
Support from Person Inside Home Increased	0	0.0
Support from Person Outside Home Increased	1,060	5.2
Requirements Reduced	122	0.6
Moved or Can Not Locate	788	3.9
Recipient Initiative	4,677	22.9
Failure to Meet Other Eligibility Requirements	45	0.2
Failure to Comply with JOBS Program Requirements.....	5,048	24.7
Failure to Comply with CHILD SUPPORT Program Requirements.....	2,984	14.6
Failure to Comply with CHILD SUPPORT/JOBS Program Requirements.....	255	1.2
Time Limits.....	553	2.7
Felony Conviction, Fleeing Felon & Residency/Identity Fraud.....	0	0.0

* Less than .05 percent.

TABLE 10

**SOCIAL SERVICES IN COUNTY DEPARTMENTS
OCTOBER 1, 2012 - SEPTEMBER 30, 2013**

COUNTY	NUMBER OF PRIMARY CLIENTS 1/
MONTHLY GRAND TOTAL AVERAGE.....	37,612 2/
MONTHLY COUNTY TOTAL AVERAGE.....	37,606
Autauga	228
Baldwin	633
Barbour	131
Bibb	51
Blount	228
Bullock	89
Butler	168
Calhoun	745
Chambers	142
Cherokee	96
Chilton	266
Choctaw	8
Clarke	131
Clay	80
Cleburne	161
Coffee	251
Colbert	329
Conecuh	103
Coosa	32
Covington	168
Crenshaw	92
Cullman	619
Dale	127
Dallas	469
DeKalb	232
Elmore	207
Escambia	184
Etowah	578
Fayette	48
Franklin	153
Geneva	91
Greene	23
Hale	33
Henry	100
Houston	1,093
Jackson	216
Jefferson	9,474
Lamar	63
Lauderdale	553
Lawrence	122
Lee	1,096
Limestone	294
Lowndes	60
Macon	231
Madison	1,833
Marengo	101
Marion	91
Marshall	534
Mobile	6,944
Monroe	192
Montgomery	2,876
Morgan	613
Perry	19
Pickens	39
Pike	201
Randolph	89
Russell	637
Saint Clair	397
Shelby	656
Sumter	40
Talladega	534
Tallapoosa	242
Tuscaloosa	1,012
Walker	213
Washington	29
Wilcox	23
Winston	93

1/ Based on open primary clients and foster care and adoption children on file for fiscal year 2013.

2/ Includes foster care and adoption children for State Office.

TABLE 11
CHILD DAY CARE
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

MONTH	NUMBER OF CASES	AVERAGE PAYMENT PER CASE 1/
AVERAGE FOR YEAR	25,627	\$249.33
October 2012	24,188	252.66
November	24,511	238.71
December	23,877	225.04
January 2013	24,956	245.42
February	25,542	230.25
March	25,864	232.22
April	25,492	246.17
May	27,024	268.18
June	26,040	271.32
July	26,854	299.90
August	27,140	254.31
September	26,041	222.20

1/ Not to be used to compute DHR financial obligation.

TABLE 12
ADULT DAY CARE
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

MONTH	NUMBER OF CASES	AVERAGE PAYMENT PER CASE 1/
AVERAGE FOR YEAR	235	\$425.81
October 2012	247	418.92
November	247	418.92
December	238	428.66
January 2013	240	420.50
February	235	422.83
March	233	426.77
April	234	424.08
May	226	436.05
June	235	427.23
July	238	430.84
August	232	429.26
September	219	426.97

1/ Not to be used to compute DHR financial obligation.

TABLE 13

ADULT FOSTER CARE 1/

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

MONTH	NUMBER OF ADULTS	AVERAGE PAYMENT PER CASE 2/
AVERAGE FOR YEAR	38	137.78
October 2012	40	137.50
November	40	137.50
December	40	135.25
January 2013	39	136.87
February	38	137.63
March	37	137.70
April	39	143.91
May	38	137.63
June	38	136.09
July	37	137.70
August	37	137.70
September	35	137.86

1/ Portions of Foster Care were paid through State Supplementation.

2/ Payments based on a rate of \$30.00 per month service fees made to the foster homes or \$110.00 per month for specialized foster care. Average payment should not be used to compute DHR financial obligation.

TABLE 14
FOSTER CARE FOR CHILDREN
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

MONTH	FOSTER CARE MAINTENANCE PAYMENTS					AID TO CHILDREN IN FOSTER CARE				
	Total Unduplicated Number of Children Receiving Board Payments and/or Specialized Service Fees ^{1/}	Board Payments		Specialized Service Fees ^{2/}		Total Unduplicated Number of Children Receiving Board Payments and/or Specialized Service Fees ^{1/}	Board Payments		Specialized Service Fees ^{2/}	
		Number of Children	Average Per Child ^{3/}	Number of Children	Average Per Child ^{3/}		Number of Children	Average Per Child ^{3/}	Number of Children	Average Per Child ^{3/}
AVERAGE FOR YEAR	1,525	1,525	\$406.94	6	\$46.86	1,787	1,496	\$444.88	18	\$46.62
October 2012	1,543	1,543	418.74	11	44.70	1,745	1,459	444.35	24	43.51
November	1,515	1,515	411.33	12	46.94	1,808	1,523	456.12	17	47.06
December	1,476	1,476	409.07	11	46.06	1,778	1,487	452.90	15	45.33
January 2013	1,442	1,442	407.52	7	47.14	1,777	1,496	444.20	15	50.00
February	1,459	1,459	409.16	6	50.56	1,794	1,501	445.14	22	41.67
March	1,517	1,517	404.29	6	44.33	1,790	1,501	440.54	23	42.41
April	1,476	1,476	408.87	3	53.33	1,797	1,501	446.28	20	45.50
May	1,533	1,533	404.69	5	44.67	1,816	1,520	446.70	18	49.91
June	1,540	1,540	397.47	4	47.92	1,818	1,522	446.39	17	49.71
July	1,514	1,514	408.66	3	56.67	1,844	1,544	436.47	15	49.78
August	1,560	1,560	394.24	6	43.67	1,814	1,522	436.72	17	48.47
September	1,722	1,722	409.47	3	46.67	1,666	1,371	442.82	18	50.65

1/ Includes children under State supervision.

2/ Average specialized service fee computed only for the handicapped children receiving such fee.

3/ Not to be used to compute DHR financial obligation.

TABLE 15

CHILDREN UNDER CARE OF PUBLIC AND PRIVATE FACILITIES

CHILD CARE FACILITIES LICENSED OR APPROVED BY STATE DEPARTMENT OF HUMAN RESOURCES AND OTHER FACILITIES LICENSED OR OPERATING UNDER THE AUSPICES OF THE STATE DEPARTMENT OF YOUTH SERVICES OR OTHER DEPARTMENTS

SEPTEMBER 30, 2013

The State Department of Human Resources or its duly authorized agent is charged by law with the responsibility of licensing, approving, and issuing 6-month permits to child care care institutions, group homes, child placing agencies, day care centers, and day care homes.

Information is also given for facilities which are licensed or operated by the state Department of Youth Services and report to that department. The figures also include data for maternity homes and hospitals and for Partlow State School.

	<u>NUMBER OF FACILITIES</u>	<u>NUMBER OF CHILDREN</u>
CHILD CARE FACILITIES LICENSED OR APPROVED BY STATE DHR:		
Child Care Institutions	32	530
Group Homes	24	185
Emergency Shelters	6	13
Child Placing Agencies	31	601
Day Care Centers	1,021	N/A
FACILITIES OPERATED BY THE DEPARTMENT OF YOUTH SERVICES:		
Group Homes	1	9
Campuses	3	203
Community Placement/Supervision Program.....	0	0
HIT Programs - Autauga.....	1	40
FACILITIES LICENSED BY THE DEPARTMENT OF YOUTH SERVICES:		
Residential Care Facilities-Short Term	18	197
Detention Facilities	12	275
Residential Care Facilities-Long Term.....	7	92
Campuses	2	60
Camp Programs	2	14
HIT Programs	0	0
Wilderness Programs.....	3	89
Comprehensive Youth Service Centers	16	335
Short-Term Detention Centers.....	0	0

TABLE 16

FOOD ASSISTANCE PROGRAM - ALABAMA DEPARTMENT OF HUMAN RESOURCES

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

COUNTY	AVERAGE NUMBER OF HOUSEHOLDS AND PERSONS PARTICIPATING PER MONTH				
	Households	Public	Non-Public	Total	Total
		Assistance	Assistance		
TOTAL	421,302	134,213	781,115	915,328	\$1,418,849,096.00
Autauga	3,205	991	6,745	7,736	12,204,410.00
Baldwin	9,058	1,814	21,489	23,303	36,897,882.00
Barbour	2,720	846	5,685	6,531	10,360,725.00
Bibb	1,654	536	3,510	4,046	6,034,276.00
Blount	3,381	1,150	7,646	8,796	13,304,016.00
Bullock	1,201	458	2,373	2,831	4,281,512.00
Butler	2,261	757	4,465	5,222	7,899,834.00
Calhoun	11,307	3,219	21,868	25,087	40,564,353.00
Chambers	3,206	1,067	6,169	7,236	11,452,878.00
Cherokee	2,212	668	4,622	5,290	8,031,170.00
Chilton	3,647	1,081	7,854	8,935	14,094,080.00
Choctaw	1,525	501	2,872	3,373	5,234,280.00
Clarke	2,940	1,018	5,724	6,742	10,192,093.00
Clay	863	279	1,949	2,228	3,027,708.00
Cleburne	1,128	311	2,396	2,707	4,124,654.00
Coffee	2,750	769	6,153	6,922	10,465,187.00
Colbert	4,193	1,155	8,307	9,462	14,340,319.00
Conecuh	1,682	495	3,363	3,858	6,089,131.00
Coosa	856	280	1,643	1,923	2,864,599.00
Covington	3,261	835	7,092	7,927	12,076,066.00
Crenshaw	1,300	410	2,518	2,928	4,665,688.00
Cullman	4,898	1,382	10,880	12,262	18,215,260.00
Dale	4,546	1,290	9,116	10,406	16,348,095.00
Dallas	7,534	3,271	13,174	16,445	26,602,789.00
DeKalb	5,502	1,200	13,454	14,654	22,147,847.00
Elmore	5,040	1,322	11,018	12,340	19,581,456.00
Escambia	3,964	960	8,804	9,764	15,468,053.00
Etowah	7,948	2,256	15,822	18,078	26,820,408.00
Fayette	1,690	538	3,143	3,681	5,626,812.00
Franklin	2,652	685	5,904	6,589	10,098,288.00
Geneva	2,346	636	5,342	5,978	9,314,728.00
Greene	1,442	515	2,680	3,195	4,929,561.00
Hale	1,749	765	3,494	4,259	6,048,609.00
Henry	1,384	394	2,852	3,246	4,929,655.00
Houston	8,317	2,799	16,456	19,255	29,829,495.00
Jackson	3,675	875	8,367	9,242	13,991,848.00
Jefferson	56,200	19,248	100,748	119,996	195,098,058.00
Lamar	1,279	406	2,592	2,998	4,490,195.00
Lauderdale	5,711	1,638	11,434	13,072	19,793,280.00
Lawrence	2,710	750	5,668	6,418	9,814,208.00
Lee	7,451	1,772	15,865	17,637	27,520,751.00
Limestone	4,976	1,262	10,523	11,785	18,419,103.00
Lowndes	1,930	743	3,448	4,191	6,687,183.00
Macon	3,646	989	5,974	6,963	12,191,898.00
Madison	17,270	3,924	35,201	39,125	63,215,189.00
Marengo	2,452	971	4,328	5,299	7,792,969.00
Marion	2,531	727	5,306	6,033	8,991,729.00
Marshall	7,087	1,548	16,373	17,921	27,809,033.00
Mobile	40,096	11,800	80,950	92,750	152,326,809.00
Monroe	2,113	717	4,567	5,284	8,130,981.00
Montgomery	23,695	8,278	44,525	52,803	88,435,883.00
Morgan	7,132	1,681	15,330	17,011	26,749,858.00
Perry	2,131	805	3,672	4,477	6,930,891.00
Pickens	1,816	676	3,577	4,253	6,159,931.00
Pike	3,709	1,234	6,382	7,616	12,113,682.00
Randolph	2,320	808	4,948	5,756	8,922,844.00
Russell	6,154	1,639	13,074	14,713	24,488,715.00
St. Clair	5,103	1,406	11,254	12,660	19,774,714.00
Shelby	5,922	1,287	12,834	14,121	22,720,727.00
Sumter	2,177	879	3,514	4,393	6,794,757.00
Talladega	7,776	2,702	14,310	17,012	26,399,433.00
Tallapoosa	3,795	1,217	7,445	8,662	13,487,844.00
Tuscaloosa	12,460	4,474	24,167	28,641	44,235,412.00
Walker	5,252	1,597	10,964	12,561	19,535,154.00
Washington	1,417	444	2,734	3,178	4,820,324.00
Wilcox	2,222	1,002	3,787	4,789	7,437,132.00
Winston	1,539	525	3,424	3,949	5,660,344.00
AESAP	44,193	19,536	27,248	46,784	43,742,300.00

TABLE 17
CHILD SUPPORT CASES AND COLLECTIONS
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

MONTH	NUMBER OF CASES	TOTAL COLLECTIONS
AVERAGE FOR YEAR	<u>236,273</u>	<u>\$26,226,558.28</u> 1/
October 2012.....	237,389	27,382,432.72
November	237,531	26,083,000.96
December	237,256	25,518,207.74
January 2013	237,483	25,661,163.26
February	237,515	24,608,619.08
March	237,054	25,725,613.10
April	237,024	26,957,846.97
May	236,273	27,591,558.99
June	235,539	27,147,520.26
July	234,866	24,433,199.74
August	233,826	27,268,869.14
September	233,481	26,340,667.42

1/ The average for the year includes collections made at the Ala. Disb. Unit and Child Supporting Accounting Site. The sites collect child support payments for all counties in Alabama and miscellaneous collections.

TABLE 18
THE JOBS PROGRAM
OCTOBER 1, 2012 - SEPTEMBER 30, 2013

The Temporary Assistance for Needy Families (TANF) program, established by the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA), required states to provide work and training services to recipients of Family Assistance (FA). Called JOBS in Alabama, the program emphasizes work activities and employment of recipients. Child care and other supportive services are available to JOBS participants. The Deficit Reduction Act of 2005 (DRA) made significant changes to TANF requiring states to operate a more intensive JOBS Program and drastically increased the documentation and tracking requirements.

MONTH	MANDATORY PARTICIPANTS	NONCOMPLIANT	EMPLOYED	ACTIVE IN WORK ACTIVITIES 1/
October 2012.....	13,350	1,154	5,566	3,080
November	13,498	1,103	5,650	2,918
December	12,952	1,182	5,315	2,671
January 2013	12,812	1,224	5,123	2,552
February	12,187	1,221	4,861	2,587
March	11,666	1,107	4,851	2,563
April	11,703	1,037	4,991	2,521
May	11,524	1,076	4,923	2,400
June	11,209	1,013	4,769	2,257
July	11,316	976	4,722	2,316
August	11,258	1,006	4,828	2,378
September	11,474	981	4,880	2,490

1/ Work Activities includes Community Employment, OJT placements, Job Search and Job Readiness activities, vocational education and high school or GED education for select individuals.

TABLE 19

SOCIAL SERVICES IN COUNTY DEPARTMENTS
NUMBER OF ADULT ABUSE AND NEGLECT REPORTS

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

COUNTY	NUMBER OF ADULT ABUSE & NEGLECT REPORTS
MONTHLY AVERAGE NUMBER OF ABUSE & NEGLECT REPORTS.....	377
Autauga	3
Baldwin	10
Barbour	4
Bibb	3
Blount	2
Bullock	1
Butler	3
Calhoun	21
Chambers	2
Cherokee	2
Chilton	3
Choctaw	1
Clarke	1
Clay	1
Cleburne	1
Coffee	3
Colbert	8
Conecuh	1
Coosa	2
Covington	5
Crenshaw	1
Cullman	7
Dale	4
Dallas	2
DeKalb	12
Elmore	2
Escambia	4
Etowah	20
Fayette	1
Franklin	4
Geneva	2
Greene	1
Hale	1
Henry	1
Houston	13
Jackson	4
Jefferson	58
Lamar	2
Lauderdale	5
Lawrence	1
Lee	10
Limestone	4
Lowndes	1
Macon	6
Madison	22
Marengo	2
Marion	4
Marshall	11
Mobile	18
Monroe	2
Montgomery	15
Morgan	2
Perry	1
Pickens	2
Pike	3
Randolph	2
Russell	11
Saint Clair	5
Shelby	9
Sumter	1
Talladega	7
Tallapoosa	4
Tuscaloosa	5
Walker	5
Washington	1
Wilcox	1
Winston	1

* Less than .5.

TABLE 20
SOCIAL SERVICES IN COUNTY DEPARTMENTS
AVERAGE NUMBER OF ADULT FOSTER CARE HOMES

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

COUNTY	NUMBER OF ADULT FOSTER CARE HOMES
MONTHLY AVERAGE NUMBER OF ADULT FOSTER CARE HOMES.....	34
Autauga	2
Baldwin	1
Barbour	0
Bibb	0
Blount	0
Bullock	0
Butler	3
Calhoun	1
Chambers	0
Cherokee	0
Chilton	0
Choctaw	0
Clarke	0
Clay	0
Cleburne	0
Coffee	1
Colbert	0
Conecuh	0
Coosa	0
Covington	0
Crenshaw	0
Cullman	*
Dale	0
Dallas	0
DeKalb	0
Elmore	1
Escambia	0
Etowah	2
Fayette	0
Franklin	0
Geneva	0
Greene	0
Hale	0
Henry	0
Houston	0
Jackson	0
Jefferson	3
Lamar	0
Lauderdale	0
Lawrence	0
Lee	2
Limestone	0
Lowndes	0
Macon	0
Madison	0
Marengo	1
Marion	0
Marshall	0
Mobile	9
Monroe	0
Montgomery	0
Morgan	0
Perry	0
Pickens	0
Pike	0
Randolph	0
Russell	3
Saint Clair	0
Shelby	0
Sumter	0
Talladega	3
Tallapoosa	0
Tuscaloosa	2
Walker	0
Washington	0
Wilcox	0
Winston	0

* Less than .5.

DHR COUNTY DEPARTMENTS

Directory

With some exceptions, the programs and services of the Alabama Department of Human Resources are provided by or through the agency's 67 county departments of Human Resources. All DHR county departments have boards appointed by local governments. These County Boards of Human Resources are the hiring authority for the DHR County Director.

AUTAUGA

Director: Onya Myhand
203 North Court Street
Prattville, AL 36067
telephone: (334) 358-5000

BALDWIN

Director: Kathryn Watson
22259 Palmer Street
Robertsdale, AL 36567
telephone: (251) 945-2400

BARBOUR

Interim Director: Eric Graves
Clayton Industrial Park
276 Highway 239 South
Clayton, AL 36016
telephone: (334) 775-2000

BIBB

Director: Karen H. Smith
84 Library Street
Centreville, AL 35042
telephone: (205) 926-2900

BLOUNT

Interim Director: Catherine Denard
415 5th Avenue East
Oneonta, AL 35121
telephone: (205) 274-5200

BULLOCK

Director: Cherry Jones
201 North Powell Street
Union Springs, AL 36089
telephone: (334) 738-0111

BUTLER

Interim Director: Lesa Syler
109 Caldwell Street
Greenville, AL 36037
telephone: (334) 382-4400

CALHOUN

Director: Maria Dresser
415 West 11th Street
Anniston, AL 36202
telephone: (256) 231-7500

CHAMBERS

Director: Julia Ann Hyde
410 9th Ave. SW
LaFayette, AL 36862
telephone: (334) 864-4000

CHEROKEE

Interim Director: Marsha Busby
202 Dean Buttram Sr. Avenue
Centre, AL 35960
telephone: (256) 927-1440

CHILTON

Director: Marilyn Colson
500 Airport Road
Clanton, AL 35046
telephone: (205) 280-2000

CHOCTAW

Director: Rosa Mickles
1003 South Mulberry Avenue
Butler, AL 36904
telephone: (205) 459-9701

CLARKE

Director: Lou Boykin
22609 Highway 84
Grove Hill, AL 36451
telephone: (251) 275-7001

CLAY

Director: Kay Robertson
86930 Highway 9
Lineville, AL 36266
telephone: (256) 396-6800

CLEBURNE

Director: Marsha Busby
732 Oxford Street
Heflin, AL 36264
telephone: (256) 463-1700

COFFEE

Director: Deana Stinson
3881 Salem Road
Enterprise, AL 36330
telephone: (334) 348-2000

COLBERT

Interim Director: Cindy Bratcher
3105 George Wallace Blvd.
Muscle Shoals, AL 35661
telephone: (256) 314-4900

CONECUH

Interim Director: Voncile Jackson
856 Liberty Hill Drive
Evergreen, AL 36401
telephone: (251) 578-3900



Bottom from Left: Stephanie McKnight, Henry County; Sue Hays, Geneva County; Deanna Stinson, Coffee County

Middle from Left: Florence Mitchell, Pike County; Judy Jochen, Dale County; Mary Paulk, Houston County

Top from Left: Lesa Syler, Covington County; Eric Graves, Barbour County



Bottom from Left: Rose Johnson, Mobile County; Kathryn Watson, Baldwin County; Voncile Jackson, Monroe County

Top from Left: Lyn Barnes, Escambia County, Rosa Mickles, Choctaw County; Lou Boykin, Clarke County



Bottom from Left: Caroline Page, Limestone County; Tonita Phipps, Madison County; Kristie Crabtree, Jackson County; Cindy Bratcher, Lauderdale County

Top from Left: Tracy Miller, Lawrence County; Tyrone Newton, Assistant Director, Madison County; Jerry Groce, Franklin County

COOSA

Director: Angela Hardin
300 South Jackson Street
Rockford, AL 35136
telephone: (256) 377-2000

COVINGTON

Director: Lesa Syler
1515 Martin Luther King Jr.
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Andalusia, AL 36420
telephone: (334) 427-7900

CRENSHAW

Director: Kristi Maddox
25 Hospital Drive
Luverne, AL 36049
telephone: (334) 335-7000

CULLMAN

Director: Catherine Denard
1220 St. Joseph Street, NW
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telephone: (256) 737-5300

DALE

Director: Judy Jochen
513 Carroll Avenue
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telephone: (334) 445-4900

DALLAS

Director: Wanda Goodwin
200 Samuel O. Moseley Drive
Selma, AL 36702
telephone: (334) 874-1400

DEKALB

Director: Denise Raines
2301 Briarwood Avenue, South
Fort Payne, AL 35967
telephone: (256) 844-2700

ELMORE

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From Left: Denise Raines, DeKalb County; Teresa Sauls, Etowah County; Marcia Parker, Marshall County



From Left: Martha Trentham, Lamar County; Randy Redmill, Walker County; Jason Cowart, Fayette County; Catherine Dennard, Cullman County



Bottom from Left: Shae Cobb-England, Assistant Director, Jefferson County, Terri Coley, Assistant Director, Jefferson County; Stephanie Streeter, Assistant Director, Jefferson County

Middle from Left: Franine Fenderson, Assistant Director, Jefferson County; Marilyn Colson, Chilton County; Marsha Busby, Cleburne County; Kim Meshago, Shelby County

Top from Left: Cheri Pilkington, St. Clair County; Kay Robertson, Clay County; Nicole Parker, Talladega County; Angela McClintock, Jefferson County

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Bottom from Left: Karen Smith, Bibb County; Sharon Jay, Hale County

Middle from Left: Joy Humphrey, Tuscaloosa County; Ellen Wallace, Marengo County

Top from Left: Randy Shelton, Pickens County; Wilson Morgan, Green County



Bottom from Left: Linda Bibb, Macon County; Jan Burke, Lee County; Cherry Jones, Russell County; Sharonda Pettaway, Randolph County

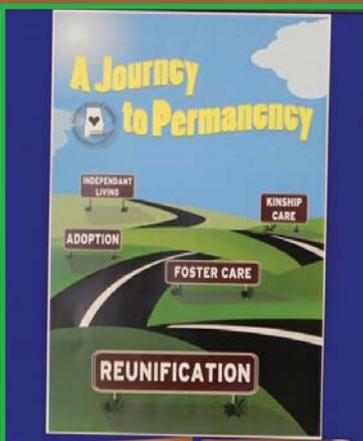
Top from Left: Amanda Hardin, Coosa County; Brenda Floyd, Tallapoosa County; Julia Ann Hyde, Chambers County



Bottom from Left: Rachel Waters, Lowndes County; Michelle Wood, Elmore County; Lathesia Saulsberry, Wilcox County; Voncile Jackson, Monroe County

Middle from Left: Onya Myhand, Autauga County; Linda Wilson, Assistant Director, Montgomery County; Wanda Goodwin, Dallas County

Top from Left: Bobby Murphy, Assistant Director, Montgomery County; Terry Benton, Montgomery County; Kristi Maddox, Crenshaw County



STATE OFFICE DIRECTORY

ALABAMA DEPARTMENT OF HUMAN RESOURCES

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ALL OFFICES LISTED ABOVE ARE LOCATED IN MONTGOMERY. THE AREA CODE IS 334.





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