

A photograph of the Alabama State Capitol dome at night, illuminated with a warm, golden light. The dome is the central focus, with its base and the surrounding portico visible. The background is a dark, clear night sky. The text '2015 Annual Report' is overlaid in a bold, yellow, sans-serif font, and the acronym 'dhr' is written in a large, blue, cursive script below it.

2015 Annual Report
dhr

State of Alabama
DEPARTMENT OF HUMAN RESOURCES



ROBERT BENTLEY
Governor
State of Alabama

A letter from the Commissioner

Dear Governor Bentley,

Fiscal Year 2015 was highlighted by several progressive changes regarding how we serve the citizens of our great state and also marked a number of achievements.

Thanks to your strong leadership and support, \$3 million was appropriated for the Alabama's Fostering Hope Scholarship Act which will offer current and certain former foster children the opportunity to receive financial assistance beginning with the 2016-2017 school year. This and future investments will go a long way toward helping foster children obtain the education and training they need to achieve success in their lives.



Working with bordering state child welfare agencies has always been a challenge; however, an agreement signed by child welfare agencies in Alabama and Georgia will help eliminate barriers for social workers seeking homes for vulnerable children on the two states' border. The Georgia-Alabama Interstate Compact on the Placement of Children Border Agreement expedited the state-to-state approval process for more than 100 children in FY 2015, allowing them to reside with relatives in familiar communities; thus, preventing them from entering foster care.

Quality early childhood learning is a passion we both share, and in January 2015, tremendous progress was made toward that goal as DHR's Child Care Services Division was selected to receive an Early Head Start - Child Care Partnership (EHS-CCP) grant from the U.S. Department of Health and Human Services totaling \$8.3 million per year for five years. The grant, totaling \$41 million, will be used to serve children using the EHS-CCP model. This statewide effort will include urban and rural counties where there are a high number of children experiencing poverty.

Reducing fraud in our state administered programs continues to be a high priority and FY 2015 saw continued improvement in our efforts to protect taxpayer dollars from abuse. One notable example was the disqualification of 16 retail stores from the SNAP program due to their illegal trafficking of SNAP benefits. DHR worked in cooperation with the Birmingham District Attorney's Office, the FBI, the Gardendale Police Department, the USDA and the Secret Service on the investigation which resulted in 17 arrests.

Adult Abuse, Neglect, and Exploitation Reports (ANE) and Preventions continued to increase in FY 2015. A 14% increase in reports and preventions resulted in an all-time high of 6,244 ANE investigations and 1,834 prevention assessments. We expect this number will rise annually as our aging population continues to grow.

While serving over one million of Alabama's citizens each year, the Alabama Department of Human Resources continues to strive for excellent quality in all program areas. Another goal is to continue to be good stewards of Alabama tax dollars while protecting our children and vulnerable adults as efficiently and effectively as possible. The pages inside this FY 2015 Annual Report demonstrate our commitments to you and all Alabamians.

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

A large, stylized logo for the Alabama Department of Human Resources. The letters "dhr" are written in a lowercase, cursive font. The "d" and "h" are connected, and the "r" has a long, sweeping tail. The logo is rendered in a light green or yellowish color with a slight shadow effect, giving it a three-dimensional appearance. It is positioned in the bottom right corner of the page, partially overlapping the background image of the Alabama State Capitol dome.

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 Care Services, Adult Protective Services, Family Assistance, 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 has a major role in assisting needy families through administration of the Food Assistance Program and the 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 4,086 employees in FY 2015, 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 Chairperson, 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 AND EXPENDITURES

In Fiscal Year 2015, DHR's revenues and expenditures totaled \$2,014,321,719, including more than \$1.37 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).

2015 ANNUAL REPORT



ALABAMA DEPARTMENT OF HUMAN RESOURCES
ANNUAL REPORT
Fiscal Year 2015

October 1, 2014 - September 30, 2015

DHR STATE BOARD

GOVERNOR ROBERT BENTLEY
Chairman

MR. WAYNE SELLERS
Vice-Chair

MS. LESLIE D. SANDERS
Secretary

MS. KATHY SAWYER

DR. CHARLES R. NASH

DR. PHILLIP B. HAMMONDS

MS. ELIZABETH C. SMITHART

NANCY T. BUCKNER
Commissioner

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All programs of the Department of Human Resources are administered in accordance with the Civil Rights Act of 1964, as amended; the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Americans with Disabilities Act of 1990, as amended, and all other federal and state civil rights laws, as amended.

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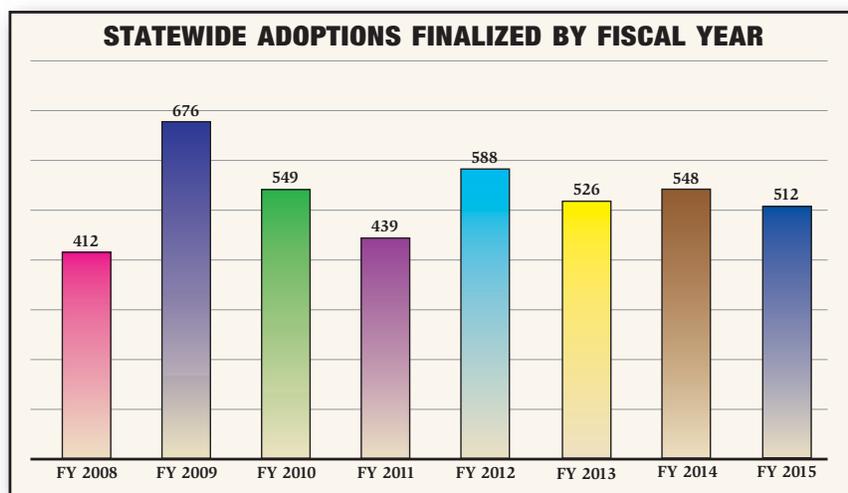
Family Services



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

DHR Receives Adoption Incentive Award

DHR received over \$1 million in Federal Adoption Incentive Award funds for FY 2015 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-adoptive and post-adoptive services, and child specific needs to remove barriers to adoptive placement based on pre-adoptive needs.

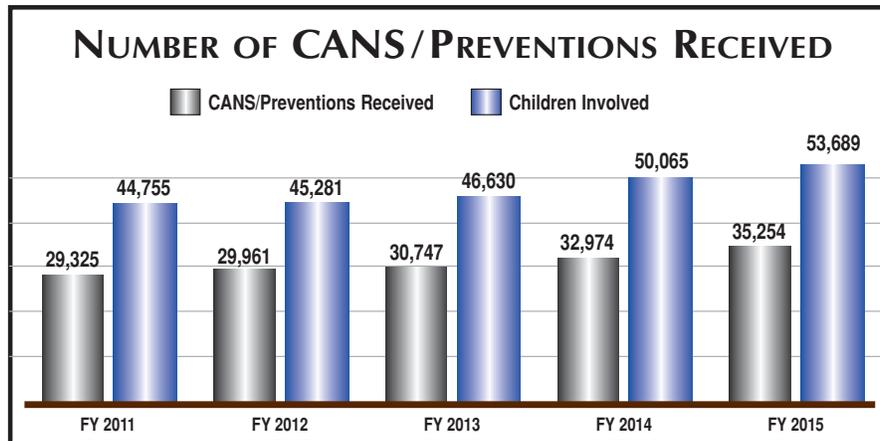


Family Services

OFFICE OF CHILD PROTECTIVE SERVICES SEES RISE IN CLEARANCE REQUESTS

The Office of Child Protective Services (CPS) manages the Child Abuse and Neglect Central Registry/Clearance process. The Office received 27,540 requests for Child Abuse and Neglect clearances in FY 2015. This is an increase of approximately 2,000 Clearance Requests during the Fiscal Year.

Between June and September of 2015, CPS completed 1480 administrative record reviews concerning persons allegedly responsible for child abuse and neglect who did not agree with a substantiated finding.



Foster / Adoptive Parent Recruitment



The Department coordinates two **Wendy's Wonderful Kids** programs with funding from the Dave Thomas Foundation for Adoption. Since 2008, adoptions have been finalized for 83 children with special needs through the **Wendy's Wonderful Kids** program.

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 airs weekly Kids to Love features on WHNT-TV in Huntsville and provides school supplies, Christmas gifts and college scholarships for children in foster care in Alabama.

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

Heart Gallery Alabama is also a part of the Camellia Network whose mission is "to create a national network that connects every youth aging out of foster care to the critical resources, opportunities, and support they need to thrive in adulthood".

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 website, www.dhr.alabama.gov.

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Family Services

Fostering Hope Scholarship Act Signed into Law

Alabama's Fostering Hope Scholarship Act will offer current and former foster children the opportunity to receive financial assistance beginning with the 2016-2017 school year.

Contingent on funding, the act will provide eligible participants with:

- Tuition and required fees at any public two-year or four-year institution of higher education in the state of Alabama, or
- Payment for required fees for state-provided job training courses or skill certifications
- A mentor service administered by the Department of Human Resources as a support system for participants in the scholarship program

The Alabama Department of Human Resources will develop and administer the scholarship program. In the 2015 Regular Session, lawmakers and Governor Bentley set aside \$3 million for the program when they passed and signed a supplemental appropriation bill into law.



From Left: State Representative Paul Lee, Kanoschu Campbell, John James, Governor Robert Bentley, Carolyn Lapsley, Commissioner Nancy Buckner and State Senator Dick Brewbaker.

Family Services

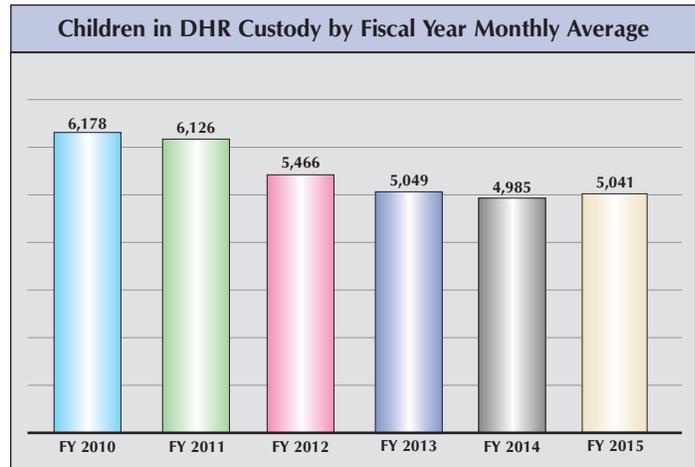
Georgia, Alabama Sign Agreement to Serve Victims of Child Abuse and Neglect

In FY 2015, child welfare agencies in Alabama and Georgia signed an agreement that eliminates barriers for social workers seeking homes for vulnerable children on the two states' border.

The **Georgia-Alabama Interstate Compact on the Placement of Children Border Agreement** allows for greater cooperation between the Georgia Division of Family and Children Services and Alabama DHR, as the agencies work to provide safe and stable housing for both youth who are in foster care and for children who are at risk of entering state custody.

Alabama's agreement expedites the state-to-state approval process for the affected counties and allows children to stay connected with relatives and communities.

Alabama and Georgia's agreement to date has prevented more than 100 children from entering foster care.



OFFICE OF FEDERAL COORDINATION AND REPORTING

Alabama submitted its Annual Progress and Services Report (APSR) in June 2015. The APSR provides an update on the Five Year Child and Family Services Plan, that was approved by the Children's Bureau in 2014. The information reported on in the APSR is also designed to later be included in the **Statewide Assessment** which is part of the (Federal) Child and Family Services Review process (CFSR) that sets forth both an assessment of outcomes and system performance in child welfare as well as a plan for improvement. Alabama's CFSR is scheduled for 2018.

OFFICE OF FINANCIAL RESOURCE MANAGEMENT

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

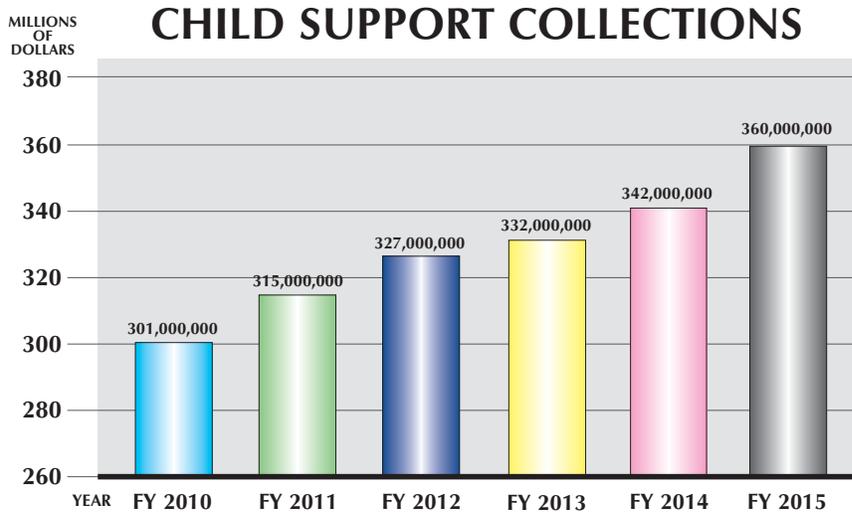
Revenues Received from the Alabama Medicaid Agency

PROGRAM	FY 2014
Targeted Case Management	\$15,309,071.93
Medicaid Rehabilitative Services	\$30,801,064.45
Total	\$46,110,136.39

Child Support Enforcement

Child Support Collections Exceeds \$360 Million

A record increase of \$18 million in collections during FY 1015 pushed the year's total child support collections to over \$360 million. The increase was a result of improved automation and the effective collaboration and work from many partners. The list of partners includes federal, state, and county child support staff, district attorneys, private attorneys under contract with DHR, law enforcement officials, judges, and other court officials, employers, financial institutions, insurance companies, hospitals, the State Department of Labor, the Bureau of Vital Statistics, the TANF program, Medicaid, Child Welfare, the Department of Corrections, the Social Security Administration, numerous contractors and non-custodial parents.



Over \$360 million dollars in child support payments was collected from non-custodial parents in FY 2015.

Paternity Establishment Up in FY 2015

Improvements in other major performance areas also contributed to the increase in child support collections. Paternity was established at an all-time high of 95.18% for 229,000 cases. This represents an increase over the 94.4% establishment rate in FY 2014. This key performance area provides children with a legal attachment to paternal resources and extended family connections.



Court orders were established on 87.16% of the children that were served through the child support program.

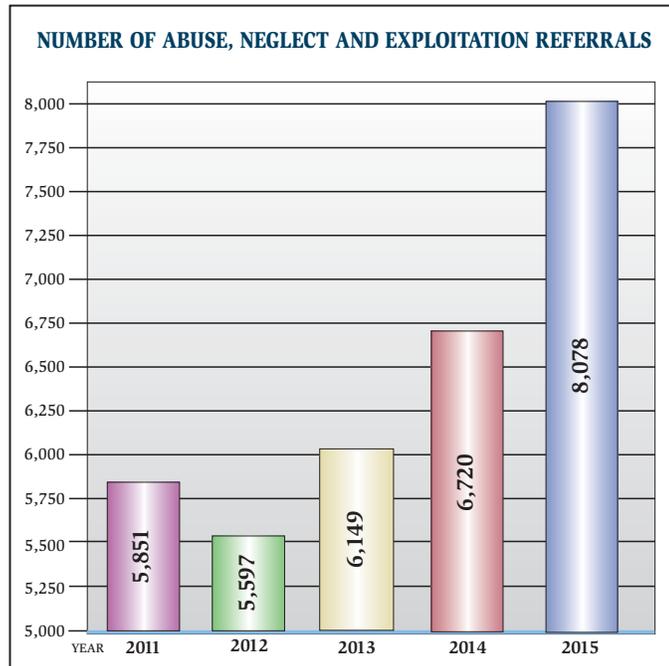
The Child Support Enforcement Division's Outreach Initiative included a collaborative effort with the Federal Prison Camp in Montgomery to provide child support program information to individuals in the facility who may have child support obligations.

Adult Protective Services

Adult Abuse, Neglect, and Exploitation Reports and Preventions Increase 14% in FY 2015

Six thousand two hundred and forty-four Abuse, Neglect, and Exploitation (ANE) reports were received and investigated by the Department of Human Resources in FY 2015. There were also 1,834 Prevention Assessments completed on adults age 18 or older who were alleged to be in need of protection. Preventions include assessment of situations in which there is concern that abuse, neglect, or exploitation will occur unless there is some assistance provided.

The combined total
of ANE reports
and
Prevention Assessments
was
8,078



Online Form Implemented for ANE Reporting

The Adult Abuse, Neglect, and Exploitation Online Reporting Form and instructions were placed on the Department's website, www.dhr.alabama.gov, in June 2015. The completed report form may be emailed to the State Adult Protective Services Division. The report is then forwarded to the appropriate county DHR office for an assessment.

World Elder Abuse Awareness Day

Governor Robert Bentley proclaimed June 15, 2015 as Elder Abuse Awareness Day to help raise awareness of the mistreatment of our elderly population in Alabama. World Elder Abuse Awareness Day activities were held throughout the entire month of June. Activities included proclamations by Mayors, Judges, and County Commissioners; seminars, workshops, and meetings with community agencies; and Elder Abuse Awareness events.

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Adult Protective Services

Glenda Williams of Dale County is the winner of the *2015 Alabama Spirit of APS Award*

Glenda Williams was awarded the 2015 Alabama Spirit of Adult Protective Services Award by Commissioner Nancy T. Buckner at the Montgomery APS Regional Training on June 16, 2015. Ms. Williams, a social worker and supervisor, was selected through a statewide nomination process as an outstanding APS staff member.

Ms. Williams is the service supervisor for Dale County DHR and is responsible for the APS program. She not only supervises the APS unit, but is also responsible for field work and frontline case management. Ms. Williams has developed an extraordinary relationship with the community partners in service to her adult clients. She directly and voluntarily provides care for elderly friends, neighbors and family members in efforts to assist them in maintaining their independence in their own homes. Ms. Williams helps to assure that the rights of seniors in Dale County are protected, and they have the opportunity for a high quality of life.



(From left: Commissioner Nancy Buckner, Glenda Williams, Dale County Director Judy Jochen)

APS is recruiting **ADULT** FOSTER CARE HOMES

Adult Foster Care homes are currently approved in 11 counties. Those counties are: Autauga, Baldwin, Butler, Coffee, Elmore, Lee, Limestone, Mobile, Monroe, Russell and Talladega. There were 31 adult clients in foster care at the end of FY 2015.

A brochure entitled "*Adult Foster Care Homes, Homes You Can Count On*" was created for adult foster care recruitment in FY 2015.



Child Care Services

State Office Begins Licensing Child Care Homes

In FY 2015 the home day care licensing functions moved from the county offices to the Child Care Services, Office of Licensing. All family and group child care homes are now licensed by state office licensing consultants. The implementation was phased in over several months with the process completed in September 2015.

CHILD CARE LICENSING

Licensing consultants made 2,856 visits to licensed child care centers and licensed day care homes in FY 2015 to determine compliance with minimum standards, license new facilities, renew licenses of existing facilities, investigate licensing complaints and provide consultation to child care staff.

- Licensed centers as of September 30, 20151002
- Licensed child care homes as of September 30, 2015..... 930
- Exempt child care facilities as of September 30, 2015.....901

DHR Receives \$41 Million Child Care Grant

In January 2015, DHR's Child Care Services Division was selected to receive an Early Head Start – Child Care Partnership (EHS-CCP) grant from the U.S. Department of Health and Human Services totaling \$8.3 million per year for five years.

The grant, totaling \$41 million, will be used to serve 566 children using the EHS-CCP model. The model includes establishing partnerships between Head Start Programs and licensed child care centers and a statewide family child care.

The DHR EHS-CCP program will serve eligible children already receiving child care subsidies. Teen mothers and families challenged by child abuse and neglect issues and homelessness will receive priority for participation. This statewide effort will include urban and rural counties where there are a high number of children experiencing poverty.



The EHS-CCP Program hosted a **Parent Leadership Academy** bringing together EHS-CCP parents and leaders to address issues that relate to parents, their children and advocacy. The Academy's goal is to Empower, Motivate, and Equip parents to return to their local community to foster change and become an effective advocate.

Child Care Services

W. K. Kellogg Foundation Grant Supports Partnership Initiatives

In February 2015, DHR and its child care partners united for the *Governor's Early Childhood Education Leadership Summit*. The summit emphasized Alabama's commitment to build a high-quality system of early childhood education for all Alabama children from birth to five years old.

In September 2015, DHR partnered with Department of Early Childhood Education to host the 3rd Annual *Home Visiting Conference and Infant/Toddler Academy*. The theme of the Conference was "Guiding Alabama's Families to a Brighter Future". The conference featured an Early Childhood Leaders Luncheon and Work Session and a plenary session on *Building Your Bounce, Building Their Bounce: Promoting Resilience in Young Children and Adults Who Care for Them*.

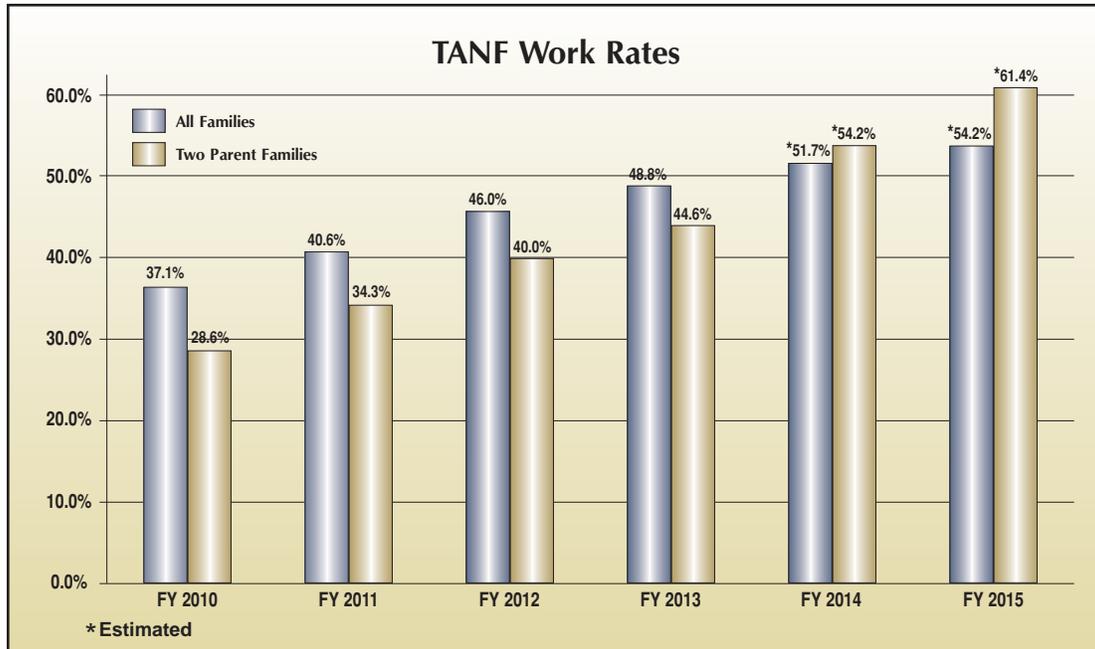
Alabama Quality STARS QRIS Enhancement Project

Technical assistance has been provided to 41 early childhood programs through the **ALABAMA Quality STARS - QRIS Enhancement Project**. The technical assistance provided includes the creation of a quality enhancement plan and pre and post site visits to determine the enhancements needed and that enhancements have been implemented. Assistance also included recommendations for staff development, providing classroom and nutrition curricula, facilitating training on the classroom curricula, providing classroom material kits and providing additional consultation as needed via telephone and email.



Family Assistance

Fifty percent (90% for two-parent families) of Temporary Assistance for Needy Families (TANF) recipients are required to be participating in countable work activities each month to meet the federal work participation rate requirements. Alabama is meeting the “All Families” work participation rate requirement and continues to make progress in the two-parent work requirement.



State Supplementation Program

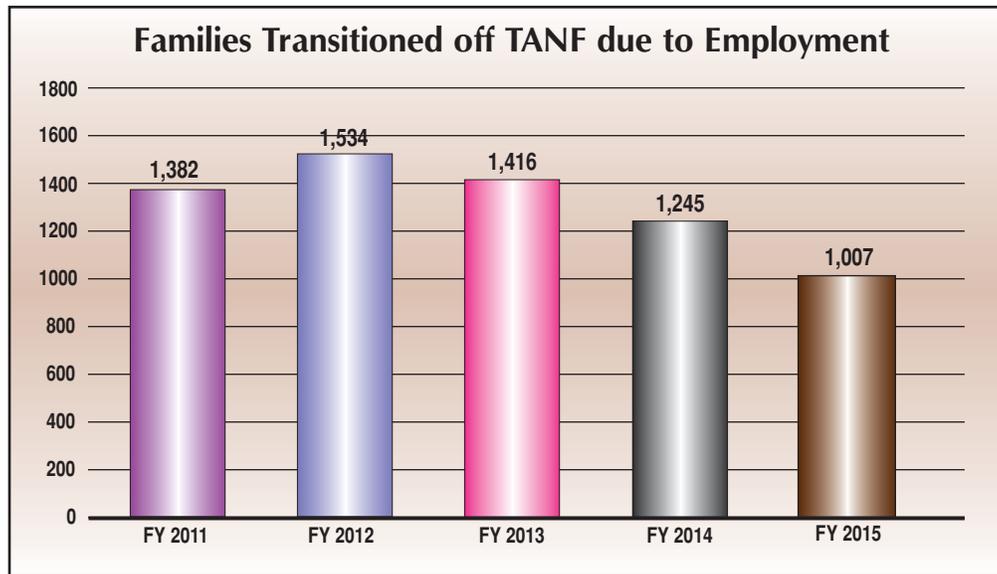
The State Supplementation Program provides payments to needy elderly, blind and disabled persons. Its purpose is to supplement SSI benefits and/or other income to individuals who are in need of independent home-life care or specialized independent care and are paying someone to provide such care.

In FY 2015 an average of 75 individuals received benefits under the State Supplementation Program

JOBS Facts

- Average number of adults required to participate in the JOBS Program each month - 7,041
- Average number of two-parent families required to participate in JOBS each month - 121
- Adults who found employment each month averaged - 534
- Total monthly average of clients working - 3,506
- Average number of adults who participated in the Community Employment Program (CEMP) each month - 534
- Families Transitioned off TANF due to Employment - 1,007

Family Assistance



FY 2015 Family Assistance Program Statistics

- **Average caseload – 13,755**
- **Average monthly payment per case - \$190.91**
- **Average number of child recipients – 24,115**
- **Average number of child-only cases – 44%**
- **Non child-only cases receiving benefits beyond 30 months – 22.8%**

Alabama Coalition Against Domestic Violence

The Alabama Department of Human Resources' domestic violence prevention and assistance effort is managed by the Alabama Coalition Against Domestic Violence (ACADV). The program funded by DHR is known as SAIL which is an acronym for Special Assessment Intervention Liaison. SAIL currently provides services to low income persons in all 67 counties in Alabama via 24 specialists.

ALABAMA DOMESTIC VIOLENCE HOTLINE 1-800-650-6522

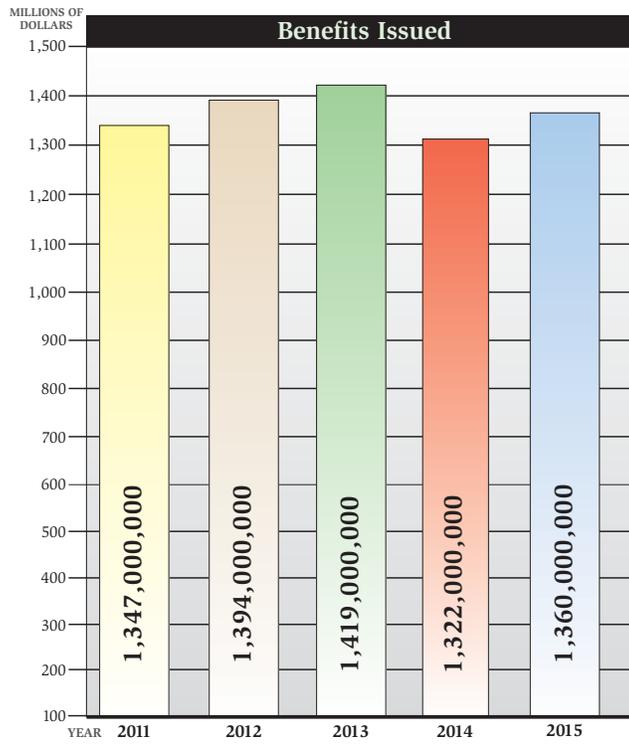
During FY 2015, the ACADV received 2,286 referrals for domestic violence via SAIL, worked with 1,070 SAIL participants, helped 106 participants acquire employment and provided financial assistance to over 200 low income participants.

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dhr

Food Assistance

SNAP Issuance Increased Slightly in FY 2015



The amount of Supplemental Nutrition Assistance Program (**SNAP**) benefits issued to Alabama's citizens increased from \$1.33 billion in FY 2014 to approximately \$1.36 in FY 2015. The number of people receiving benefits at the end of FY 2015; however, was almost 12,000 fewer than at the close of FY 2014.

AESAP Project Continues to Grow Beyond Expectations

Participation in the Alabama Elderly Simplified Application Program (AESAP) now exceeds that of Jefferson County, and continues to grow steadily. In FY 2015, SNAP participation in Jefferson County actually decreased, while the participation in AESAP continued to grow by 9% over FY 2014 issuance.

AESAP is designed to serve low income Alabama citizens 60 and over, with no earned income. They are not required to come into a county office for an application or interview and all contact is handled by telephone and through the mail. AESAP processes over 99% of all applications in less than 30 days.

The program, operating as a federal demonstration project, has gained national attention and other states have adopted this successful model for services to the elderly, a largely underserved population.

Food Assistance

Law Enforcement Officials Crack Down on Fraud in Jefferson County

Retailer and recipient fraud continue to be a big focus in the Food Assistance Program. In June 2015, Jefferson County law enforcement staff raided 11 convenience stores in the county and arrested 17 suspects for EBT fraud and other felony charges. This was the result of a cooperative investigation effort involving the Jefferson County District Attorney's Office, the FBI, the Gardendale Police Department, USDA, the Secret Service and DHR investigators. Additional federal, state and local law enforcement officials were involved in the raids.

FRAUD FACTS

- Over \$5.3 million was collected on food assistance claims in FY 2015. DHR retained \$852,591 of this money. Fraud collections represent less than 20% of total collections for prior overpayments.
- 16 retail stores were disqualified for trafficking SNAP benefits.
- 206 recipients were referred to DHR investigators for trafficking and other possible fraudulent activities.
- 110 cases were referred to the DHR Legal Division for possible prosecution for fraud, involving over \$1 million in benefits.
- 6,144 cases were determined to be possible claims, although not all were considered possible fraud. Some cases were other types of claims including administrative errors.
- 6,352 cases were determined to have received overpayments totaling \$5 million.

RECIPIENTS WHO COMMIT FRAUD ARE REQUIRED TO REPAY SNAP BENEFITS AND ARE DISQUALIFIED FROM PROGRAM PARTICIPATION FOR A PERIOD OF TIME RANGING FROM SIX MONTHS TO PERMANENTLY.

Program Helps Fight Childhood Obesity

Alabama is among the leaders in the nation when it comes to the rate of obesity-related diseases such as high blood pressure, heart disease, and diabetes. SNAP recipients are disproportionately affected by these diseases. A key strategy for tackling the high obesity rate and obesity-related health issues is through nutrition education via the state's SNAP-Ed program.

One of the most successful SNAP-Ed programs is called Body Quest, a childhood obesity prevention program offered to third graders and their parents in certain schools. Body Quest is a 15-week program where SNAP-Ed educators go into the classroom once a week to educate the children on the importance of eating healthy and exercising.

In FY 2015, the state conducted a social marketing campaign in the communities where the Body Quest classes were being taught. Forty-seven billboards were displayed across the state containing messages promoting healthy eating and exercise. The billboards reached 36,595,920 people in low income communities with messages such as "Eat more fruits and veggies and they will too", "Be active and they will too" and "Make meals and memories together".

Field Administration

Emergency Welfare Services

- Field Administration staff participated in Alabama Emergency Management Agency (AEMA) exercises and trainings, including the Governor's Hurricane Exercise at the State Emergency Operations Center on May 7, 2015.
- The Office of Emergency Welfare Services/Employee Safety (EWS/ES) hosted quarterly Mass Care conference calls in coordination with the Alabama Department of Public Health's Center for Emergency Preparedness and AEMA. Sheltering and Mass Care support agencies, including: The American Red Cross, The Salvation Army, and Alabama Governor's Office on Disability, provided updates on emergency preparedness activities undertaken to prepare for an All Hazards Response.
- EWS/ES staff collaborated with local, state and national agencies/organizations to identify and survey additional Mass Care and Medical Needs shelters.
- Field Administration staff deployed to the State Emergency Operations Center, AEMA Division Offices, and mass care shelters to serve citizens affected by the severe winter weather in February 2015.
- EWS/ES and the Office of Training developed and launched a Sheltering/Mass Care Operations and Emergency Duties online training for all DHR staff.

SHELTERING AND MASS CARE TASK FORCE

Commissioner Nancy Buckner chaired the annual Sheltering and Mass Care Task Force (SMCTF) meeting on September 24, 2015. DHR coordinates with state and voluntary agencies to prepare for the sheltering and mass care of evacuees and/or displaced persons during a disaster or any Governor ordered mandatory evacuation. During the SMCTF meeting, AEMA announced that DHR staff will participate in the All Hazards Response Group.

Employee Safety

The Office of EWS/ES collaborated with the Alabama Law Enforcement Agency (ALEA) and the U.S. Department of Homeland Security (DHS) to provide on-site safety training. ALEA and DHS conducted "RUN, HIDE, FIGHT" (active shooter) and "If You See Something, Say Something™" trainings at county offices. The trainings emphasize the importance of personal safety and reporting suspicious activity to law enforcement.

Office of Training

Field Administration's Office of Training continued to develop, administer, and evaluate training modules for DHR's online learning management system known as LETS (Learning, Education, and Training System). By providing online training through LETS, DHR is able to reduce travel expenses and time spent away from work for both trainers and participants while providing more standardized training. LETS also tracks instructor-led trainings in order to maintain a complete training history for employees.

The Office of Training continued to administer a free online Child Abuse Mandated Reporters Training for the citizens of Alabama through DHR's public interactive training website (<http://training.dhr.alabama.gov>). The Office of Training also partnered with the Adult Protective Services Division to develop a free, online Adult Abuse Mandated Reporters Training.

Field Administration

STAFF DEVELOPMENT

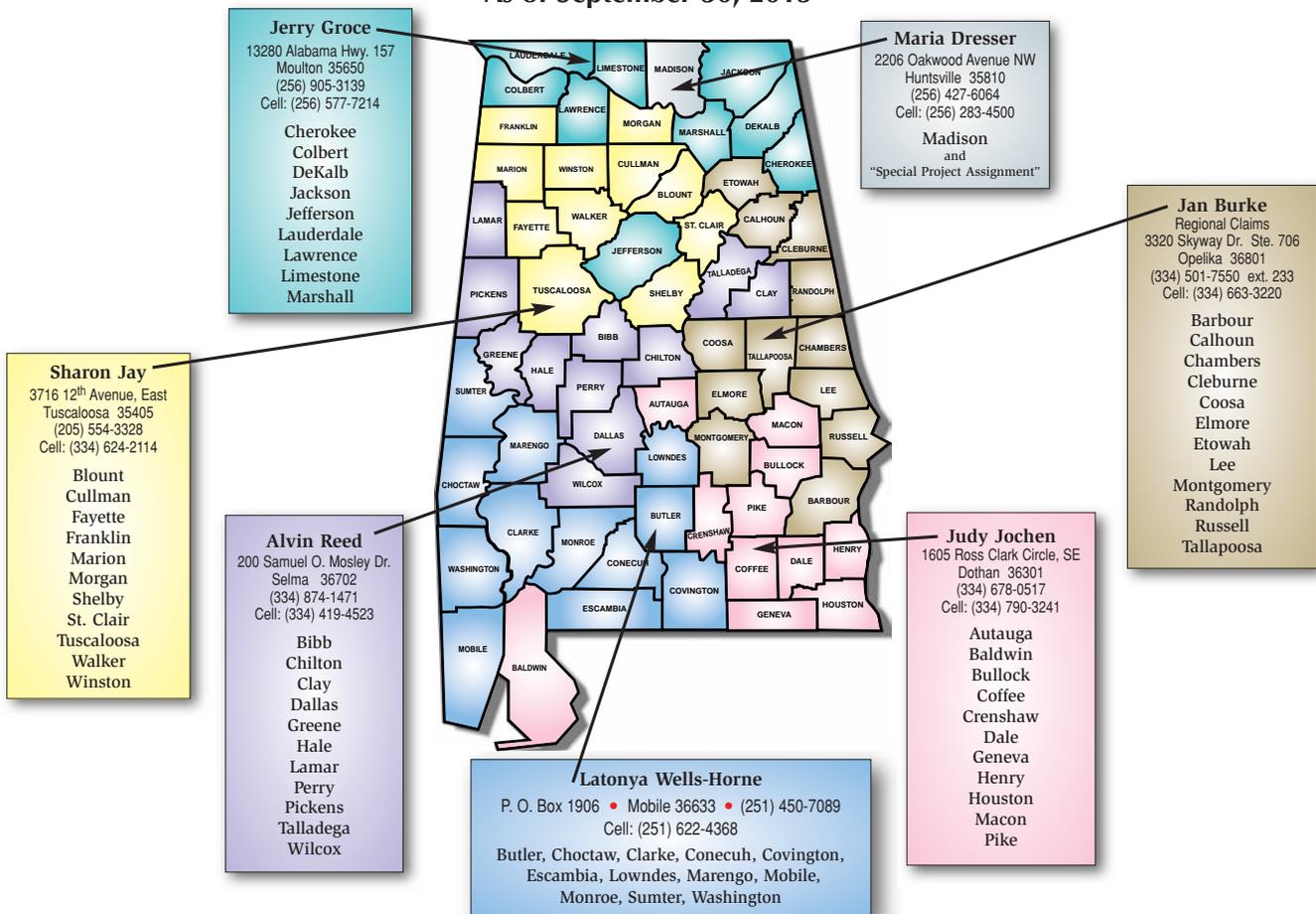
During FY 2015, Field Administration/Staff Development continued partnerships with professional social work education programs throughout Alabama to provide training and education to current and prospective child welfare social workers via the Title IV-E Traineeship Agreement.

Over 100 child welfare staff attended the 14th Annual Fall Social Work Conference. The Conference theme was "Cultivating Permanency: Nurturing Successful Families through Interprofessional Collaborations". The conference provided cutting-edge child welfare training on topics including: the effective collaboration between child welfare workers and physicians, educators, psychologists, law enforcement, domestic violence professionals and speech pathologists; social work ethics; trauma-informed social work practice; the impact of custodial caregiving for children with mental health challenges; and strategies for child welfare workers preventing and reducing childhood obesity.

Staff Development continued to provide support for the Department's Social Work Licensure Initiative throughout FY 2015. Social Work Licensure Supervision, in accordance with Alabama State Law and the Alabama Board of Social Work Examiners Administrative Code, was provided to approximately 130 licensed employees throughout the State.

DISTRICT ADMINISTRATIVE SPECIALISTS

As of September 30, 2015





ALABAMA DEPARTMENT OF HUMAN RESOURCES
SOURCES AND USES OF FUNDS FOR
2015

USES OF FUNDS

Salaries.....	170,172,638	Supplies, Materials & Operating Expenses	11,199,019
Employee Benefits.....	75,113,391	Transportation Equipment Operating Costs	43,255
In-State Travel.....	8,068,229	Grants and Benefits	1,676,847,755
Out-of-State Travel.....	405,725	Capital Outlay.....	36,453
Repairs and Maintenance.....	973,386	Other Equipment Purchases	5,232,884
Rents and Leases	22,479,556	Non-Expenditure Disbursements.....	0
Utilities and Communications	10,547,411	TOTAL USES OF FUNDS.....	\$2,014,321,719
Professional Services	33,202,017		

SOURCES OF FUNDS

FEDERAL AND LOCAL FUNDS

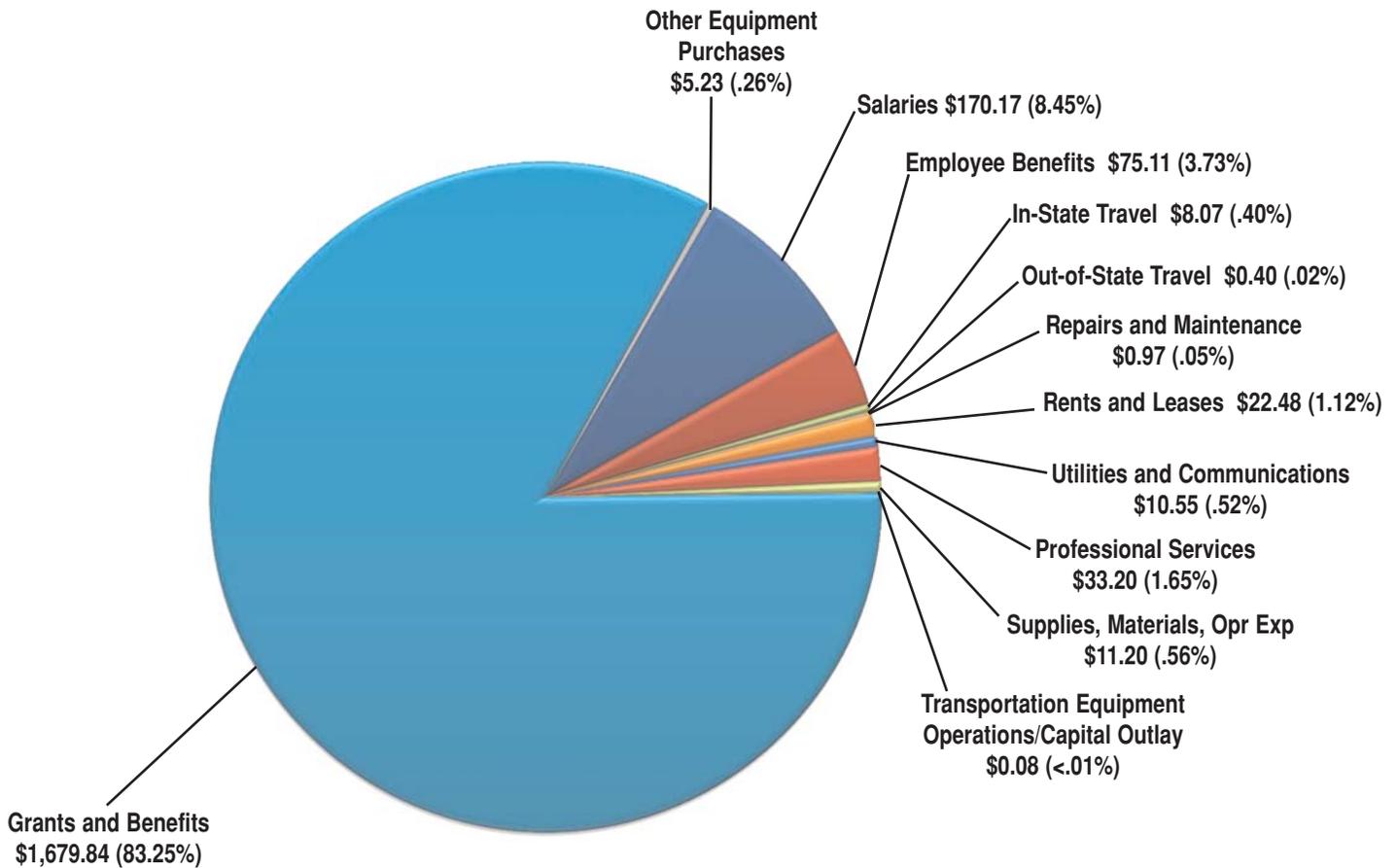
Federal Temporary Assistance to Needy Families.....	76,076,746
Federal Title IV-B Funds	14,789,682
Federal Title IV-D Funds	47,653,941
Federal Title IV-E Funds.....	28,608,261
Federal Title XIX Funds	64,924,418
Federal Social Services Block Grant-Title XX	33,798,944
Federal Child Day Care Discretionary Funds.....	43,630,602
Federal Child Day Care Mandatory Funds	16,441,707
Federal Child Day Care Matching Funds	19,611,552
Federal USDA Funds	1,371,409,605
Federal Child Abuse Grant.....	290,568
Other Federal Funds.....	3,102,071
Local Contract Funds.....	107,762
Child Support Interest and Fees	313,538
Casey Foundation Grant	2,500
Thomas Foundation Grant	144,875
Kellog Foundation Grant.....	1,385,000

STATE FUNDS

Transfers from MNC Agencies.....	2,970,644
Foster Care Trust Fund	14,340
General Fund Transfer.....	59,135,106
Education Trust Fund Transfer	30,414,792
Whiskey Tax	42,891,075
ABC Profits.....	697,320
Beer Tax and Fortified Wine Tax.....	11,483,631
Confederate Pension Fund	20,773,500
Sales Tax	1,322,000
Sales Tax-Foster Care	500,000
Food Assistance Issuance.....	66,896,395
Tobacco Tax	2,735,860
Contractors' Gross Receipts.....	6,571,455
Other State Funds.....	2,388,015
Children First Trust Fund	9,430,843
Unencumbered Balance Forward.....	33,804,971

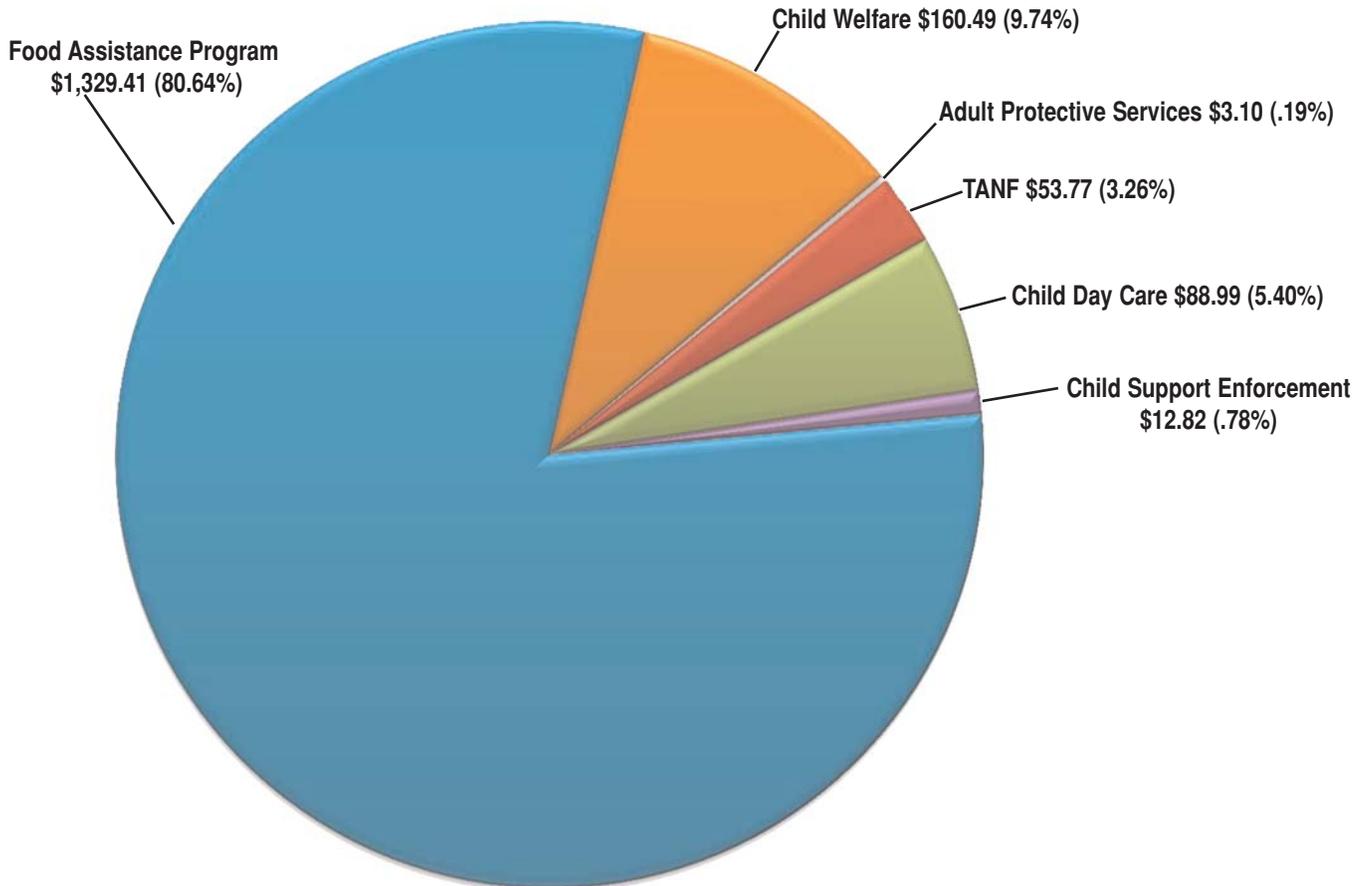
TOTAL FUNDS AVAILABLE\$2,014,321,719

**DEPARTMENT OF HUMAN RESOURCES
EXPENDITURES BY OBJECTS
FY 2015**



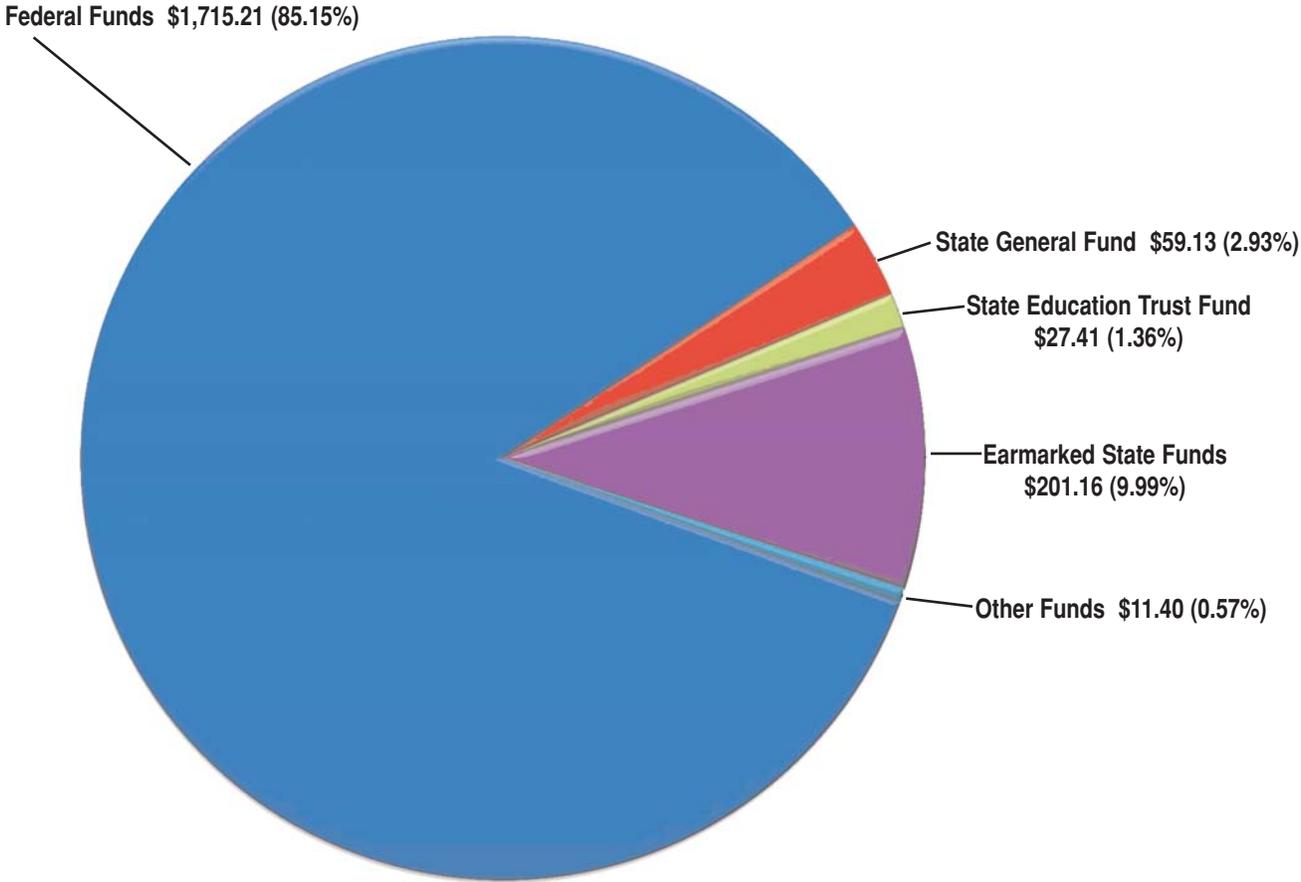
**TOTAL EXPENDITURES = \$2,014,321,719
VALUES = MILLIONS**

DEPARTMENT OF HUMAN RESOURCES
GRANTS AND BENEFITS BY PROGRAM
FY 2015



TOTAL GRANTS AND BENEFITS EXPENDITURES = \$1,676,844,389
VALUES = MILLIONS

DEPARTMENT OF HUMAN RESOURCES
REVENUE SOURCES
FY 2015



TOTAL FUNDS = \$2,014,321,719
VALUES = MILLIONS



DHR COUNTY DEPARTMENTS

Directory

FY-2015

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.

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BARBOUR

Director: Eric Graves
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Clayton, AL 36016
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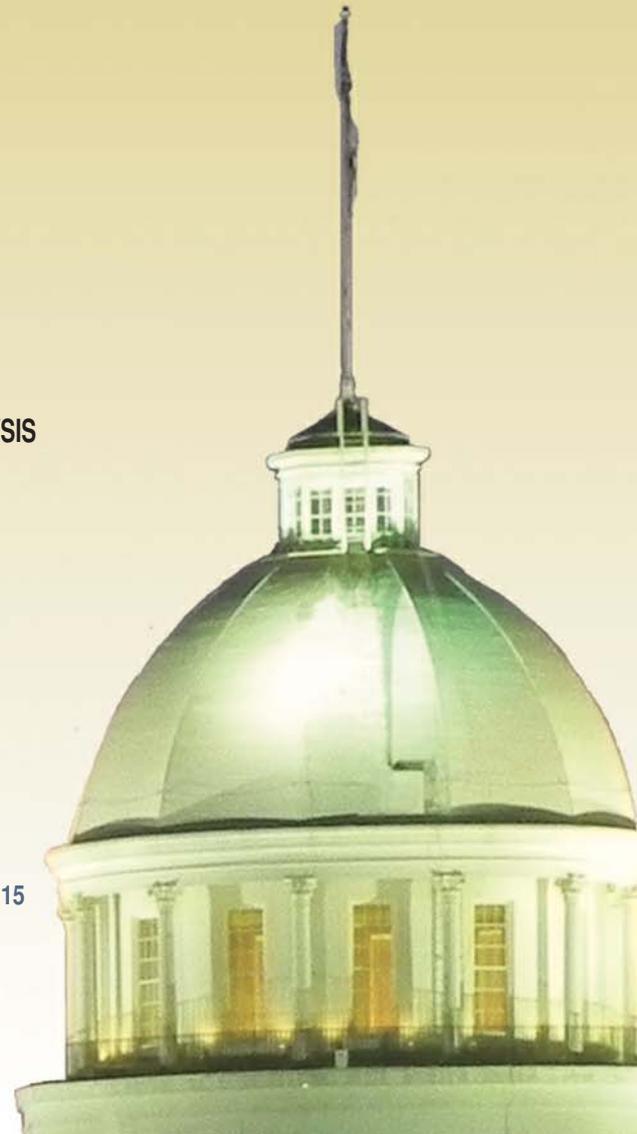
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