FY 2013-14: DEPARTMENT OF HUMAN SERVICES Summary: As Reported by the House Subcommittee House Bill 4217 (H-1) Draft 1



Analyst: Kevin Koorstra

| | EV 0040 40 VED | 5)/ 00/0 // | 5 1/ 0040 44 | 5 1/ 00/0 // | 5 1/ 00/0 // | Difference: House | |
|------------|-----------------------------|-------------------------|---------------------|----------------------|-----------------------|---------------------------|-------------------|
| | FY 2012-13 YTD as of 2/7/13 | FY 2013-14 Executive | FY 2013-14 House | FY 2013-14 Senate | FY 2013-14 Enacted | From FY 2012-13 Amount | 3 YID <u>%</u> |
| IDG/IDT | \$30,581,300 | \$30,594,600 | \$28,970,900 | | | (\$1,610,400) | (5.3) |
| Federal | 5,507,467,200 | 4,802,702,800 | 4,768,780,800 | | | (738,686,400) | (13.4) |
| Local | 39,029,400 | 37,891,500 | 31,072,400 | | | (7,957,000) | (20.4) |
| Private | 9,792,600 | 9,856,000 | 9,856,000 | | | 63,400 | 0.6 |
| Restricted | 88,453,600 | 151,618,800 | 90,797,500 | | | 2,343,900 | 2.6 |
| GF/GP | 1,028,769,600 | 1,013,112,400 | 1,007,624,700 | | | (21,144,900) | (2.1) |
| Gross | \$6,704,093,700 | \$6,045,776,100 | \$5,937,102,300 | | | (\$766,991,400) | (11.4) |
| FTEs | 12,314.0 | 12,282.5 | 11,262.1 | | | (1,051.9) | (8.5) |

Notes: (1) FY 2012-13 year-to-date (YTD) figures include mid-year budget adjustments through February 7, 2013. (2) Appropriation figures for all years include all proposed appropriation amounts, including amounts designated as one-time.

Overview

The Department of Human Services (DHS) administers a wide range of programs and services to assist Michigan's most vulnerable families, including public assistance programs that provide direct cash support as well as assistance with food and emergency needs. The DHS is also charged with protecting children and assisting families by administering foster care, adoption and family preservation programs, and by enforcing child support laws. The DHS is also responsible for delivering juvenile justice services, for Michigan Rehabilitation Services, and for licensing day care, adult foster care, and child welfare agencies in the state.

| Major Budget Changes From FY 2012-13 YTD Appropriations | | FY 2012-13 Year-to-Date (as of 2/7/13) | FY 2013-14 House <u>Change</u> |
|---|--|---|--|
| 1. Public Assistance Caseload Adjustments Executive reduces funding for public assistance programs \$699.4 million Gross and increases GF/GP by \$186,100 as follows: • Food Assistance Program (FAP) is reduced \$683.7 million Gross from 1,088,146 cases at \$271 per month to 876,650 cases at \$269 per month. • Family Independence Program (FIP) is reduced \$15.8 million Gross from 53,298 cases at \$397 per month to 49,226 cases at \$401 per month. • State Disability Assistance (SDA) program is reduced \$546,600 GF/GP from 8,777 cases at \$257 per month to 8,600 cases at \$257 per month. • State Supplementation program is increased \$732,700 GF/GP from 271,800 cases at \$19.31 per month to 275,000 cases at \$19.08 per month. | Gross Federal Restricted GF/GP | \$3,862,229,300 3,603,104,200 81,211,700 \$177,913,400 | (\$699,359,200) (699,545,300) 0 \$186,100 |
| 2. Energy Services Executive eliminates \$59.9 million Gross (\$27.7 million GF/GP) designated as one-time funding for state emergency relief energy services. Provides \$60.0 million in restricted revenues to offset elimination of one-time funding. Restricted revenues generated from proposed legislation to create a new fee payable by every electric utility customer. House replaces one-time funding with funds available from reductions elsewhere in the budget rather than concurring in new restricted revenues. | FTE Gross Federal Restricted GF/GP | 0.0 \$59,900,000 32,200,000 0 \$27,700,000 | 1.0 \$100,000 (7,625,100) 0 \$7,725,100 |
| 3. Temporary Assistance for Needy Families (TANF) Fund Source Executive rolls the federal Temporary Assistance for Needy Families (TANF) block grant fund source into the general "total federal revenues" fund source. House does not concur. | Gross Federal TANF GF/GP | \$4,988,881,000 4,409,541,200 579,339,800 \$0 | \$0 0 0 \$0 |
| House Fiscal Agency 1 | | | 4/0/12 |

| Major Budget Changes From FY 2012-13 YTD Appropriations | | FY 2012-13 Year-to-Date (as of 2/7/13) | FY 2013-14 House <u>Change</u> |
|---|----------------------------------|--|--|
| 4. Child Welfare Caseload Adjustments Executive reduces funding for child welfare programs \$23.2 million Gross (\$8.4 million GF/GP) as follows: • Foster care payments are reduced \$15.0 million Gross (\$7.0 million GF/GP) from 7,200 cases at \$24,378 per year to 6,650 cases at \$26,844 per year. • Adoption subsidies are increased \$2.0 million Gross (\$3.8 million GF/GP) from 26,850 cases at \$651 per month to 27,100 cases at \$651 per month. • The County Child Care Fund is reduced \$11.1 million Gross (\$5.3 million GF/GP). • Guardianship assistance payments are increased \$970,700 million Gross (\$166,500 GF/GP). House concurs. | Gross | \$614,653,700 | (\$23,242,300) |
| | Federal | 330,598,300 | (13,124,000) |
| | Local | 18,274,500 | (1,574,600) |
| | Private | 1,600,000 | (125,900) |
| | GF/GP | \$264,180,900 | (\$8,417,800) |
| Executive annualizes the cost to hire 577.0 additional child welfare staff during FY 2012-13. Staff were requested in order to be in compliance with the case-to-worker ratios required by the Children's Rights settlement agreement. On May 22, 2012, DHS requested 307 new child protective service workers, 174 new direct care workers, and 96 new first-line supervisors. The FY 2013-14 Executive Recommendation revises the staffing request down 81 FTEs for 319 new child protective service workers, 68 new direct care workers, 1 new education planner, 1 new permanency planning conference coordinator, 63 new first-line supervisors, 17 new administrative support workers, 14 new second-line supervisors, and 13 new permanency planning specialists. House revises staffing request down an additional 151.4 FTEs based on October 2012 case-to-worker compliance rates, October 2012 on-board staff, and recent caseload declines. | FTE | 577.0 | (232.4) |
| | Gross | \$23,320,300 | \$13,401,700 |
| | Federal | 16,027,300 | 9,339,400 |
| | GF/GP | \$7,293,000 | \$4,062,300 |
| 6. Permanency Planning Specialists House reduces \$3.2 million Gross (\$1.3 million GF/GP) from reducing the number of FTEs allocated in the permanency planning specialists line item from 61.0 to 30.5. Line item currently supports both permanency resource managers and permanency planning assistants. Reduction also includes fringe benefits, payroll taxes, travel, CSS&M, and IT savings. | FTE | 61.0 | (30.5) |
| | Gross | \$3,693,200 | (\$3,175,000) |
| | Federal | 2,128,700 | (1,833,700) |
| | GF/GP | \$1,564,500 | (\$ 1,341,300) |
| 7. Private Child Placing Agency Administrative Rate Increase House increases \$5.1 million Gross (\$3.8 million GF/GP) to increase private child placing agency administrative rates by \$3.00 per child per day. Includes boilerplate provision that increase will only be provided if state law is amended to eliminate the county matching requirement for the \$3.00 rate increase. | Gross | NA | \$5,142,400 |
| | Federal | NA | 1,357,900 |
| | GF/GP | NA | \$3,784,500 |
| 8. Family Preservation Programs House reduces \$4.2 million in federal TANF funds from families first, child protection and permanency, family reunification, family preservation and prevention services, and family preservation administration line items. | FTE | 34.0 | 0.0 |
| | Gross | \$42,385,700 | (\$4,150,000) |
| | Federal | 42,199,400 | (4,150,000) |
| | GF/GP | \$186,300 | \$0 |
| 9. One-Time Funding: Family Preservation Expansion Executive provides \$2.5 million in federal TANF funds to expand Families Together Building Solutions to Macomb and Muskegon Counties and to expand Supportive Visitation/Home-Based Parent Education Program to additional counties on a one-time basis only. House does not concur. | FTE | NA | 0.0 |
| | Gross | NA | \$0 |
| | Federal | NA | 0 |
| | GF/GP | NA | \$0 |
| 10. Attorney General Contract House reduces Attorney General contract \$1.3 million Gross (\$558,700 GF/GP). Redirects \$754,300 in federal matching funds from Attorney General contract to county prosecuting attorney contracts line item. Attorney General provides legal representation in Wayne County for child abuse or neglect cases. | Gross Federal GF/GP | \$3,813,000 2,192,700 \$1,620,300 | (\$558,700) 0 (\$558,700) |

| Major Budget Changes From FY 2012-13 YTD Appropriations | | FY 2012-13 Year-to-Date (as of 2/7/13) | FY 2013-14 House <u>Change</u> |
|--|------------------------------------|--|---|
| 11. State Juvenile Justice Facility Closures House reduces funding \$20.2 million Gross (\$8.4 million GF/GP) by closing all 3 DHS juvenile justice facilities and reducing administrative staff; maintains \$2.0 million GF/GP for closed site costs. Increases foster care payments line \$10.7 million Gross (\$5.4 million GF/GP) to provide for the transfer of the youth to private residential facilities or other placements. | FTE | 176.0 | (165.0) |
| | Gross | \$23,858,000 | (\$9,426,600) |
| | Federal | 449,300 | 398,100 |
| | Local | 11,056,900 | (6,819,100) |
| | GF/GP | \$12,351,800 | (\$3,005,600) |
| 12. Juvenile Justice Data Analyst Executive provides \$116,000 GF/GP to hire a juvenile justice data analyst. Data analyst would work with State Court Administrative Office (SCAO), counties, and other stakeholders to compile statewide data on juvenile justice. House concurs. | FTE | 23.0 | 1.0 |
| | Gross | \$4,362,400 | \$116,000 |
| | Federal | 78,300 | 0 |
| | Local | 946,200 | 0 |
| | GF/GP | \$3,337,900 | \$116,000 |
| House reduces local office staffing 618.0 FTEs and \$64.2 million Gross (\$25.2 million GF/GP). House includes boilerplate language stating intent to only provide 1 administrative support staff for every 9.5 staff members and 1 first line supervisor for every 12 non-child welfare related staff members. Reduction also includes 223.0 fewer direct public assistance case workers, which would increase the number of cases each worker administers by an estimated 7% (number of cases per worker would be 5% lower than caseload peak during March 2011). Reduction also includes fringe benefits, payroll taxes, CSS&M, and IT savings. | FTE | 5,559.0 | (618.0) |
| | Gross | \$291,359,000 | (\$64,247,500) |
| | IDG | 7,355,400 | (1,623,700) |
| | Federal | 169,487,500 | (37,413,500) |
| | GF/GP | \$114,516,100 | (\$25,210,300) |
| 14. Emergency Services Local Office Allocations House reduces emergency services local office allocations \$600,000 GF/GP. | Gross | \$16,092,600 | (\$600,000) |
| | Federal | 7,907,100 | 0 |
| | GF/GP | \$8,185,500 | (\$600,000) |
| 15. Executive Operations Contractual Services, Supplies, and Materials (CSS&M) House reduces executive operations CSS&M \$763,600 Gross (\$367,100 GF/GP). | Gross IDG Federal Restricted GF/GP | \$11,260,700 600,000 6,643,700 5,400 \$4,011,600 | (\$763,600) 0 (396,500) 0 (\$367,100) |
| 16. SSI Advocates Executive increases Supplemental Security Income (SSI) recoveries \$78,200 to support all 10.0 FTEs allocated for SSI advocacy. House eliminates SSI advocate funding. | FTE | 10.0 | (10.0) |
| | Gross | \$755,500 | (\$755,500) |
| | Restricted | 605,900 | (605,900) |
| | GF/GP | \$149,600 | (\$149,600) |
| 17. Pathways to Potential Executive provides \$6.2 million Gross (\$2.2 million GF/GP) to hire new child support specialists to provide child support case management, to hire new child welfare training staff to support a new Crucial Accountability Training program, and to hire new medical consultation staff to address a backlog of medical determination cases. The funding would also provide partial tuition reimbursement for DHS staff seeking a Master's Degree in Social Work. House does not concur. | FTE | NA | 0.0 |
| | Gross | NA | \$0 |
| | Federal | NA | 0 |
| | GF/GP | NA | \$0 |
| 18. Fraud Prevention, Detection, and Recoupment Executive provides \$500,000 GF/GP for 3 attorneys within the Department of Attorney General to prosecute persons who provide fraudulent information to DHS. Also provides \$1.5 million Gross (\$1.0 million GF/GP) for one-time biometrics fraud detection technology. House concurs. | Gross | NA | \$2,000,000 |
| | Federal | NA | 500,000 |
| | GF/GP | NA | \$1,500,000 |
| 19. Phone Costs Executive increases \$1.2 million Gross (\$478,100 GF/GP) for Cisco phone charges, \$1.0 million Gross (\$394,400 GF/GP) for \$22 per smartphone per month charge to DTMB, and \$218,100 Gross (\$92,100 GF/GP) for Mobile Worker Initiative. Reduces rent \$218,100 Gross (\$92,100 GF/GP) to pay for Mobile Worker Initiative costs. House does not include funding for the \$22 per smartphone per month charge to DTMB. | Gross | NA | \$1,154,200 |
| | Federal | NA | 676,100 |
| | GF/GP | NA | \$478,100 |
| 20. Multicultural Integration House provides \$500,000 GF/GP for the multicultural integration line item. | Gross | \$1,515,500 | \$500,000 |
| | Federal | 1,115,500 | 0 |
| | GF/GP | \$400,000 | \$500,000 |

| Major Budget Changes From FY 2012-13 YTD Appropriations | | FY 2012-13 Year-to-Date (as of 2/7/13) | FY 2013-14 House <u>Change</u> |
|--|--|--|--|
| 21. National Voter Registration Act Executive provides \$717,600 Gross (\$350,600 GF/GP) for printing and postage costs to comply with the National Voter Registration Act. House concurs. | Gross | NA | \$717,600 |
| | Federal | NA | 367,000 |
| | GF/GP | NA | \$350,600 |
| 22. Centers for Independent Living Pilot House provides \$300,000 GF/GP for a pilot guide program administrated by the centers for independent living that provide services within Jackson, Kent, and Midland Counties. | Gross Federal Private GF/GP | \$4,488,600 2,818,600 100,000 \$1,570,000 | \$300,000 0 0 \$300,000 |
| 23. One-Time Funding: Eliminate FY 2012-13 Appropriations Executive discontinues FY 2012-13 one-time appropriations of \$12.5 million Gross (\$5.4 million GF/GP) for state employee lump sum payments, Seita Scholarship, juvenile justice behavioral health study, and Medicaid eligibility review. House continues to fund Seita Scholarship on a one-time basis. | Gross | \$12,546,500 | (\$11,796,500) |
| | Federal | 7,104,100 | (7,104,100) |
| | Restricted | 5,600 | (5,600) |
| | GF/GP | \$5,436,800 | (\$4,686,800) |
| 24. Information Technology Executive reduces SACWIS development costs \$7.5 million Gross (\$3.2 million GF/GP) and discontinues FY 2012-13 one-time appropriations of \$2.5 million Gross (\$1.5 million GF/GP) for Inspector General IT upgrades. Provides \$2.4 million Gross (\$754,300 GF/GP) for new T-1 lines, \$467,900 Gross (\$168,400) for wireless infrastructure, \$407,700 Gross (\$108,500 GF/GP) for Microsoft enterprise agreement, \$351,800 Gross (\$126,600 GF/GP) to increase internet bandwidth, and \$140,600 Gross (\$50,600 GF/GP) for the Center for Shared Solutions within DTMB. Also provides 18.5 FTEs and \$2.0 million Gross (\$1.0 million GF/GP) for one-time BRIDGES improvements. House does not provide funding for wireless infrastructure, internet bandwidth, and one-time BRIDGES improvements. | FTE | 0.0 | 0.0 |
| | Gross | \$162,780,500 | (\$7,051,700) |
| | IDG | 1,943,600 | 0 |
| | Federal | 107,101,500 | (3,299,200) |
| | GF/GP | \$53,735,400 | (\$3,752,500) |
| 25. Adjustments to Current Services Baseline Executive increases \$96,700 Gross (\$2.5 million GF/GP) to align line item appropriations with projected spending and available revenues. Offsets \$2.5 million GF/GP increase with \$2.5 million in federal TANF appropriated in Payroll Taxes and Fringe Benefits line item. House concurs with all Executive adjustments but revises state disbursement unit adjustment. Also revises 1st line child welfare supervisors line item based on anticipated federal revenues and electronic benefit transfer (EBT) line item based on anticipated expenditures. | Gross | NA | (\$6,014,900) |
| | Federal | NA | (2,083,700) |
| | Restricted | NA | 3,000,000 |
| | GF/GP | NA | (\$6,931,200) |
| 26. Employee Economics Executive provides \$40.3 million Gross (\$14.5 million GF/GP) for negotiated salary and wage amounts (1.0%), insurance rate increases, actuarially-required retirement rate increases, and other economic adjustments. House concurs. | Gross IDG Federal Local Private Restricted GF/GP | NA NA NA NA NA NA | \$40,270,600 13,300 24,991,100 436,700 189,300 92,600 \$14,547,600 |
| 27. Federal Medical Assistance Percentage (FMAP) Adjustments Executive increases GF/GP by \$188,300 from the FMAP federal match rate adjustment from 66.39% to 66.32%. Also increases federal TANF funds to offset child support collections. This rate is used to determine federal cost sharing for foster care payments, adoption subsidies and retained child support collections. House concurs. | Gross Federal Restricted GF/GP | NA NA NA NA | \$12,900 (63,000) (112,400) \$188,300 |

Major Boilerplate Changes From FY 2012-13

GENERAL SECTIONS

Sec. 284. Contingency Fund Appropriations - REVISED

Appropriates \$200.0 million in federal, \$5.0 million in state restricted, \$20.0 million in local, \$20.0 million in private, and \$40.0 million in federal TANF contingency funds; appropriations may not be expended until transferred through legislative transfer process. Executive and House strike TANF contingency fund subsection.

Sec. 299. DHS Performance Metrics - NEW

Requires DHS to maintain, on a publically accessible website, a scorecard that identifies, tracks, and updates key metrics. Executive and House include new section.

ADULT AND FAMILY SERVICES

Sec. 404. Centers for Independent Living Pilot Program - NEW

<u>House</u> allocates \$300,000 to centers for independent living providing services in Jackson, Kent, and Midland Counties to pilot guide services to develop accessible, comprehensive, and integrated services for persons with disabilities, also requires pilot guide services to assist persons with disabilities and their families navigate state public assistance.

CHILDREN'S SERVICES

Sec. 506. Medicaid Coverage for Children under State or Court Supervision - REVISED

Requires DHS to guarantee that a child in foster care who is eligible for Medicaid will not have a break in coverage if they move from one county to another. <u>Executive</u> deletes section; <u>House</u> strikes language and replaces with annual report on number of children in foster care that do not receive Medicaid coverage and number of children in foster care that experience a break in Medicaid coverage during the previous fiscal year.

Sec. 515. Kent County Privatization Work Group - REVISED

Requires DHS to convene a work group to identify a plan for implementing a pilot program to privatize all foster care and adoption services within Kent County by September 30, 2013. <u>Executive</u> deletes section; <u>House</u> strikes work group and requires implementation by October 1, 2013.

Sec. 520. Foster Family Group Home Request for Proposals - NEW

House requires DHS post a request for proposals for foster family group homes by December 31, 2013.

Sec. 524. Strong Families/Safe Children Spending Plans - NEW

<u>House</u> requires counties to submit strong families/safe children services spending plans by October 1 of the current fiscal year and for DHS to approve the services spending plans within 30 days after the receipt of a properly completed services spending plan.

Sec. 540. Psychotropic Medication For Youth in Out-of-Home Placements – DELETED

Requires DHS to determine within 30 days whether to change prescribed psychotropic medication for state wards if the placement administration determines that the medication should be changed, or to seek parental consent within 7 business days for a temporary court ward. <u>Executive</u> and <u>House</u> delete section.

Sec. 546. Foster Care Agency Administrative Rates - REVISED

Establishes foster care administrative rate of \$37 for private child placing agencies under contract with DHS; establishes general independent living administrative rate of \$28; reinstates specialized independent living administrative rates provided in FY 2010-11. Executive deletes section; House provides a \$3 foster care administrative rate increase, provided that state law is amended to eliminate the county match rate for the \$3 rate increase.

Sec. 557. Nonrecurring Adoption Expenses - NEW

<u>House</u> allows DHS to provide reimbursement for nonrecurring adoption expenses in excess of the limit described in section 115*I* of the social welfare act.

Sec. 560. Attorney General Contract - NEW

<u>House</u> requires DHS to reimburse Attorney General for not more than 67% of the representation in litigation and appellate work involving child abuse and neglect cases in Wayne County.

Sec. 587. In-Home Grant Program - NEW

<u>House</u> requires DHS to allocate \$5 million for counties that develop new or enhanced in-home and community-based juvenile justice services; requires establishment of program requirements by January 1, 2014; requires annual report.

Sec. 589. Restrictions on Transfer of Foster Care Cases to Private Supervision – REVISED

Prohibits DHS from transferring foster care cases currently under DHS supervision to private agency supervision where the case requires a county contribution for the private agency administrative rate; requires monthly report on the number of foster care cases supervised by private agencies and by DHS. Executive deletes section; House strikes transfer prohibition and replaces with requirement for private agencies to be first contacted to provide case management when a new foster case opens.

PUBLIC ASSISTANCE

Sec. 609. SSI State Supplementation - DELETED

Prohibits reduction of SSI state supplementation for recipients in institutional settings during the fiscal year, requires 30 day notice to the Legislature for any proposed reduction to the state supplementation level. <u>Executive</u> and <u>House</u> delete section.

Major Boilerplate Changes From FY 2012-13

Sec. 611. State Supplementation Rate Restriction - REVISED

Prohibits state supplementation levels for living independently or living in the household of another from exceeding the minimum level required under federal law or regulations. <u>Executive</u> deletes section; <u>House</u> strikes "living independently or living in the household of another."

Sec. 613. Cremation of Unclaimed Bodies - REVISED

Provides reimbursements for the cremation of indigent persons if a person with the right to control the disposition of the body does not claim the body or refuses to exercise that right. <u>Executive</u> and <u>House</u> revises to allow DHS to provide indigent burial services and strikes reference to cremation of unclaimed persons.

Sec. 656. Public Assistance Application Data - NEW

<u>House</u> requires DHS to provide quarterly information on applications received, approved, denied, or pending; requires information to be available statewide and for each county and to be available for each separate public assistance program.

Sec. 686. Caseworker Policy Changes - REVISED

Requires DHS to ensure that individuals presenting out-of-state identification are not enrolled in benefit programs in other states; requires caseworkers to confirm resident addresses in FIP and SDA cases; prohibits individuals with homes worth more than \$500,000 from receiving assistance; requires caseworkers to collect up-to-date phone numbers from Medicaid recipients during eligibility determination and provide this information to DCH. Executive deletes section; House revises property assets from \$500,000 to \$250,000.

JUVENILE JUSTICE SERVICES

Sec. 719. Legislative Notification of Juvenile Justice Changes – DELETED

Requires DHS to notify Legislature at least 30 days before closing or making any change in the status of a state juvenile justice facility, including licensed bed capacity and operating bed capacity. <u>Executive</u> and <u>House</u> delete section.

Sec. 720. Placement and Status Report - NEW

<u>House</u> requires DHS to report quarterly on the current placement and status of youth transferred from the closed state juvenile justice facilities.

Sec. 721. Residential Facility of Last Resort - REVISED

If demand exceeds capacity at state-operated facilities, requires DHS to post a request for proposals to contract with not less than 1 private provider to be a residential facility of last resort instead of increasing available occupancy at state-operated facilities. <u>Executive</u> deletes section; <u>House</u> strikes requirement to post a request for proposals only if demand exceeds the capacity at the state-operated facilities.

Sec. 722. Juvenile Justice Facility Staffing - NEW

<u>House</u> requires DHS to ensure that staff employed at the juvenile justice facilities closed in the current fiscal year are given priority for staff positions that they are qualified to fulfill.

LOCAL OFFICE SERVICES

Sec. 755. Local Office Staffing Ratios - NEW

<u>House</u> states legislative intent for DHS to have a supervisor ratio, excluding the ratios required by the Children's Rights settlement agreement, of 1 supervisor for 12 staff members; and states legislative intent for DHS to have an administrative support staff ratio of 1 administrative support staff for 9.5 staff members.