



B. J. Walker, Commissioner

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MEMORANDUM

TO: All DFCS Employees

FROM: Steven E. Love, Acting Director
Division of Family and Children Services

SUBJECT: Managerial Announcements and
Reintegration of Child Protection and Family Independence Functions

DATE: October 12, 2004

After much deliberation, Beverly Jones, Administrator of the Fulton County Department of Family and Children Services (DFCS), has elected to remain at the helm in Fulton County. Wilfred Hamm, who is currently the DFCS Senior Program Manager, has been appointed the new DFCS Director of Social Services effective immediately. Many of you already know Mr. Hamm who held this same position in the past. We are extremely fortunate as a Division to have both of these quality managers in such critical positions.

Earlier this year, the Division created separate offices of Child Protection and Family Independence to provide focus, expertise, and clear lines of accountability for both of these functions. However, as we moved into implementation, we encountered some difficulty in cleanly separating these programs as families continue to need coordinated support across program lines. To insure the best possible support to our families, we have decided to re-integrate these functions organizationally. We believe that we can accomplish this, while at the same time maintaining the advantages we originally anticipated in creating the two separate offices.

Wilfred Hamm has been charged with leading a committee that will develop a proposal to reintegrate the two functions. The committee will consist of County Directors, DFCS State Office staff and representatives from the DHR Office of Human Resource Management and Development. Underlying the committee's charge is the expectation that reintegration be achieved with minimal disruption to staff and clients. The group will present its proposal to the DHR Commissioner for her consideration by the end of October. The goal is to implement approved changes by the end of December.

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As outlined, a major consideration in developing the proposal will be minimizing the impact on staff while accomplishing the organizational objectives. There will be no staff reductions associated with this change and no decreases in staff compensation nor paygrade. Staff will not be required to compete for positions in order to maintain employment. We will strive to accomplish the necessary realignments without negatively impacting employees.

You will be kept informed of major developments in this project over the next few months. If you have specific questions or concerns, please direct them to Wilfred Hamm. I am grateful for your dedication and perseverance in the face of significant change and challenge over the past year.

SEL:rc

c: B. J. Walker, Commissioner, DHR
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