

**From:** [Sunset Advisory Commission](#)  
**To:** [Janet Wood](#)  
**Subject:** FW: Form submission from: Public Input Form for Agencies Under Review (Public/After Publication)  
**Date:** Wednesday, May 28, 2014 4:58:41 PM

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-----Original Message-----

From: sundrupal@capitol.local [<mailto:sundrupal@capitol.local>]  
Sent: Wednesday, May 28, 2014 1:57 PM  
To: Sunset Advisory Commission  
Subject: Form submission from: Public Input Form for Agencies Under Review (Public/After Publication)

Submitted on Wednesday, May 28, 2014 - 13:57

Agency: DEPARTMENT FAMILY AND PROTECTIVE SERVICES DFPS

First Name: Mary

Last Name: Votaw

Title: Child Protective Services Specialist IV

Organization you are affiliated with: DFPS

City: Houston

State: Texas

Your Comments About the Staff Report, Including Recommendations Supported or Opposed:

While reviewing the Sunset Advisory Commission's Department of Family and Protective Services Staff Report, the following piece of information relayed on page 17, continues to resonate to me:

- "The agency estimates that each caseworker that leaves has a total cost impact of \$54,000 to the agency."

What I find most interesting about this fact is that this cost impact is more than \$15,000 more than what my 2013 W2 Wage and Tax Statement reports as my annual income after taxes. This is also in consideration that I have been employed as a CPS investigator since August 1, 2005 and have received two merit raises in my CPS career while continuing to receive high marks on my employee evaluations.

I point this out to make the review committee aware of the very upsetting reality that:

Although I love my job and have fulfilled almost 10 years of state service as a CPS investigator while continuing to have the quality of my work judged as above-average to exceptional in order to advance to a CPS Investigator IV, I am barely able to make ends meet in keeping up with the ever increasing cost of living.

Again, I love my job and know that my choice of professions will never provide me with a large income. Nevertheless, I do believe that I, as well as my fellow caseworkers, should receive compensation in a range more befitting of our job tasks and the quality of our work. It should also be noted that my ongoing worry and struggle to make ends meet also affects my ability to focus on the children and families that I seek to serve since it is difficult to focus on daily tasks when one is continually plagued with thoughts of how to make rent or mortgage payments or pay bills.

Any Alternative or New Recommendations on This Agency: Please provide a more reasonable compensation salary to employees and focus more on retaining proficient workers rather than training new ones.

My Comment Will Be Made Public: I agree