



S U P P O R T

LEGISLATIVE MEMORANDUM

TO: Senate Committee on Children & Families

FROM: Joshua Terry, Civil Service Employees Association

DATE: (CSEA) May 28, 2025

RE: CSEA Support for S. 7318 (Brisport)

What the bill does: This legislation requires OCFS to set caseload caps for Child Protective Services (CPS) caseworkers and sets limits at no more than two initial investigations, per caseworker, per week.

Why it matters: Some counties have had average CPS caseloads as high as 70 per month. At such high levels, it is impossible for caseworkers to give children and families the proper amount of time that they need. In addition, excessive caseload is a leading cause of turnover and low morale amongst CPS workers and serves as an impediment to recruiting new employees.

What the experts say: *The Council on Accreditation* recommends that CPS caseworkers have no more than 8 new investigations per month.

The bottom line: Setting caseload caps for CPS workers, as well as limiting the number of initial investigations, will ensure that CPS caseworkers can give children and families the proper amount of time that they need and will improve the recruitment and retention of these caseworkers.

The Civil Service Employees Association strongly supports its passage.

For additional information, contact:

Joshua Terry, Director
Josh.Terry@cseainc.org
(518) 436-8622



S U P P O R T

LEGISLATIVE MEMORANDUM

TO: Senate Committee on Children & Families
FROM: Joshua Terry, Civil Service Employees Association (CSEA)
DATE: May 28, 2025
RE: CSEA Support for S. 6753 (Brisport)

What the bill does: This legislation caps caseloads for foster caseworkers at no more than 16 cases per month.

Why it matters: Foster care caseworkers are responsible for ensuring the safety and well-being of children placed in foster care, working to reunify families when possible or find permanent placements when necessary. However, excessive caseloads prevent caseworkers from providing oversight, advocacy, and support that children and foster families need.

What the experts say: The following reports and professional organizations recommend the following maximum caseloads for foster care caseworkers:

- *New York State Child Welfare Study* (2006): 11-12 children per caseworker.
- *The Council on Accreditation* (2024): 12-15 children per caseworker.
- *Child Welfare League of America* (2012): 12-15 children per caseworker.

What other states are doing: The following states have set caseloads caps foster care caseworkers:

- Alabama: no more than 18 children per caseworker.
- Connecticut: no more than 15 children per caseworker.
- Indiana: no more than 13 children per caseworker.

The bottom line: A caseload cap of 16 cases per foster care caseworker aligns with expert recommendations and the actions of other states. This cap will improve outcomes for children in foster care and strengthen New York's child welfare system.

The Civil Service Employees Association strongly supports its passage.

For additional information, contact:

Joshua Terry, Director
Josh.Terry@cseainc.org
(518) 436-8622



SUPPORT

LEGISLATIVE MEMORANDUM

TO: Members of the New York State Senate
FROM: Joshua Terry, Civil Service Employees Association (CSEA)
DATE: May 14, 2025
RE: CSEA Support for S. 2396 (Persaud)

What the bill does: This legislation caps caseloads for Adult Protective Services (APS) caseworkers at no more than 30 total cases per month.

Why it matters: APS caseworkers provide critical assistance to adults who are unable to care for themselves due to physical or mental impairment. However, excessive caseloads prevent them from conducting thorough investigations, coordinating necessary services, and responding quickly to cases of abuse, neglect, or exploitation.

What the experts say: New York State published a workload report in 1994 outlining recommendations for APS caseloads. The National Adult Protective Services Association (NAPSA) has also published recommendations:

Table with 3 columns: Category, NAPSA Recommendations (2014), and OCFS Recommendations (1994). Rows include APS Investigations, APS Ongoing Cases, and APS Mixed Caseloads.

Key provisions:

- Caps initial APS investigations to 20 cases per month, per caseworker.
• Caps ongoing APS cases to 30 per month, per caseworker.
• Caps total APS caseloads to 30 cases per month, per caseworker.

The bottom line: A caseload cap of 30 total cases per APS caseworker aligns with expert recommendations and OCFS' historical recommendations. These caps will protect at-risk adults by ensuring that APS workers have the time to conduct thorough investigations and intervene before situations escalate.

The Civil Service Employees Association strongly supports its passage.

For additional information, contact:

Joshua Terry, Director
Josh.Terry@cseainc.org
(518) 436-8622



S U P P O R T

LEGISLATIVE MEMORANDUM

TO: Senate Committee on Social Services
FROM: Joshua Terry, Civil Service Employees Association (CSEA)
DATE: May 19, 2025
RE: CSEA Support for S. 3913 (Ryan S)

What the bill does: This legislation caps caseloads for preventative services caseworkers at no more than 12 families per month.

Why it matters: When caseloads are above the recommended level, it is impossible for caseworkers to give the families involved the proper amount of time and attention that they need. In addition, excessive caseloads lead to high turnover and low morale amongst employees, further exacerbating caseloads on remaining employees.

What the experts say: The following reports and professional organizations recommend the following maximum caseloads for preventative services caseworkers:

- *New York State Child Welfare Study* (2006): 12-16 families per caseworker.
- *The Council on Accreditation* (2024): 15-17 families per caseworker.
- *Child Welfare League of America* (2012): 17 families per caseworker.

What other states are doing: The following states have set caseloads caps for preventative services caseworkers:

- Alabama: no more than 18 families per caseworker.
- Connecticut: no more than 11.25 cases per caseworker.
- Indiana: no more than 12 families per caseworker.

The bottom line: Setting a caseload cap of 12 families for preventative services caseworkers aligns with expert recommendations and the actions of other states. These caps will ensure that preventative services caseworkers can give families the proper amount of time and attention that they need and will improve the recruitment and retention of these caseworkers.

The Civil Service Employees Association strongly supports its passage.

For additional information, contact:

Joshua Terry, Director
Josh.Terry@cseainc.org
(518) 436-8622