

**N00H00**  
**Child Support Enforcement**  
**Department of Human Resources**

***Operating Budget Data***

(\$ in Thousands)

	<b>FY 04</b>	<b>FY 05</b>	<b>FY 06</b>	<b>FY 05-06</b>	<b>% Change</b>
	<u>Actual</u>	<u>Working</u>	<u>Allowance</u>	<u>Change</u>	<u>Prior Year</u>
General Fund	\$14,979	\$17,139	\$17,431	\$292	1.7%
Special Fund	8,857	7,687	7,171	-516	-6.7%
Federal Fund	<u>53,002</u>	<u>58,895</u>	<u>59,255</u>	<u>361</u>	<u>0.6%</u>
<b>Total Funds</b>	<b>\$76,839</b>	<b>\$83,720</b>	<b>\$83,857</b>	<b>\$137</b>	<b>0.2%</b>
Contingent & Back of Bill Reductions			-283	-283	
<b>Adjusted Total</b>	<b>\$76,839</b>	<b>\$83,720</b>	<b>\$83,574</b>	<b>-\$146</b>	<b>-0.2%</b>

- The Department of Human Resources (DHR) Child Support Enforcement Administration (CSEA) fiscal 2006 budget allowance is comprised of 71% federal funds, 21% general funds, and 8% special funds.
- In the fiscal 2006 allowance, special funds decrease by \$516,000, mostly due to a decline in the utilization of funding from the Child Support Reinvestment Fund for privatization activities. General and federal funds increase by \$653,000, causing a net budget increase of \$137,000, or 0.2%. A contingent reduction of \$283,000 for deferred compensation matching funds causes a net decrease of \$146,000, or 0.2% from the fiscal 2005 working appropriation.
- CSEA intends to begin a new \$2.2 million in-sourcing initiative in fiscal 2006. CSEA intends to fund the State's portion of \$730,000 with existing resources and to bring in the additional \$1.5 million in matching federal funds by budget amendment.

Note: Numbers may not sum to total due to rounding.

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## ***Personnel Data***

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	<b><u>FY 04</u></b> <b><u>Actual</u></b>	<b><u>FY 05</u></b> <b><u>Working</u></b>	<b><u>FY 06</u></b> <b><u>Allowance</u></b>	<b><u>FY 05-06</u></b> <b><u>Change</u></b>
Regular Positions	697.85	713.25	705.75	-7.50
Contractual FTEs	<u>0.55</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Total Personnel</b>	<b>698.40</b>	<b>713.25</b>	<b>705.75</b>	<b>-7.50</b>

### ***Vacancy Data: Regular Positions***

Turnover, Excluding New Positions	28.16	3.99%
Positions Vacant as of 12/31/04	32.50	4.56%

- As of December 31, 2004, there were 32.50 vacancies, for a vacancy rate of 4.56%. CSEA has consistently had a low vacancy rate that ranged from 0.76% in July 2003 to 4.56% in December 2004.
- The fiscal 2006 allowance eliminates 7.5 vacant positions leaving Child Support with 25 vacancies, 3 fewer than necessary to meet the budget turnover for fiscal 2006.

## ***Analysis in Brief***

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### **Major Trends**

***CSEA Expects Continued Success Despite Budget Decrease:*** Despite a minor budget decrease in the fiscal 2006 allowance, CSEA expects continued improvement in its performance measures.

### **Issues**

***DHR Anticipates Spending \$2.2 Million for New In-sourcing Initiative:*** During fiscal 2006, DHR intends to utilize \$2.2 million on a new in-sourcing initiative to increase staffing levels in various jurisdictions. DHR intends to utilize half of these funds in Prince George's County. CSEA will use \$730,000 of Child Support Reinvestment incentive funds earned from the federal government and \$1.5 million in matching federal funds for this new initiative.

*N00H00 – DHR – Child Support Enforcement*

**Recommended Actions**

	<u>Funds</u>	<u>Positions</u>
1. Delete three positions that have been vacant for longer than 12 months.	\$ 123,872	3.0
2. Reduce general funds to recognize availability of special funds.	1,065,468	
<b>Total Reductions</b>	<b>\$ 1,189,340</b>	<b>3.0</b>

**Updates**

*Privatization in Baltimore City and Queen Anne’s County:* The contract dispute from the previous year has been resolved, and Policy Studies Incorporated, the new vendor in Baltimore City and Queen Anne’s County, is providing child support enforcement services.

*Proposed Update of Child Support Guidelines:* Legislation has been introduced that proposes to revise the schedule of basic child support guidelines to reflect more recent economic research on child rearing expenditures, federal and State income tax changes, and updated income information.

*N00H00 – DHR – Child Support Enforcement*

**N00H00**  
**Child Support Enforcement**  
**Department of Human Resources**

***Operating Budget Analysis***

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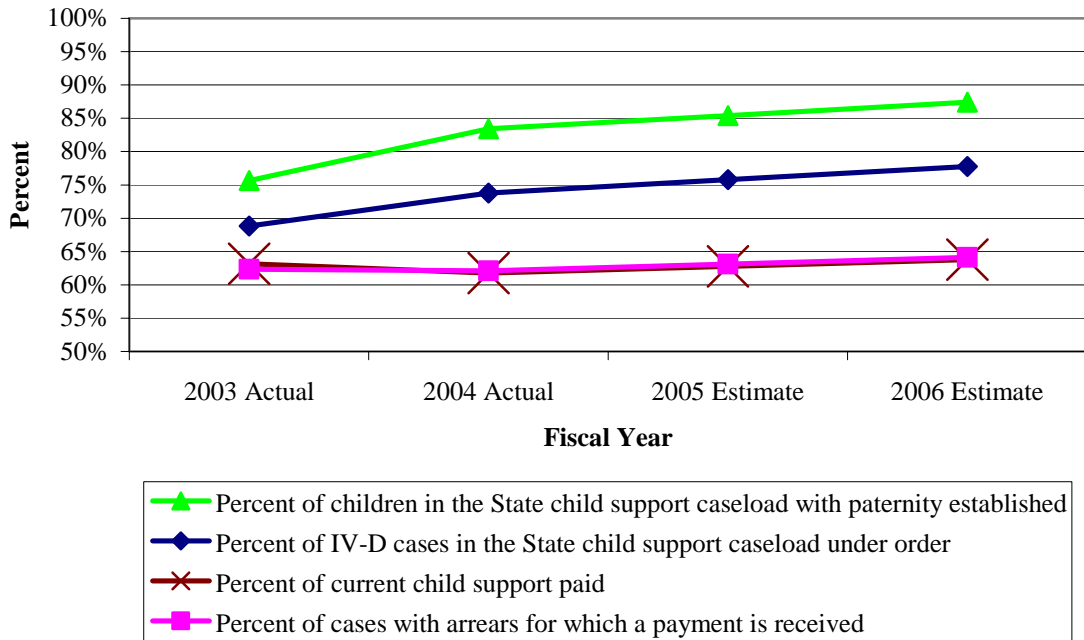
**Program Description**

The Child Support Enforcement Administration (CSEA) administers and monitors child support services provided by local departments of social services (LDSS) and other agencies, provides technical assistance, formulates policy, develops and implements new programs, and ensures compliance with regulations and policy. CSEA also operates several centralized programs designed to locate non-custodial parents, establish paternity, enforce support orders, collect and disburse payments, and process interstate cases. Its key goal is to enable, encourage, and enforce parental responsibility.

**Performance Analysis: Managing for Results**

**Exhibit 1** shows performance measure data for CSEA. For CSEA's objective to increase the statewide percentage of children in the child support caseload with paternity established, CSEA shows steady success. This is largely due to success of the private vendor in Baltimore City and other local jurisdictions in reducing backlogs of cases. The percent of cases with support orders also increases steadily for the same reasons. Collection of current support payments and arrearage proves to be a more difficult challenge for CSEA, with varying and limited success. CSEA reports its difficulty in collecting current and arrearage child support is due to reaching a plateau in success from current tools and initiatives; it reports it is currently researching new caseload reduction, case management, and enforcement initiatives for successful collections.

**Exhibit 1  
Managing for Results  
Child Support Enforcement**



Source: Department of Human Resources

**Governor’s Proposed Budget**

**Personnel**

**Exhibit 2** portrays the major changes in the fiscal 2006 budget allowance from the fiscal 2005 working appropriation. CSEA experiences significant funding changes in personnel, which decreases by \$2.4 million. The fiscal 2006 allowance abolishes 7.5 vacant positions, for a reduction of \$338,000. Increments increase by \$724,000, and retirement costs increase by \$220,000. Health insurance costs decrease by \$1,066,000 due to over-budgeting in fiscal 2005 and due to the cost savings from abolishing 15.5 positions during fiscal 2005. DHR reports that the other adjustments that decrease by \$1,744,000 include reductions in reclassifications, health insurance, salary adjustments, and Social Security contributions.

**Other Changes**

The major increases in CSEA’s budget include an increase in the collections contract with Tier Technologies, which increases \$1.4 million due to increasing collection activity. The other major change is a \$404,000 increase in the privatization contract in Baltimore City to reflect the contract amount for fiscal 2006.

**Exhibit 2**  
**Governor's Proposed Budget**  
**Child Support Enforcement**  
(\$ in Thousands)

<b>How Much It Grows:</b>	<b><u>General Fund</u></b>	<b><u>Special Fund</u></b>	<b><u>Federal Fund</u></b>	<b><u>Total</u></b>
2005 Working Appropriation	\$17,139	\$7,687	\$58,895	\$83,720
2006 Governor's Allowance	17,431	7,171	59,255	83,857
Contingent & Back of Bill Reductions	-94	-3	-187	-283
Adjusted Allowance	<u>17,338</u>	<u>7,168</u>	<u>59,069</u>	<u>83,574</u>
Amount Change	\$199	-\$519	\$174	-\$146
Percent Change	1.2%	-6.7%	0.3%	-0.2%

**Where It Goes:**

**Personnel Expenses**

Increments and other compensation.....	\$724
Retirement contribution cost increase.....	220
Employee and retiree health insurance .....	-1,066
Abolish 7.5 vacant positions .....	-338
Turnover adjustments.....	-210
Other fringe benefit adjustments.....	-1,744

**Other Changes**

Tier Technologies collections contract in Central Disbursement Unit.....	1,368
Baltimore City privatization contract to reflect full contract amount.....	404
Telephone costs increase to reflect actual costs.....	136
Office supplies throughout CSEA increase to reflect actual costs.....	108
Freight and delivery costs in Executive Director's Office to reflect actual costs	81
Purchase of three alternative fuel motor vehicles .....	47
Other contractual costs.....	47
Dorchester County vendor contracts.....	38
Anne Arundel County vendor contracts.....	37
Delinquent Child Support Accounts – Debt Collection contract.....	36
Data processing supplies.....	31
Contracts for administration program initiatives .....	30
Tax Refund Income Intercept and Offset Program contracts.....	26
Laboratory costs for genetic testing .....	19

*N00H00 – DHR – Child Support Enforcement*

**Where It Goes:**

Frederick County vendor contracts .....	11
Prince George's County vendor contracts .....	11
Motor vehicle charges .....	-4
Postage .....	-16
Travel costs decrease due to cost-savings measures .....	-36
Rent .....	-95
Other.....	-11
<b>Total</b>	<b>-\$146</b>

Note: Numbers may not sum to total due to rounding.

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**Impact of Strategic Budget Reductions**

The most significant impact of the strategic budget reductions will be from the abolition of 7.5 vacant positions. Existing staff will assume the duties performed within these 7.5 positions. Further details on strategic budget reductions can be found in **Appendix 5**.

## Issues

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### 1. DHR Anticipates Spending \$2.2 Million for New In-sourcing Initiative

DHR is eligible to receive child support reinvestment incentive funds from the federal government, based on CSEA's performance. The amounts received in previous federal fiscal years are shown in **Exhibit 3**. During the fiscal 2004 legislative session, the General Assembly reduced CSEA's general fund appropriation by \$1.4 million to recognize availability of these reinvestment funds.

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#### Exhibit 3 Child Support Reinvestment Funds Received by Federal Fiscal Year

<u>Federal Fiscal Year</u>	<u>Incentives Received</u>
2002	\$8,749,496
2003	\$6,537,765
2004	To be determined after September 30, 2005
2005	To be determined after September 30, 2006

Source: Department of Human Resources

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As **Exhibit 4** shows, DHR has stated that it expects to receive \$6.5 million in reinvestment funds during fiscal 2006. It also has a carry-over balance of reinvestment funds from fiscal 2005 of approximately \$1.5 million, for a total of \$8 million in reinvestment funds. However, the Governor's fiscal 2006 budget allowance only accounts for approximately \$6.3 million in reinvestment fund revenue, for a difference of \$1.7 million. While CSEA has identified various proposed expenditure plans for these funds, including spending \$730,000 in State funds on a new \$2.2 million in-sourcing initiative, it has not identified a clear plan for spending the balance of \$1.7 million of reinvestment funds not included in the fiscal 2006 budget allowance. Considering the lack of a clear proposal from CSEA, one alternative available is to utilize these reinvestment funds in place of general funds and reduce CSEA's general fund appropriation by \$1,065,468. This reduction would still leave CSEA the additional \$730,000 it would need to move ahead with its in-sourcing initiative plan.

**Exhibit 4**  
**Child Support Reinvestment Funds in Fiscal 2006 Allowance**

\$6,537,765	Estimated Child Support Reinvestment funds received in fiscal 2006
<u>1,534,370</u>	Balance of Child Support Reinvestment funds carried over from fiscal 2005
<b>\$8,072,135</b>	Total Child Support Reinvestment funds available
\$5,837,727	Child Support Reinvestment funds in CSEA budget
<u>438,940</u>	Child Support Reinvestment funds in DHR Information Technology budget
<b>\$6,276,667</b>	Total Child Support Reinvestment funds in fiscal 2006 allowance
\$8,072,135	Total Child Support Reinvestment funds available
<u>-6,276,667</u>	Total Child Support Reinvestment funds in budget allowance
<b>1,795,468</b>	Child Support Reinvestment Fund revenue available but not in budget allowance

Source: Department of Legislative Services; Department of Budget and Management

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DHR intends to utilize approximately \$2.2 million during fiscal 2006 for a new in-sourcing initiative, in order to increase staffing levels in various jurisdictions. \$730,000 will be in State funds, and the remaining \$1.5 million will be matching federal funds. DHR intends to utilize approximately half of the \$2.2 million on the in-sourcing initiative in Prince George’s County to rectify staff deficiencies. This initiative would allow for a private vendor to supplement caseworkers who would work alongside State caseworkers in the jurisdiction. DHR intends this initiative to provide increased flexibility to LDSS, increase processing of case backlogs, improve customer service, better manage work flows, and relieve pressure on overburdened staff.

**DHR should brief the committees on its plans to utilize funds for its new in-sourcing initiative and its justification for its plan to utilize half of the funds for the new initiative in Prince George’s County.**

**DHR should comment on its reasons for utilizing a private contractor to hire caseworkers rather than hiring additional State employees for this purpose. DHR should also comment on its expectations for personnel issues that may arise as State caseworkers work side-by-side and share resources with privately hired caseworkers.**

***Recommended Actions***

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	<b><u>Amount Reduction</u></b>		<b><u>Position Reduction</u></b>
1. Delete 3 positions that have been vacant for longer than 12 months. These positions are in Child Support Enforcement local departments. The PINs are 072200, 064856, and 054346.	\$ 42,117	GF	3.0
	\$ 81,755	FF	
2. Reduce general funds to recognize availability of special funds. There is \$8,072,135 in Child Support Reinvestment Fund revenue available, but only \$6,276,667 in Child Support Reinvestment Funds in the fiscal 2006 budget allowance, for a difference of \$1,795,468. This reduction would still leave Child Support Enforcement Administration the additional \$730,000 it would need to move ahead with a new in-sourcing initiative.	1,065,468	GF	
<b>Total Reductions</b>	<b>\$ 1,189,340</b>		<b>3.0</b>
<b>Total General Fund Reductions</b>	<b>\$ 1,107,585</b>		
<b>Total Federal Fund Reductions</b>	<b>\$ 81,755</b>		

## Updates

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### 1. Privatization in Baltimore City and Queen Anne’s County

Policy Studies Incorporated (PSI) is successfully providing child support enforcement services in Baltimore City and Queen Anne’s County. It is moving ahead to remove case backlogs, strengthen enforcement efforts, and provide efficient collections and services. **Exhibit 5** shows vendor performance in Baltimore City during federal fiscal 2002 through 2004. PSI has operated for 9 of the 12 months during federal fiscal 2004. The contract dispute from the previous year has been resolved.

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#### Exhibit 5 Vendor Performance in Baltimore City

	<u>FFY 2002</u>	<u>FFY 2003</u>	<u>FFY 2004</u>	<u>2004 Contract Performance Requirement</u>
Paternity Establishment Ratio	69.20%	71.50%	82.33%	73.20%
Court Order Establishment Ratio	62.82%	62.18%	70.03%	66.11%
Ratio of Cases Paying Arrears	48.25%	48.70%	47.40%	54.25%
Current Support Paid Ratio	44.54%	48.07%	47.42%	46.54%
Total Child Support Collections Distributed	n/a	\$78,137,179	\$78,544,22	\$56,350,206

Source: Department of Human Resources

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### 2. Proposed Update of Child Support Guidelines

SB 156, a departmental bill, proposes to revise the schedule of basic child support guidelines to reflect more recent economic research on child rearing expenditures, federal and State income tax changes, and updated income information. The current child support guidelines in Maryland were originally enacted in 1989 in response to federal child support mandates. At least every four years, CSEA is required to review the guidelines, ensure appropriate child support amounts, and report its findings to the General Assembly. SB 156 reflects CSEA’s most recent recommendations that are based upon an evaluation of Maryland’s child support guidelines completed by Policy Studies Incorporated in November 2004.

***Current and Prior Year Budgets***

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**Current and Prior Year Budgets  
Child Support Enforcement Administration  
(\$ in Thousands)**

	<b><u>General Fund</u></b>	<b><u>Special Fund</u></b>	<b><u>Federal Fund</u></b>	<b><u>Reimb. Fund</u></b>	<b><u>Total</u></b>
<b>Fiscal 2004</b>					
Legislative Appropriation	\$19,114	\$4,988	\$59,102	\$0	\$83,204
Deficiency Appropriation	0	0	0	0	0
Budget Amendments	-3,529	3,869	-2,914	0	-2,573
Cost Containment	-606	0	0	0	-606
Reversions and Cancellations	0	0	-3,186	0	-3,186
<b>Actual Expenditures</b>	<b>\$14,979</b>	<b>\$8,857</b>	<b>\$53,002</b>	<b>\$0</b>	<b>\$76,839</b>
<b>Fiscal 2005</b>					
Legislative Appropriation	\$17,015	\$6,257	\$59,559	\$0	\$82,831
Budget Amendments	124	1,430	-664	0	890
<b>Working Appropriation</b>	<b>\$17,139</b>	<b>\$7,687</b>	<b>\$58,895</b>	<b>\$0</b>	<b>\$83,720</b>

Note: Numbers may not sum to total due to rounding.

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**Fiscal 2004**

In fiscal 2004, CSEA spent \$6.4 million less than was originally appropriated. Cost containment reduced the general fund appropriation by approximately \$606,000. Budget amendments reduced the general fund appropriation by approximately \$3.5 million, largely to redirect funds to the Maryland Children’s Electronic Social Services Information Exchange (MD CHESSIE). The special fund appropriation increased by \$3.9 million, most of which was spent on contractual costs for a vendor handling public inquiries. Federal funds decreased by \$6.1 million. \$2.9 million was by budget

*Analysis of the FY 2006 Maryland Executive Budget, 2005*

*N00H00 – DHR – Child Support Enforcement*

amendments and represents the unattainable federal funds associated with the transfer of general funds to the Department of Budget and Management's (DBM) Major Information Technology Development Projects Fund (MITPDF) for MD CHESSIE; \$3.2 million of the decrease was in reversions, due to unspent funds budgeted for Cooperate Reimbursement Agreements.

**Fiscal 2005**

In fiscal 2005, general funds increased by \$124,000, which reflect a cost-of-living adjustment increase of \$214,696, a budget amendment increase of \$3,235,301 for transfers from other programs to fund MD CHESSIE, and a budget amendment decrease of \$3,326,000 to transfer funds for MD CHESSIE to DBM's MITPDF. The \$1.4 million increase in special funds is due to the utilization of reinvestment funds in place of general funds. Federal funds decrease by \$664,179 due to the transfer of funds for MD CHESSIE.

## ***Audit Findings***

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Audit Period for Last Audit:	March 1, 1998 – December 20, 2000
Issue Date:	November 2001
Number of Findings:	15
Number of Repeat Findings:	9
% of Repeat Findings:	60%
Rating: (if applicable)	

- Finding 1:** The administration did not effectively enforce State law relating to the suspension of driver’s licenses of individuals in arrears in child support payments. The driver’s licenses of thousands of obligor parents were not suspended.
- Finding 2:** As many as 1,400 accounts with delinquent child support balances totaling \$5 million may have been removed in error from the State tax refund intercept program.
- Finding 3:** **In certain instances, wage liens were not submitted to employers of parents who were delinquent in child support payments. Also, follow-up notices were not always sent to employers who were required to withhold, but had not remitted obligors’ wages.**
- Finding 4:** **Automated system features designed to prioritize enforcement actions and monitor collection activity were not effectively used to collect unpaid child support.**
- Finding 5:** Social Security numbers of obligor parents were not always obtained to enhance collection and enforcement efforts.
- Finding 6:** The administration did not ensure that local offices performed timely follow-up of delinquent accounts. Also, certain enforcement policies did not specify the timing and documentation requirements of enforcement actions.
- Finding 7:** **The performance of child support services provided by local offices and contract agencies was not effectively monitored.**
- Finding 8:** **Comprehensive reviews were not performed to ensure that proper accountability and controls were in place over child support activities in five large local offices.**
- Finding 9:** **Contract deficiencies may have contributed to an escalation in fees that resulted in the termination of the private agency collection contract in 1999 and could have adversely affected collections.**

*N00H00 – DHR – Child Support Enforcement*

**Finding 10:** Access to critical computer files was not properly restricted.

**Finding 11:** Two large bank accounts were not properly reconciled.

**Finding 12:** The administration did not exercise accountability and control over undisbursed funds and outstanding checks. For example, \$5.6 million in funds collected prior to 2000 had not been disbursed to the intended recipients.

**Finding 13:** Four employees had complete control over the process that established refund accounts, which could result in the improper issuance of refunds.

**Finding 14:** Procedures and controls over cash receipt operations were not established as required by the contract.

**Finding 15:** Adequate controls were not established over undeliverable checks.

**Object/Fund Difference Report  
DHR – Child Support Enforcement**

<u>Object/Fund</u>	<u>FY04 Actual</u>	<u>FY05 Working Appropriation</u>	<u>FY06 Allowance</u>	<u>FY05 - FY06 Amount Change</u>	<u>Percent Change</u>
<b>Positions</b>					
01 Regular	697.85	713.25	705.75	-7.50	-1.1%
02 Contractual	0.55	0	0	0	0.0%
<b>Total Positions</b>	<b>698.40</b>	<b>713.25</b>	<b>705.75</b>	<b>-7.50</b>	<b>-1.1%</b>
<b>Objects</b>					
01 Salaries and Wages	\$ 35,651,674	\$ 39,860,309	\$ 37,729,074	-\$ 2,131,235	-5.3%
02 Technical & Spec Fees	166,649	43,538	37,708	-5,830	-13.4%
03 Communication	1,098,006	1,028,600	1,155,478	126,878	12.3%
04 Travel	127,008	147,806	112,305	-35,501	-24.0%
06 Fuel & Utilities	50,364	54,715	52,394	-2,321	-4.2%
07 Motor Vehicles	30,477	96,986	140,432	43,446	44.8%
08 Contractual Services	35,686,400	38,053,113	40,161,155	2,108,042	5.5%
09 Supplies & Materials	310,518	233,418	364,716	131,298	56.3%
10 Equip - Replacement	66,186	0	0	0	0.0%
11 Equip - Additional	240,073	0	0	0	0.0%
12 Grants, Subsidies, and Contributions	26,873	43,667	39,740	-3,927	-9.0%
13 Fixed Charges	3,384,291	4,158,265	4,064,412	-93,853	-2.3%
<b>Total Objects</b>	<b>\$ 76,838,519</b>	<b>\$ 83,720,417</b>	<b>\$ 83,857,414</b>	<b>\$ 136,997</b>	<b>0.2%</b>
<b>Funds</b>					
01 General Fund	\$ 14,978,844	\$ 17,138,888	\$ 17,431,232	\$ 292,344	1.7%
03 Special Fund	8,857,316	7,686,699	7,170,777	-515,922	-6.7%
05 Federal Fund	53,002,359	58,894,830	59,255,405	360,575	0.6%
<b>Total Funds</b>	<b>\$ 76,838,519</b>	<b>\$ 83,720,417</b>	<b>\$ 83,857,414</b>	<b>\$ 136,997</b>	<b>0.2%</b>

Note: The fiscal 2005 appropriation does not include deficiencies, and the fiscal 2006 allowance does not reflect contingent reductions.

**Fiscal Summary  
DHR – Child Support Enforcement**

<u>Program/Unit</u>	<u>FY04 Actual</u>	<u>FY05 Wrk Approp</u>	<u>FY06 Allowance</u>	<u>Change</u>	<u>FY05 - FY06 % Change</u>
06 Local Child Support Enforcement Administration	\$ 35,446,023	\$ 40,729,758	\$ 38,706,078	-\$ 2,023,680	-5.0%
08 Support Enforcement - State	41,392,496	42,990,659	45,151,336	2,160,677	5.0%
<b>Total Expenditures</b>	<b>\$ 76,838,519</b>	<b>\$ 83,720,417</b>	<b>\$ 83,857,414</b>	<b>\$ 136,997</b>	<b>0.2%</b>
General Fund	\$ 14,978,844	\$ 17,138,888	\$ 17,431,232	\$ 292,344	1.7%
Special Fund	8,857,316	7,686,699	7,170,777	-515,922	-6.7%
Federal Fund	53,002,359	58,894,830	59,255,405	360,575	0.6%
<b>Total Appropriations</b>	<b>\$ 76,838,519</b>	<b>\$ 83,720,417</b>	<b>\$ 83,857,414</b>	<b>\$ 136,997</b>	<b>0.2%</b>

Note: The fiscal 2005 appropriation does not include deficiencies, and the fiscal 2006 allowance does not reflect contingent reductions.

**Fiscal 2006 Cost Containment Actions  
As Submitted by the Agency**

**Estimated Fiscal 2006 Savings  
Compared to Fiscal 2005**

<u>Cost Saving Action/Efficiency Measure</u>	<u>Program Name</u>	<u>Program Code</u>	<u>Sub-Program Name</u>	<u>Total Funds</u>	<u>General Funds</u>	<u>Special Funds</u>	<u>Positions Reduced</u>	<u>Impact of Action</u>
Position Abolition	Support Enforcement-State	N00H0008	Executive Director's Office	32,392	9,457	1,300	1.00	Duties assumed by existing staff
Position Abolition	Support Enforcement-State	N00H0008	Administration /Program Initiatives	54,123	16,177	2,224	1.00	Duties assumed by existing staff
Position Abolition	Local Child Support Enforcement Administration	N00G0006	Cecil	12,684	4,313		0.50	Duties assumed by existing staff
Position Abolition	Local Child Support Enforcement Admin.	N00G0006	Charles	31,734	10,790		1.00	Duties assumed by existing staff
Position Abolition	Local Child Support Enforcement Admin.	N00G0006	Dorchester	37,822	12,859		1.00	Duties assumed by existing staff
Position Abolition	Local Child Support Enforcement Admin.	N00G0006	Frederick	23,848	8,108		1.00	Duties assumed by existing staff
Position Abolition	Local Child Support Enforcement Admin.	N00G0006	St. Mary's	30,596	10,403		1.00	Duties assumed by existing staff
Position Abolition	Local Child Support Enforcement Admin.	N00G0006	Wicomico	29,587	10,060		1.00	Duties assumed by existing staff
Pamphlet and Printing Reduction	Local Child Support Enforcement Admin.	N00G0006	Allocated CSEA	123	42			Minimal
Program Contract Adjustment	Local Child Support Enforcement Admin.	N00G0006	Allocated CSEA	10,000	10,000			Minimal
Background Checks	Local Child Support Enforcement Admin.	N00G0006	Allocated CSEA	156	53			Minimal