N00I00

Family Investment Administration

Department of Human Resources

Operating Budget Data

($ in Thousands)

	FY 14 Actual	FY 15 Working	FY 16 Allowance	FY 15-16 Change	% Change Prior Year
General Fund	$139,068	$138,798	$141,833	$3,035	2.2%
Deficiencies and Reductions	0	500	-1,068	-1,568	
Adjusted General Fund	**$139,068**	**$139,298**	**$140,764**	**$1,466**	**1.1%**
Special Fund	9,313	21,277	19,466	-1,811	-8.5%
Deficiencies and Reductions	0	0	-87	-87	
Adjusted Special Fund	**$9,313**	**$21,277**	**$19,379**	**-$1,898**	**-8.9%**
Federal Fund	1,451,940	1,529,268	1,446,956	-82,312	-5.4%
Deficiencies and Reductions	0	12,155	-2,845	-15,000	
Adjusted Federal Fund	**$1,451,940**	**$1,541,423**	**$1,444,111**	**-$97,312**	**-6.3%**
Reimbursable Fund	0	1,385	0	-1,385	-100.0%
Adjusted Reimbursable Fund	**$0**	**$1,385**	**$0**	**-$1,385**	**-100.0%**
Adjusted Grand Total	**$1,600,321**	**$1,703,383**	**$1,604,255**	**-$99,128**	**-5.8%**

Note: The fiscal 2015 working appropriation reflects deficiencies and the Board of Public Works reductions to the extent that they can be identified by program. The fiscal 2016 allowance reflects back of the bill and contingent reductions to the extent that they can be identified by program.

- The Governor's allowance includes a $2.0 million deficiency appropriation to fund 45 new positions added by the Board of Public Works (BPW), $0.5 million in general funds and $1.5 million in federal funds; a $11.5 million deficiency appropriation from Temporary Assistance for Needy Families (TANF) contingency funds; and a $0.8 million withdrawn federal appropriation to address a prior year shortfall.

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

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- Total funding for the Family Investment Administration (FIA) declines $99.1 million after accounting for deficiencies and withdrawn appropriations in fiscal 2015 and back of the budget bill sections reducing employee compensation in fiscal 2016. This decline is driven by a reduction in federal Supplemental Nutrition for Needy Families funding.

Personnel Data

	FY 14 Actual	FY 15 Working	FY 16 Allowance	FY 15-16 Change
Regular Positions	2,082.42	2,126.42	2,125.42	-1.00
Contractual FTEs	97.49	68.00	68.00	0.00
Total Personnel	**2,179.91**	**2,194.42**	**2,193.42**	**-1.00**

Vacancy Data: Regular Positions

Turnover and Necessary Vacancies, Excluding New Positions		139.64	6.57%
Positions and Percentage Vacant as of 11/1/14		162.60	7.64%

- There is 1.0 position abolished in the FIA allowance, a vacant local office clerk position.

- The agency has a budgeted turnover of 6.6%, assuming an average of 139.6 positions vacant throughout the fiscal year. On November 1, 2014, FIA had a vacancy rate of 7.6%.

Analysis in Brief

Major Trends

Job Placement and Retention: One goal for the State's welfare program is to increase employment and job retention for Temporary Cash Assistance (TCA) recipients. The job placement rate was level in fiscal 2014, while retention increased 2 percentage points. **The Secretary should comment on continuing to increase job placement and retention rates for Maryland's families receiving TCA.**

Employment and Earnings: The employment rate of individuals that left TCA during the recession is lower than those who left before the recession, and those who are employed are also earning less. However, earnings of individuals after they left TCA are uniformly higher than before they entered the program, regardless of cohort.

Issues

Caseloads at Local Departments: In response to a *Joint Chairmen's Report* item, FIA contracted with a research firm to conduct a study on local employee caseloads and make recommendations on staffing levels and procedures. The study includes five recommendations that could allow current staffing levels to handle a greater number of cases. **The Secretary should comment on the feasibility of the information technology upgrades necessary to implement all the recommendations outlined in the *Regional Economic Studies Institute* report.**

Substance Abuse Treatment and TCA Recipients: The Department of Human Resources (DHR) and the Alcohol and Drug Abuse Administration submitted a report to the budget committees containing data on TCA recipients who entered substance abuse programs when they started collecting TCA and those who were already in treatment at that time. Data is included on the number that required treatment and if they successfully completed it, but the report does not discuss the effectiveness of the programs. **The Secretary should comment on the effectiveness of the substance abuse treatment programs included in the report.**

Recommended Actions

		Funds
1.	Reduce funds for Temporary Cash Assistance to reflect a Temporary Assistance for Needy Families surplus.	$ 10,000,000
	Total Reductions	**$ 10,000,000**

Updates

Outstanding Budget Restriction: The fiscal 2015 budget bill included a restriction of funds from both DHR and the Maryland State Department of Education (MSDE) until a report is submitted on the transfer of eligibility determinations for the federal child care subsidy from DHR to MSDE. Initial expectations were for the contract to be approved in March 2014, but due to delays and rethinking the scope of the contract, approval is not expected until April 2015. The funds will remain restricted until the agencies request it be released with a report on an approved contract, or when it becomes clear that the contract will not be approved by BPW until fiscal 2016.

Tracking Supplemental Nutrition Assistance Program Error Rate: After three years of error rate penalties, Maryland has received performance bonuses from the federal government for lowering the payment error rate and for high levels of program access. In recent months, the error rate has started to increase again, though Maryland is not at risk of a federal penalty.

TANF Awaits Full Re-authorization: TANF, one of the federal government's main social welfare programs, requires periodic re-authorization, typically every five years. However, since September 2010, it has been continued only through temporary re-authorizations. Its current authorization lasts until September 30, 2015. Legislation to re-authorize the program for an extended period of time is not currently under consideration.

Operating Budget Analysis

Program Description

The Department of Human Resources' (DHR) Family Investment Administration (FIA), along with the local Family Investment programs, administers cash benefits and other grant programs that provide assistance to individuals and families in financial need, as well as employment programs to promote self-sufficiency. Programs administered include:

- **Temporary Cash Assistance (TCA)** – the State's largest cash assistance program provides financial assistance to dependent children and other family members deprived of support due to the death, incapacitation, underemployment, or unemployment of one or both parents. Federal welfare reform legislation enacted in August 1996 eliminated an individual entitlement to cash assistance and replaced it with a Temporary Assistance for Needy Families (TANF) block grant. States receive their share of the block grant as long as they comply with a maintenance of effort requirement of 80% (75% if a state is successful in meeting the federal work participation rate) of the amount the state spent under the former Aid to Families with Dependent Children program. Under the legislation, states determine the eligibility criteria for TCA. The federal legislation also requires welfare recipients to work in order to receive assistance for more than two years and establishes a five-year time limit on the receipt of benefits with a hardship exception for as much as 20% of a state's caseload.

- **Family Investment Program (FIP)** – the State's program for serving welfare recipients encompasses the provision of TCA and the efforts to divert potential applicants through employment, move recipients to work, and provide retention services to enhance skills and prevent recidivism. The goal of the FIP is to assist TCA applicants/recipients in becoming self-sufficient. After assessing each family's specific needs and resources, staff focuses on the services required to move clients into work. TCA is provided only as a last resort. Applicants for cash assistance are required to cooperate with child support enforcement staff as a condition of eligibility and must undertake job search activities if asked. Recipients are sanctioned if they fail to comply with any work or training requirements. Screening of TCA recipients for substance abuse is mandatory, with participation in treatment required of individuals offered appropriate treatment.

- **Temporary Disability Assistance Program (TDAP)** – the State's program for disabled adults also provides a limited monthly cash benefit. The State is responsible for clients with a short-term disability (at least 3 months but less than 12 months). If the disability will last longer, the client may be eligible for federal disability payments through Supplemental Security Income (SSI). If so, they are required to pursue an SSI application and may receive help doing so.

Those clients receive State cash assistance until their SSI applications are approved. The federal government reimburses the State for cash assistance paid during the processing of approved SSI applications.

- **The Burial Assistance Program** – subsidizes funeral expenses of public assistance recipients, children receiving foster care, and Medical Assistance recipients. The program is funded by State and local governments.

- **The Supplemental Nutrition Assistance Program (SNAP)** – provides benefits solely for the purchase of food items to individuals and families who meet income and resource requirements. Benefit costs are 100% federally funded, while the administrative costs are split evenly between the State and federal government.

- **Emergency Assistance to Families Program (EAFC) –** provides financial assistance to resolve an emergency situation as defined by the local department.

- **Public Assistance to Adults** – provides payments to indigent clients residing in licensed assisted living homes and to Project Home clients. Recipients include mentally and physically disabled adults and individuals with AIDS who remain in their homes.

- **Welfare Avoidance Grants** – allow a local department to divert customers from cash assistance when a one-time payment resolves a specific problem and allows the customer to become or remain independent.

The local departments of social services (LDSS) are responsible for making eligibility determinations and redeterminations for the aforementioned programs, the State's subsidized child care program, which is administered by the Maryland State Department of Education (MSDE), and the Medical Assistance program, which is administered by the Department of Health and Mental Hygiene. Local departments have the flexibility to create their own tailor-made welfare program and determine what training and job search activities will be required of applicants. In addition, the local departments are responsible for networking with employers and determining the most appropriate use for job training funds.

Key goals for DHR – FIA include:

- moving families with an employable parent and no children under the age of one toward a speedy and lasting exit from TCA;

- assuring that individuals with families receive appropriate benefits;

- placing TCA individuals in employment where earnings increase over time;

- increasing the number of TCA families where an adult family member obtains and retains employment; and

- placing Maryland Reaching Independence and Stability through Employment participants into self-sustaining career jobs.

Maryland Office for Refugees and Asylees

FIA also includes the Maryland Office for Refugees and Asylees (MORA). MORA oversees a federally funded refugee settlement program that provides various services to refugees and asylees residing in Maryland. The key goals for MORA are to assist refugees and asylees to attain early economic independence and social adjustment.

Performance Analysis: Managing for Results

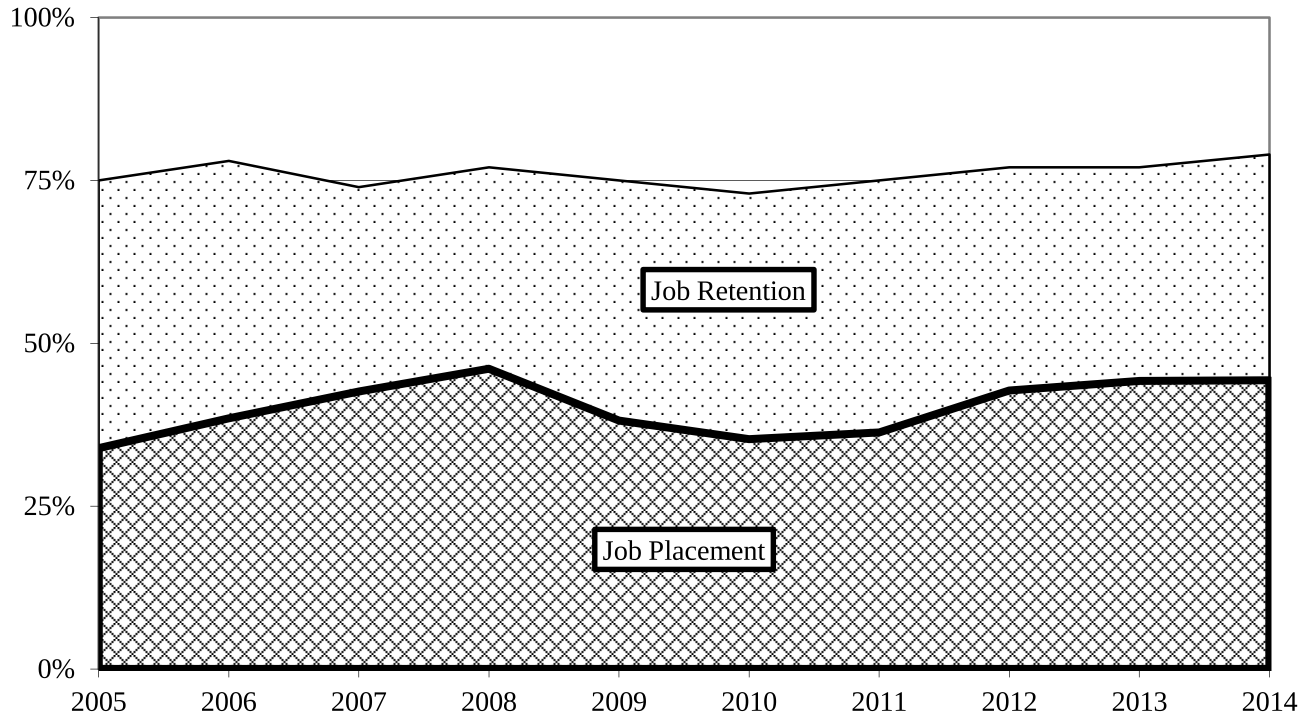
1. Job Placement and Retention

The hope of reforming the welfare system is not only that welfare caseloads will decrease but also that parents will get jobs and keep them, eliminating the family's need for cash assistance. **Exhibit 1** illustrates DHR's performance in this regard, showing the job placement and job retention rates of TCA recipients in each year. After increasing for three years, the placement rate stayed level at 44% in fiscal 2014, the highest since 46% in fiscal 2008. The retention rate similarly increased, by 2 percentage points to 79%, the highest in recent years. **The Secretary should comment on continuing to increase job placement and retention rates for Maryland's families receiving TCA.**

2. Employment and Earnings

Exhibit 2 shows the rates of employment for individuals in the eight quarters prior to receiving TCA benefits and in the eight quarters following the end of receiving those benefits. It graphs the rates for those who left welfare during the mid-2000s recovery period (January 2004 through March 2007), those who left during the recession (April 2007 through December 2011), and those who exited post-recession (January 2012 and March 2014).

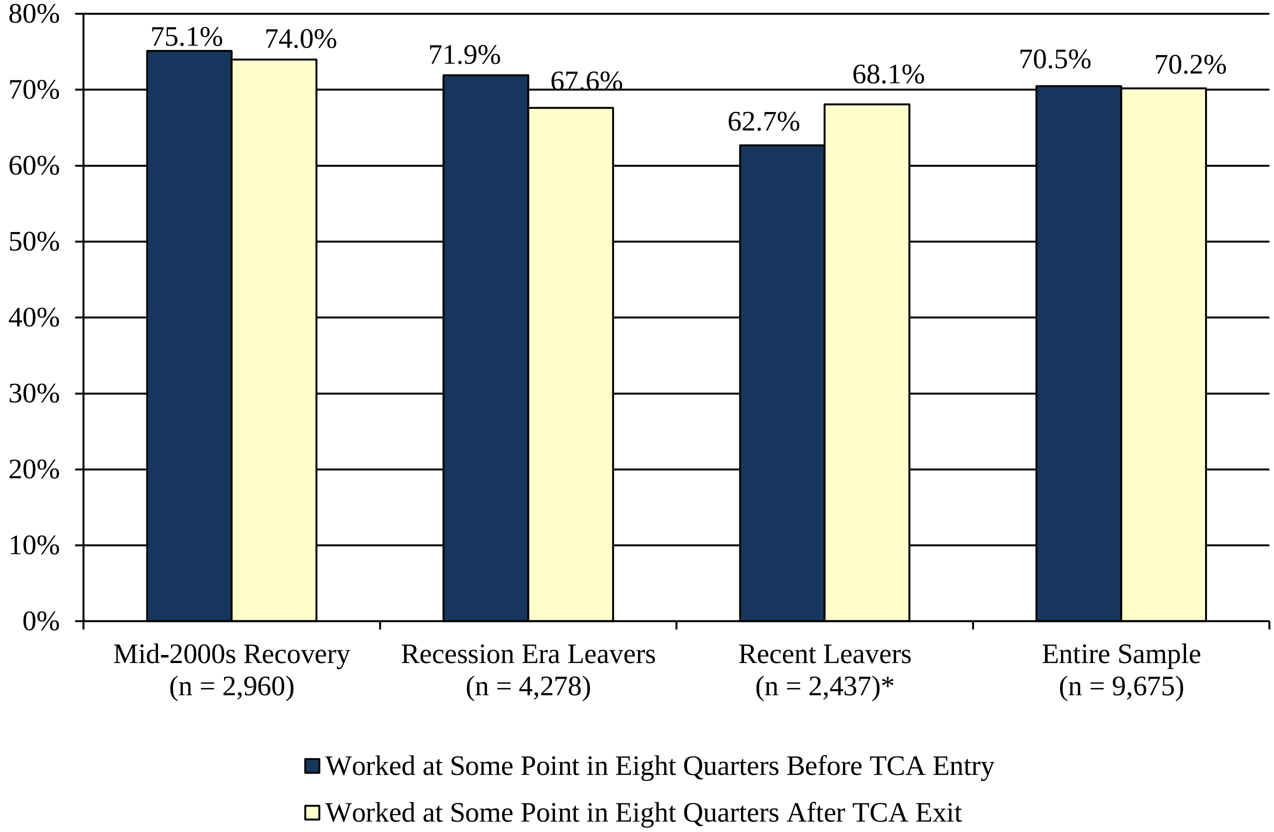
Exhibit 1
Job Placement and Job Retention
Fiscal 2005-2014



Note: Job placement measures the total number of placements as a percent of the total number of Temporary Cash Assistance cases. Job retention measures the percent of individuals who obtained employment in one calendar quarter and remain employed in the following quarter.

Source: Department of Human Resources; Department of Legislative Services

Exhibit 2
Employment Prior to and After Leaving TCA



TCA: Temporary Cash Assistance

*Cohort size is for the pre-TCA data point. Due to the timing of the report, two years of employment data for most of the recent TCA leavers is not yet available. The post-TCA cohort size is 285.

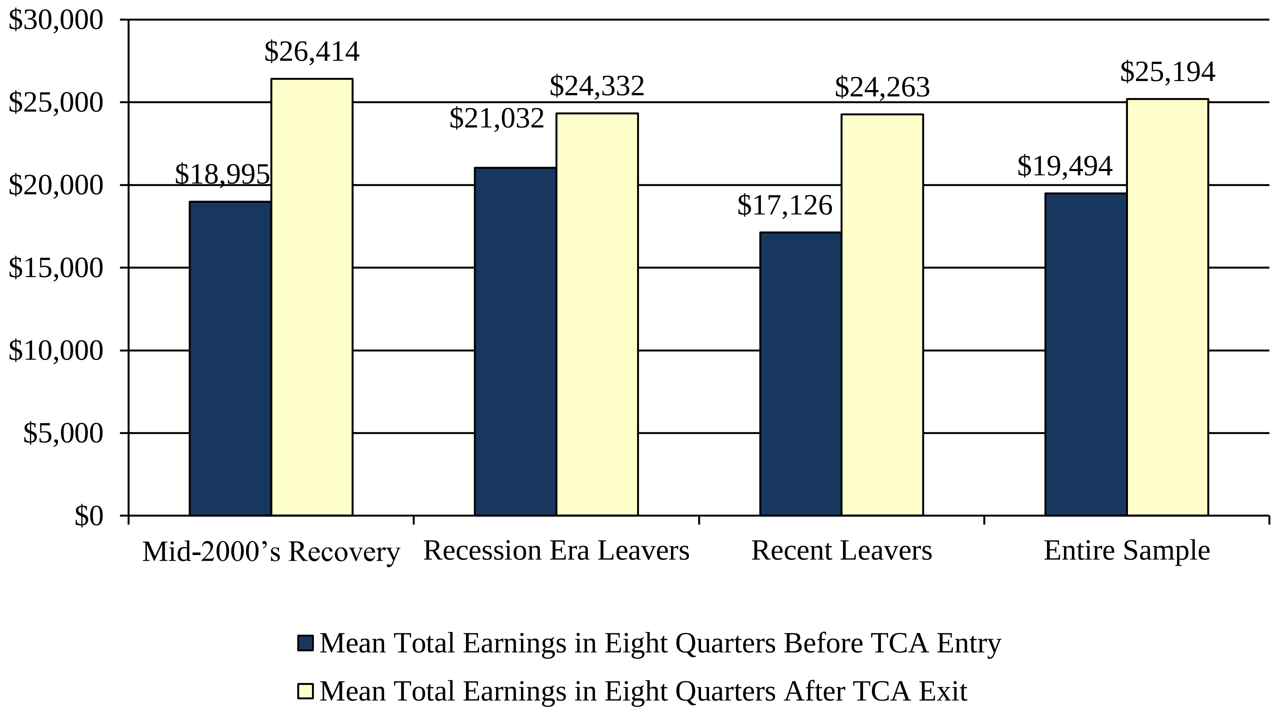
Note: This exhibit is derived from data collected by the University of Maryland School of Social Work and presented in *Life After Welfare: Annual Update*, December 2014. It follows a sample of TCA leavers from October 1996 through March 2014, adding 5% of new TCA leavers every month and excluding any that return to TCA within 30 days. This data includes TCA leavers employed in jobs in Maryland covered by unemployment insurance.

Source: *Life After Welfare: Annual Update*, December 2014, University of Maryland School of Social Work

The data shows that the employment rate for individuals leaving welfare is lower than it was before they started collecting TCA benefits, except for those who have left more recently during a recovering economy. For that cohort, the labor market was much weaker in the two years before entering TCA than the other two cohorts.

Exhibit 3 shows the mean total earnings for individuals in the eight quarters prior to receiving TCA benefits and in the eight quarters following the end of receiving those benefits. It graphs the earnings for individuals shown as employed in Exhibit 2. Unlike that exhibit, however, the TCA recipients in all cohorts did better after receiving benefits than before. Recent leavers had the biggest earnings gain, as an individual earned $7,137 more in employment after TCA than before receiving benefits. However, that difference is mainly due to the cohort having the lowest pre-TCA earnings level. The post TCA earnings of recession era and recent leavers are very similar, while the pre-TCA earnings of the recession era leavers was $3,906 higher than that for recent leavers.

Exhibit 3
Total Earnings Prior to and After Leaving TCA



TCA: Temporary Cash Assistance

Note: This exhibit is derived from data collected by the University of Maryland School of Social Work and presented in *Life After Welfare: Annual Update*, December 2014. It follows a sample of TCA leavers from October 1996 through March 2014, adding 5% of new TCA leavers every month and excluding any that return to TCA within 30 days. This data includes TCA leavers employed in jobs in Maryland covered by unemployment insurance. Because the data does not include employment in other states, with the federal government, and with multi-state employers, and in jobs not covered by unemployment insurance, it underestimates the level of post-TCA employment.

Source: *Life After Welfare: Annual Update*, December 2014, University of Maryland School of Social Work

Fiscal 2015 Actions

Proposed Deficiency

The Governor's allowance includes two deficiency appropriations and one withdrawn appropriation.

- Maryland has been awarded $11.5 million in TANF contingency funds so far in fiscal 2015, and the allowance appropriates them for TCA payments.

- In November 2014, the Board of Public Works (BPW) added 45 new positions to the Local Family Investment Program to help process Medicaid applications. The allowance includes $2.0 million to support the salaries of those positions, $0.5 million in general funds, and $1.5 million in federal funds.

- To address an ongoing shortfall in the Work Opportunities program, the allowance reduces TANF spending by $800,000 to account for a lower than budgeted caseload and allowing funds to address TANF's ongoing liability.

Cost Containment

Exhibit 4 shows spending changes to fiscal 2015 as a result of BPW and deficiency appropriations. In July 2014, BPW reduced FIA's budget by $0.5 million, increasing the turnover rate for the Local Family Investment Program. In January 2015, BPW further reduced spending at DHR by $6.6 million, 1.1% of DHR's general funds. The amount has not yet been allocated amongst the different units of DHR, and the impact on FIA is unknown. If taken as an equal share of general funds to DHR's general funds overall, the reduction to FIA would be $1.5 million.

Proposed Budget

Exhibit 5 details the changes between fiscal 2015 and 2016 in the Governor's allowance. Two of the biggest increases are related to personnel expenses: employee and retiree health insurance growing $5.2 million and employee salaries prior to cost containment increasing $3.4 million. Sections 20 and 21 of the budget bill contain cost containment actions reducing the increase in salaries by a combined $4.0 million.

One of the biggest changes outside of personnel expenses and the assistance programs is in job readiness spending in the Workforce Opportunities program. Spending declines $0.8 million to account for a decline in caseloads. Elsewhere in FIA, the grant to Montgomery County, which operates its own social services agency, increases $0.6 million, while a reduction in partnerships grants with volunteer agencies results in a $0.6 million decline in the Office for Refugees and Asylees.

Exhibit 4
Fiscal 2015 Reconciliation
($ in Thousands)

Action	Description	General Fund	Special Fund	Federal Fund	Reimb. Fund	Total
Legislative Appropriation with Budget Amendments		**$139,248**	**$21,277**	**$1,529,268**	**$1,385**	**$1,691,178**
July BPW	Increasing turnover in the Local Family Investment Program.	-450	0	0	0	-450
Working Appropriation		**$138,798**	**$21,277**	**$1,529,268**	**$1,385**	**$1,690,728**
January BPW Across the Board	This unit is part of the Department of Human Resources, which received a 1% across-the-board general fund reduction totaling $6.6 million. If allocated proportionally, it would equal $1.5 million in this program.					
Deficiency Appropriations		500	0	12,155	0	12,655
Total Actions Since January 2015		***$500***	***$0***	***$12,155***	***$0***	***$12,655***
Adjusted Working Appropriation		**$139,298**	**$21,277**	**$1,541,423**	**$1,385**	**$1,703,383**

BPW: Board of Public Works

Source: Department of Legislative Services

Exhibit 5
Proposed Budget
DHR – Family Investment Administration
($ in Thousands)

How Much It Grows:	General Fund	Special Fund	Federal Fund	Reimb. Fund	Total
Fiscal 2014 Actual	$139,068	$9,313	$1,451,940	$0	$1,600,321
Fiscal 2015 Working Appropriation	139,298	21,277	1,541,423	1,385	1,703,383
Fiscal 2016 Allowance	140,764	19,379	1,444,111	0	1,604,255
Fiscal 2015-2016 Amt. Change	$1,466	-$1,898	-$97,312	-$1,385	-$99,128
Fiscal 2015-2016 Percent Change	1.1%	-8.9%	-6.3%	-100.0%	-5.8%

Where It Goes:

Personnel Expenses	
Employee and retiree health insurance	$5,173
Annualized salary adjustments and increments (prior to cost containment)	3,371
Employee retirement	1,203
Turnover	100
Social Security contributions	52
Abolished position	-52
Reclassifications	-133
Accrued leave payout	-136
Section 21: abolish fiscal 2016 increments	-1,928
Section 20: 2% pay reduction	-2,073
Local Family Investment	
Growth in Montgomery County grant	592
Contracted security guards in Prince George's and Baltimore counties	143
Office supplies	-114
Assistance Payments	
Temporary Cash Assistance (TCA) average monthly grant increase from $183.94 to $192.59	6,455
TCA average monthly caseload increase from 60,421 to 62,191	3,907
Temporary Disability Assistance Program (TDAP) average monthly grant increase from $182.75 to $182.81	13
Welfare Avoidance Grants budgeted closer to recent experience	-324
TDAP average monthly caseload decline from 19,183 to 18,281	-1,978
Removal of fiscal 2015 deficiency appropriation for TCA	-11,455

Where It Goes:	
Supplemental Nutritional Assistance Program (SNAP) average monthly grant decrease from $254.60 to $236.83	-14,674
SNAP average monthly caseload decline from 410,000 to 405,197	-86,404
Director's Office	
Disability determinations	-133
Medical eligibility reviews	-250
Research contract with University of Maryland, Baltimore	-336
Office for Refugees and Asylees	
Increase in case management services for the Baltimore area	250
Health screenings for refugees and asylees	199
English and employment training	177
Fewer eligibility workers under partnership with Montgomery County	-246
Decrease in resettlement grants in Baltimore City and Prince George's County	-585
Other Changes	
Utilities costs	426
Rent	383
Contractual employee salaries	122
Communications	-100
Work participation and job readiness programs	-800
Other	25
Total	**-$99,128**

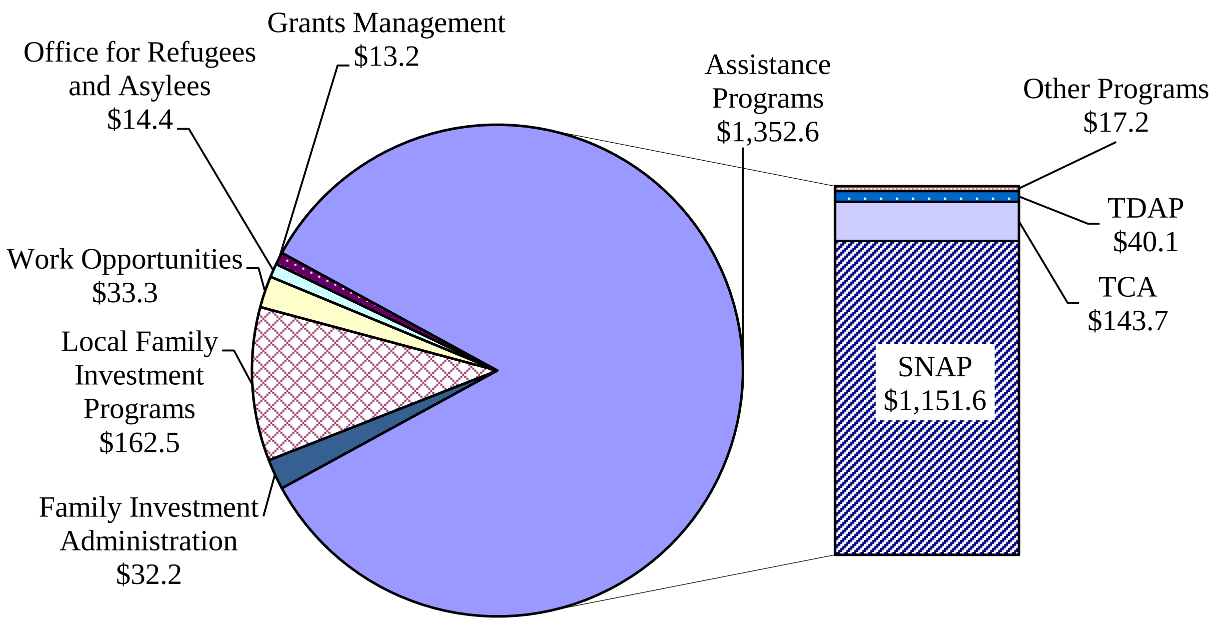
Note: Numbers may not sum to total due to rounding. The fiscal 2015 working appropriation reflects deficiencies and the Board of Public Works reductions to the extent that they can be identified by program. The fiscal 2016 allowance reflects back of the bill and contingent reductions to the extent that they can be identified by program.

Benefits and Services to Clients

Exhibit 6 shows the share of the fiscal 2016 allowance represented by each part of FIA. Assistance payments represents 84% of the total.

- **SNAP:** The largest assistance program receives $1.2 billion in the allowance, but declines $101.1 million in fiscal 2016. The average monthly caseload and monthly grant amounts both decline, with the caseload reduction accounting for $86.4 million of the budgeted reduction.

Exhibit 6
Family Investment Administration
Fiscal 2016 Allowance
($ in Millions)



SNAP: Supplemental Nutrition Assistance Program
TCA: Temporary Cash Assistance
TDAP: Temporary Disability Assistance Program

Note: "Other Programs" comprises General Public Assistance, Burial Assistance, Eviction Assistance, Welfare Avoidance Grants, Emergency Assistance to Families with Children, and Public Assistance to Adults.

Source: Maryland State Budget

- **TCA:** The State's main cash assistance program totals $143.7 million in the allowance. Growth over the fiscal 2015 legislative appropriation in the average monthly caseload increases spending by $3.9 million (the working appropriation has not been updated to reflect current spending), while a budgeted increase in the average monthly grant of $8.65 boosts the cost of the program by $6.5 million. These increases are offset by the one-time deficiency appropriation of $11.5 million in federal TANF contingency funds. The net change in TCA after the deficiency is a decline of $1.1 million.

- **TDAP:** Similar to SNAP and TCA, TDAP spending is based on caseload levels. The average monthly grant increases slightly, but a budgeted caseload decline of 902 cases per month reduces spending in the program by $2.0 million.

- **Welfare Avoidance Grants:** Funding for this program declines from $750,000 to $426,409 to more closely align with the most recent actual.

- **EAFC, Eviction Assistance, Burial Assistance, General Public Assistance, Welfare Avoidance Grants, and Public Assistance to Adults:** These programs are level funded in the allowance.

- **Work Opportunities:** Although not a benefit program, the Work Opportunities Program pays for services to clients such as skills assessment, job readiness, job training, and job search services. The program is entirely funded from federal TANF dollars and declines $787,616 after accounting for a fiscal 2015 withdrawn appropriation. DHR explains this reduction as due to reduced caseload that reduces TANF spending to address an ongoing liability in the program.

TCA Caseload and Expenditure Trends

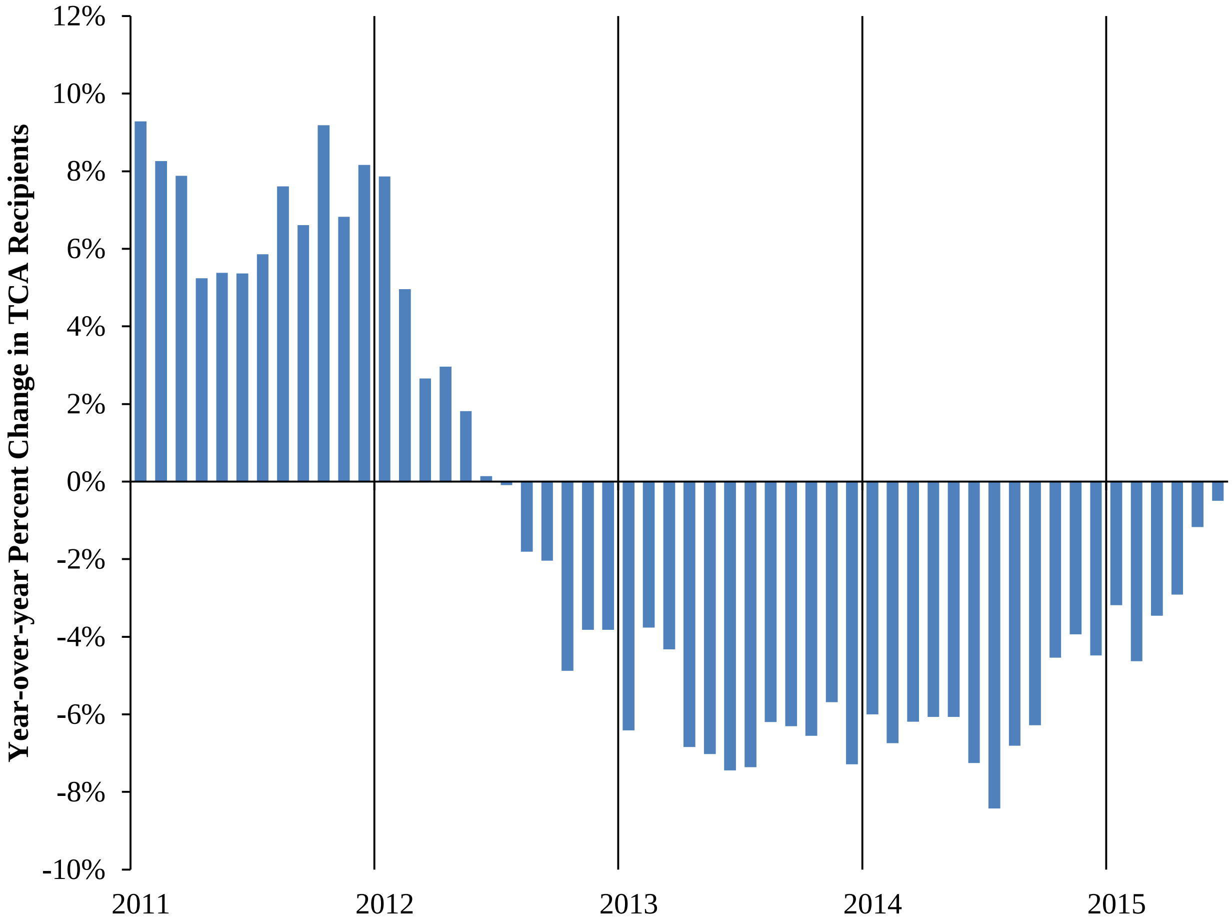
Exhibit 7 shows the year-over-year percentage change in monthly recipients for TCA from July 2010 through December 2014. After increasing on a year-over-year basis from before July 2010 to December 2011, the caseload has decreased every month compared to the prior year since January 2012. However, recent growth in the caseload has flattened the differences, and December 2014 was only 0.5% lower than at the same time in 2013.

Exhibit 8 shows the monthly recipient count from July 2010 through December 2014. Caseloads peaked at 75,442 in December 2011 and had trended downward through late fiscal 2014. Caseloads started to gradually increase again in April 2014. Though most caseload declines in recent years have occurred later in the fiscal year, the growth at the beginning of fiscal 2015 is different from what was experienced in fiscal 2014 and 2013.

The working appropriation for fiscal 2015 matches the legislative appropriation, which assumed continued caseload declines and an annual average of 60,421 cases per month. Based on the current caseload increase, the Department of Legislative Services (DLS) projects an average of 63,980 cases per month. DLS is also projecting a higher average monthly grant, of $189.53 compared to $183.94.

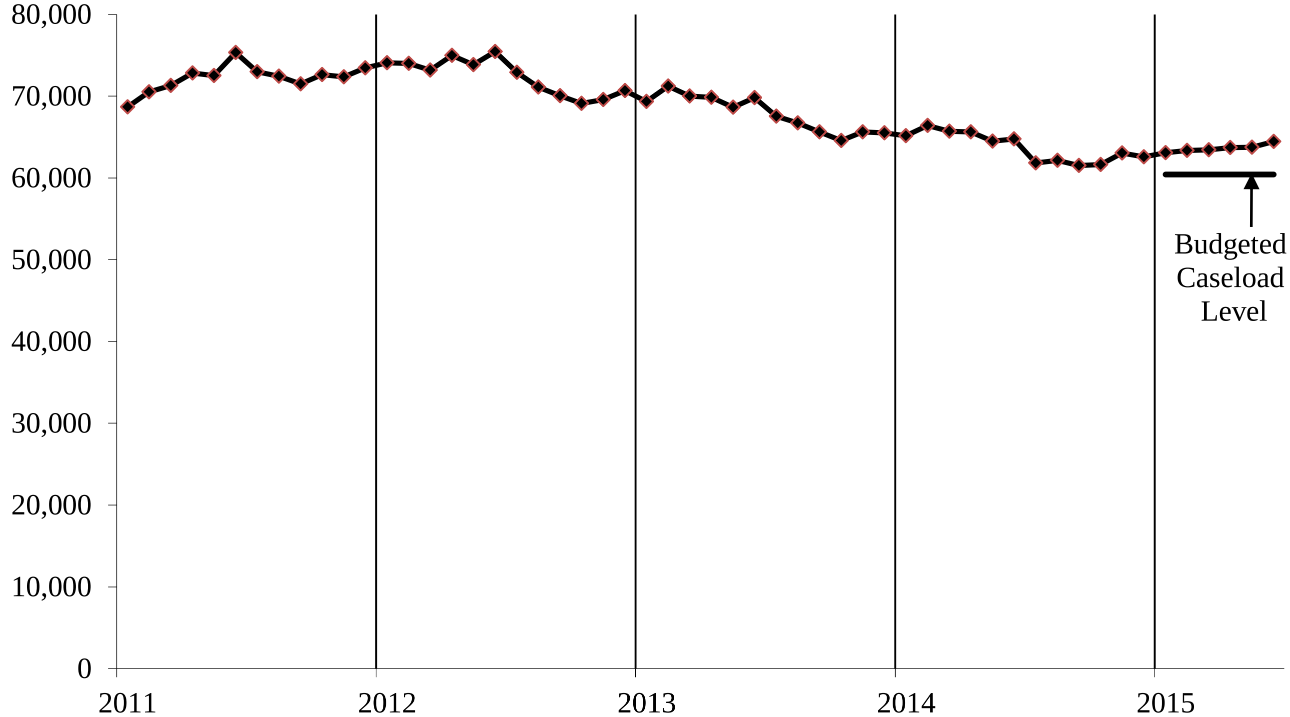
Statute dictates that the combined TCA and SNAP benefits equal 61% of the Maryland Minimum Living Level, calculated by DHR as $1,881 for a three-person household in fiscal 2015. A temporary boost in SNAP payments from federal stimulus programs ended in November 2013, and monthly SNAP benefits declined. The fiscal 2015 allowance did not sufficiently account for the increase in TCA that would come from that decline in benefits, resulting in the $5.59 difference in the average grant figure in that year.

Exhibit 7
Year-over-year Percent Change in TCA Recipients
Percent Change Over Prior Year
Fiscal 2011-2015



Source: Department of Human Resources; Department of Legislative Services

Exhibit 8
Temporary Cash Assistance Monthly Recipients
Percent Change Over Prior Year
Fiscal 2011-2015



Source: Department of Human Resources; Department of Legislative Services

Taken together, the higher caseload and grant amounts would result in a shortfall of $12.2 million absent the fiscal 2015 deficiency appropriation of TANF contingency funds (TCA is funded primarily with TANF and general funds). As shown in **Exhibit 9**, after adding the $11.5 million to the fiscal 2015 working appropriation, the estimated deficit shrinks to $0.7 million.

States are eligible to receive TANF contingency funds if one of a few different conditions are met, including SNAP caseload levels that are higher than they were in federal fiscal 1994 or 1995. In January 1996, the earliest available, Maryland's SNAP caseload was 156,044. In December 2014, it was 405,712, making it almost certain that Maryland will remain eligible for TANF contingency funds for the remainder of fiscal 2015 and all of fiscal 2016. For the past several years, Maryland has typically received between $20 million and $22 million annually in TANF contingency funds.

Exhibit 9
TCA Enrollment and Funding Trends
Fiscal 2014-2016

TCA	2014 Actual	2015 Working	2016 Allowance	DLS 2015 Estimate	DLS 2016 Estimate
Average Monthly Enrollment	63,746	60,421	62,191	63,980	63,837
Average Monthly Grant	$189.24	$183.94	$192.59	$189.53	$190.96
Total Funding	**$144.8**	**$133.4**	**$143.7**	**$145.5**	**$146.3**
Budgeted Funds in Millions					
General Funds				$29.8	$32.3
Total Budgeted Funds (Includes $11.5 Million Deficiency)				**$144.8**	**$143.7**
Estimated Deficit				-$0.7	-$2.6
Unbudgeted TANF Contingency Funds*				$11.5	$22.9
Surplus with Contingency				**$10.8**	**$20.4**

TANF: Temporary Assistance for Needy Families
TCA: Temporary Cash Assistance

*Figures are estimates. The Governor's allowance includes an $11.5 million deficiency appropriation for TANF contingency funds for half of fiscal 2015. The exhibit assumes TANF contingency funds are awarded for the entirety of both fiscal 2015 and 2016.

Source: Department of Human Resources

Because of that, Exhibit 9 includes an estimate of an additional $11.5 million in unbudgeted TANF contingency funds in fiscal 2015, based on the expectation that the fiscal 2015 deficiency represents only half of what the State will receive during that year. If the entire contingency fund were spent in TCA, Maryland ends fiscal 2015 with a projected $10.8 million surplus, and fiscal 2016 is projected to have a surplus of $20.4 million. However, the bigger TANF picture in Maryland is more complicated.

TANF in Maryland More Broadly

Exhibit 10 updates an exhibit first presented in the DHR Overview analysis, showing TANF spending throughout all of DHR's budget. Although Exhibit 9 shows that the appropriated TANF contingency funds can almost fully cover the shortfall in the TCA program even before an assumption is made about the availability of additional TANF contingency funds in fiscal 2015, there was already a $6.8 million shortfall in TANF funds overall at the start of the fiscal year. When taking into account the prior year shortfall and the additional TANF contingency funds, DLS still projects the State to have a surplus in TANF funds in fiscal 2015, but of $4.1 million rather than $10.8 million.

The fiscal 2016 allowance also budgets $10.3 million more than the State's $229.1 million annual block grant, $239.4 million, either by using a combination of the fiscal 2015 surplus and expected TANF contingency funds in fiscal 2016, or only the TANF contingency funds that are received in that year. Regardless of the year from which spending is pulled, DLS projects fiscal 2016 to have a closing surplus of $16.7 million. **To account for these projected surpluses with respect to TANF, DLS recommends reducing the fiscal 2016 allowance by $10.0 million in general funds.** The remaining surplus funds in fiscal 2015 and 2016 may be required to address the spending reductions approved by BPW in January 2015 and in Section 19 of the budget bill, discussed in the next section.

Exhibit 10
Availability of TANF Funding
Fiscal 2014-2016
($ in Millions)

	2014 Actual	**2015 Working**	**2016 Allowance**
Beginning Balance	**-$13.086**	**-$6.754**	**$4.109**
TANF Grant	$229.098	$229.098	$229.098
Contingency TANF*	22.749	22.910	22.910
Total Income	**$251.848**	**$252.008**	**$252.008**
Available Funding (Balance and Income)	**$238.761**	**$245.254**	**$256.117**
DHR Appropriation	$245.515	$228.995	$239.445
Temporary Cash Assistance Shortfall (Before Deficiency)		12.150	
Total Expenditures	**$245.515**	**$241.145**	**$239.445**
Ending Balance	**-$6.754**	**$4.109**	**$16.672**

*Fiscal 2015 and 2016 figures are estimates. The Governor's allowance includes an $11.5 million deficiency appropriation of TANF contingency funds for half of fiscal 2015. The exhibit assumes TANF contingency funds are awarded for the entirety of both fiscal 2015 and 2016.

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

Cost Containment

The budget calculations in this analysis are based on the allowance as introduced and the fiscal 2015 deficiency appropriations and withdrawn appropriations that can be detailed for FIA. For DHR overall, the reduction in funds approved by BPW in January 2015 continues into fiscal 2016 through Section 19 of the budget bill, an across-the-board reduction to general fund spending at State agencies. For DHR, the total in fiscal 2016 is $6.9 million, and FIA's share of that amount is unknown.

Characteristics of the Core Caseload

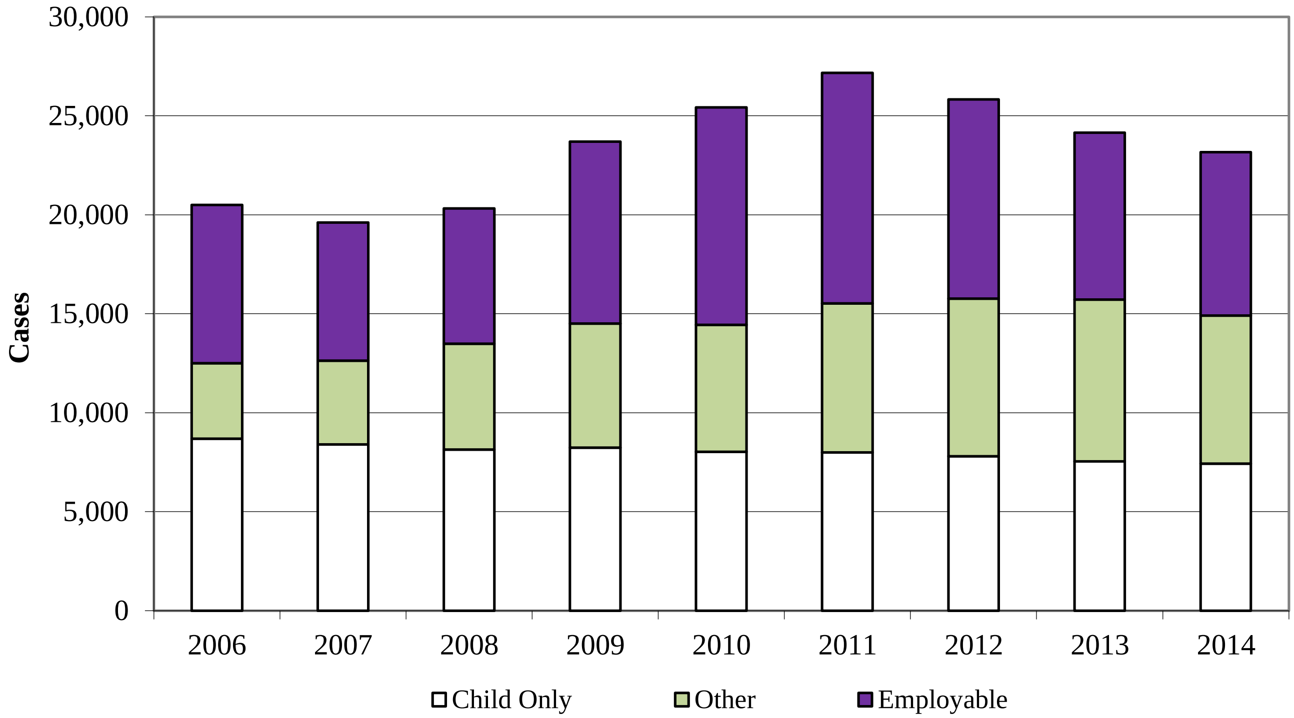
To track recipients needing employment services, DHR divides the caseload into two main groups: (1) the core caseload; and (2) cases headed by an employable adult. The core cases include child only cases, women with children under age one, disabled individuals, caretaker relatives, and other cases exempted from work requirements. With the exception of women with children under age one, DHR does not expect the core cases to transition off of cash assistance by seeking employment. Child only cases, for example, typically leave the rolls after reaching adulthood. As employable adults successfully enter the labor market, the core cases represent an increasing percentage of the total TCA caseload.

As shown in **Exhibit 11**, the total caseload fell in fiscal 2014 by 983 cases. Most of the decline came from the "other" category, which includes disability cases and those with children under age one, which itself declined 452 cases compared to the prior year. As a percent of all cases, each category has roughly the same share, 35.6% for employable cases, and 32.3% and 32.1% for child only cases and "other," respectively.

In the earliest years of welfare reform, DHR concentrated on serving those easiest to be placed in employment. Through its successful efforts, most of those cases transitioned from welfare to work. Many of the individuals who lost their jobs in the recent recession included well-educated individuals with lengthy employment experience and were subsequently able to find work as well. The remaining cases headed by an employable adult typically face multiple barriers to employment, such as substance abuse and/or mental health issues, poor work histories, low educational attainment, and limited access to transportation and child care. Helping these individuals requires more resources.

To realize further caseload reductions, DHR must continue to provide intensive services to help these employable adults enter and remain in the workforce. However, Exhibit 5 showed that the allowance includes a $0.8 million reduction in job readiness and workforce creation programs. **The Secretary should comment on providing adequate job training for employable adults on the TCA caseload.**

Exhibit 11
TCA Caseload Characteristics
Fiscal 2006-2014



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

Five-year Lifetime Limit on a Recipient of Cash Assistance

Moving employable adults to self-sufficiency is of particular importance due to the federal limit placed on recipients of cash assistance. Federal law prohibits cases headed by an adult from receiving TANF-funded cash benefits for more than five cumulative years. However, federal law also provides exemptions to the time limit for "hardship." Under this provision, 20% of the caseload receiving TANF-funded cash assistance from the previous fiscal year may continue to receive these benefits beyond five years.

December 2014 was the 156th consecutive month in which some families had reached the five-year benefit limit. The annual average number of families receiving TANF in fiscal 2014 was 20,770. The annual average number of cases headed by adults that received assistance for more than 60 months during fiscal 2014 was 1,509. Since this number is below the 20% exemption limit for fiscal 2014 (4,154 cases), no one was removed from the caseload, and given the improving job market, it may be several years before the State is at risk of doing so.

Issues

1. Caseloads at Local Departments

Staffing levels and caseloads are regularly reviewed for caseworkers at both FIA and the Social Services Administration. It is important to know if LDSS offices are short of staff and if there are surpluses in other locations. To better understand this for local FIA employees, the 2014 *Joint Chairmen's Report* requested DHR to conduct an independent workload study of FIA and make staffing recommendations.

DHR submitted the workload study in December 2014, completed by the Regional Economic Studies Institute (RESI) at Towson University. RESI's report studies current staff levels and workloads at each LDSS office and forecasts caseload levels and worker demand in 2015 using a model developed for this study based on other caseload forecasting models in Virginia and Tennessee.

Based on current staffing and case management practices and projected need in 2015, RESI found some counties to be short of caseworkers and others with surpluses. **Exhibit 12** shows county-by-county shortages and surpluses and net need statewide. The exhibit shows 12 counties with staffing shortages and 11 that were either appropriately staffed or with surpluses. RESI's study showed a statewide need of 110 caseworkers in 2015. It should be noted that the figures include only State-funded positions – ones funded with local or grant funds are excluded.

DHR estimates that there are roughly 35 locally or grant-funded caseworkers not included in the calculation, though since their workload is included in the calculations, it may overstate the shortfall in caseworkers in certain counties and understate the surplus in others. When accounting for 35 non-State-funded positions, the total shortfall statewide is 75 positions.

Exhibit 12
Staffing Surplus or Shortage by County Based on Projected Caseload
Calendar 2015

	Projected Staffing Need
Allegany	3
Anne Arundel	-4
Baltimore City	-42
Baltimore	-10
Calvert	-1
Caroline	0
Carroll	0
Cecil	-3
Charles	-5

Projected Staffing Need

Dorchester	-4
Frederick	6
Garrett	6
Harford	1
Howard	-2
Kent	2
Montgomery	-20
Prince George’s	-33
Queen Anne’s	3
Somerset	1
St. Mary’s	-7
Talbot	6
Washington	0
Wicomico	-7
Worcester	0
Total	**-110**

Note: Data and calculations exclude employees supported with local funds or grant money, estimated to be 35 positions. There were 1,899 workers included in the analysis.

Source: *Report on Workloads in the Local Departments of Social Services,* Regional Economic Studies Institute at Towson University

Projected Needs Can Be Covered with Existing Staff

RESI found that DHR could meet that workload need with fewer staff than are currently assigned to the LDSS offices if DHR were to adopt a series of recommended actions that RESI proposes in its report. The report estimates that, after implementing the recommendations, 1,899 workers would be required in 2015, compared to 1,916 working in 2014. The recommended actions are:

- **Better Accounting for Caseworker Time:** Implement internal computer clocks to track cases from when they are first entered into the system, when mile-markers are achieved, and how long routine functions take to perform. Staff demand and output would become more predictable and management could establish trends. Virginia and the U.S. Social Security Administration already have this practice.

- **Update Caseworker Manuals:** Use data garnered in the first recommendation to update caseworker “Standard Operating Procedures” based on the actual time that it takes to perform different tasks. DHR could also identify cases that fall outside of the observed trends and tailor training if there are common issues.

- **Upgrade Information Technology (IT) Infrastructure:** An updated IT system from FIA's current system could increase caseworker productivity and efficiency. The new system should be able to interface with all divisions at FIA so that caseworkers do not have to search each individually for case files or information.

- **Make Better Use of Caseworker Assistants:** Caseworker assistants can help caseworkers be more productive, and working with a caseworker is often already required for many bachelors and masters of social work programs. Caseworker assistants are also allowed to perform many of the same duties as caseworkers if given proper supervision. FIA already has such a program, but on a small scale, with 100 Family Investment Aid positions.

- **Alter Staffing Levels:** Move positions from offices that have a surplus to those that are short of workers, and/or allow work that does not have be performed by the local office to be done in another location to spread the workload to offices that can handle it from those that are understaffed. RESI believes that this recommendation may apply best to new cases that come from the Maryland Health Connection, as those are treated as "statewide" cases rather than being tied to a local office.

By adopting these recommendations, RESI estimates that DHR would require 17 fewer LDSS workers in 2015, even with a projected caseload growth of 6%. Two of these recommendations could be implemented at any time, though the first, third, and fifth would require a significant IT upgrade from DHR's current outdated system. **The Secretary should comment on the feasibility of the IT upgrades necessary to implement all the recommendations outlined in the RESI report.**

2. Substance Abuse Treatment and TCA Recipients

Since fiscal 2013, DHR and the Alcohol and Drug Abuse Administration (ADAA) have worked together to better understand the effectiveness of treatment programs for TCA recipients. Previously, ADAA was only able to track individuals who started treatment on or after the time of entry to TCA. However, many individuals are already in treatment when they begin receiving benefits. A year ago, DHR and ADAA reported that changes were being made to ADAA's tracking system to account for this population and better track the effectiveness of treatment for the entire TCA population. The budget committees requested a follow-up report with data that had been collected.

The follow-up report was submitted by DHR and ADAA in December 2014. The report includes data on the number of individuals who were screened, the number referred to treatment, and the number of individuals discharged from treatment. However, the data only covers those referred to treatment at entry, not the whole TCA population. Narrative included with the data explains that ADAA had been restructured with the reorganization of the Behavioral Health Administration, and it prevented more detailed reporting in this first year.

Data Included with Report

The data shows that 39,919 individuals were referred to drug screenings and 2,187 tested positive. The text notes an additional 1,616 were already in treatment at TCA entry. After assessments, 1,528 were referred to treatment programs and 255 were successfully discharged. However, the data also showed 505 unsuccessful discharges, usually for noncompliance with the treatment program.

The data also shows "no shows" at different steps: 3,312 no shows at the screening stage and 294 at treatment. For individuals who do not show up at required times, they are referred back to their LDSS office and either sanctioned and possibly discharged or receive a new referral. For those who are discharged for noncompliance, they are no longer eligible for TCA. For noncompliance in a child-only case, the child's grant is assigned to another party.

Interpreting the Data

Upon reviewing the data, ADAA found that the number of TCA recipients in need of substance abuse treatment was consistent with other states. In addition, only 8 individuals were placed on a wait list for treatment, indicating that the level of services available are close to the level of demand that exists for them. The level of treatment most required was most often the lowest level, outpatient, with 1,144 cases. The combined number of individuals requiring more intensive levels of treatment including residential was 286.

DHR looked at employment and outcomes data for those sanctioned for noncompliance and found that for most individuals, the employment rate was above 50.0% one year after treatment. For the cohort that completed treatment over a year before the data was reviewed, the employment rate was 58.6%. Earnings data was also included for this cohort and was lower than the average for TCA recipients. Only individuals in the highest percentile (above 75.0%) had earnings comparable to the minimum wage.

Although this data was not previously available, the report does not give any indication as to whether DHR and ADAA view these programs as effective in helping to treat TCA recipients that are in need of substance abuse treatment. **The Secretary should comment on the effectiveness of the substance abuse treatment programs included in the report.**

Recommended Actions

		Amount Reduction	
1.	Reduce funds for the Temporary Cash Assistance program to reflect a projected surplus in federal Temporary Assistance for Needy Families funding.	$ 10,000,000	GF
	Total General Fund Reductions	**$ 10,000,000**	

Updates

1. Outstanding Budget Restriction

Section 41 of the fiscal 2015 budget (Chapter 462 of 2014) restricted $100,000 each from the general fund appropriation of DHR and MSDE pending receipt of a report on transferring the eligibility determinations for the federal child care subsidy from DHR to MSDE. DHR currently performs the eligibility determinations, though MSDE is in the procurement process to hire a vendor to do that and manage the program overall.

There was concern during the 2014 legislative session that depending on how it is implemented, it could make obtaining the subsidy more difficult for low-income families, and also require additional general funds in DHR's budget when it transfers to MSDE. The fiscal 2015 budget assumed savings in MSDE's budget based on the assumption that MSDE would be able to find a vendor that could do the eligibility determinations at a lower cost than DHR, which spends roughly $10.0 million annually. DHR believes that it will not be able to reduce costs by that amount, and if it requires more than MSDE saves, the transfer will cost the State money.

Requested Reports

At budget hearings during the 2014 legislative session, MSDE indicated that a contract would go before BPW in March 2014, and the program would fully transfer in July 2014. Budget bill language requested a report on the contract, due July 2014, with a plan for managing the program and expected costs and a follow-up report on actual spending and implementation due in December 2014.

Because of delays in procurement, in May 2014, MSDE requested an extension to submit both reports in December 2014, with the expectation that a contract would be before BPW in that month. The General Assembly allowed for the initial report not to be submitted until the contract was before BPW but still required a follow-up report with actual spending data and a discussion of the implementation.

After further delays and an expansion of scope, MSDE now indicates that a contract for managing the child care subsidy will go before BPW in April 2015. The restricted funds will remain restricted until the agencies request them to be released with the initial report when a contract is approved by BPW or when it becomes clear that the contract will not be approved until fiscal 2016.

2. Tracking Supplemental Nutrition Assistance Program Error Rate

The legislation authorizing SNAP, the Farm Bill, allows the federal government to award bonuses and assign penalties based on state performance in the federal low-income nutrition assistance program. Bonuses are awarded to states with the lowest error rates (defined as the rate of over- or underpayments of benefits to a recipient), most improved error rates, greatest program access, greatest improvement in program access, and the speed of application processing. Penalties are assigned to any state whose error rate exceeds 105% of the national average for two consecutive years.

Maryland has a history of facing error rate penalties. From federal fiscal 2008 to 2011, Maryland's error rate exceeded the 105% national average and was sanctioned $1.4 million, half of which had to be refunded to the federal government and half spent on improving Maryland's SNAP infrastructure to reduce error rates.

A turnaround in the State's performance occurred in federal fiscal 2012 when DHR started to use electronic verification of employment and income status. As shown in **Exhibit 13**, Maryland's error rate fell to 3.4% in that year and was one of the country's most improved error rates. The State received a bonus for that and another bonus under the program access index for a total of $4.3 million. Maryland received a program access index bonus in federal fiscal 2013 as well, for $3.4 million. The State's error rate was even lower, 2.1%, in federal fiscal 2013, but was not low enough to qualify for another performance bonus.

Exhibit 13
SNAP Combined Error Rates and Penalties/Bonus
Federal Fiscal 2008-2013

Federal Fiscal Year	Maryland Combined Error Rate	National Average Combined Error Rate	(Penalty)/Bonus
2008	6.94%	5.05%	n/a
2009	7.11%	4.36%	-$423,563
2010	7.68%	3.81%	-948,525
2011	6.06%	3.80%	-62,111
2012	3.40%	3.42%	4,318,042
2013	2.12%	3.20%	3,431,084

SNAP: Supplemental Nutrition Assistance Program

Source: Federal Funds Information for States; Department of Legislative Services

DHR has reported that in recent months, the SNAP error began to climb from the federal fiscal 2013 level. The preliminary federal fiscal 2014 rate for Maryland is 3.2%. Though higher than federal fiscal 2013, it is lower than the national rate through June 2014, 3.3%.

3. TANF Awaits Full Re-authorization

The two major social welfare programs funded by the federal government are SNAP and TANF, and both have to periodically be reauthorized by Congress, typically for five years at a time. In February 2014, Congress approved a five-year re-authorization of SNAP in the Farm Bill.

TANF's most recent authorization occurred in the Deficit Reduction Act of 2005, which expired in September 30, 2010. Since then, it has been funded through continuing resolutions, and the most recent is through September 30, 2015. Legislation to reauthorize the program for an extended period of time is not currently under consideration.

Appendix 1

Current and Prior Year Budgets

Current and Prior Year Budgets
DHR – Family Investment Administration
($ in Thousands)

	General Fund	Special Fund	Federal Fund	Reimb. Fund	Total
Fiscal 2014					
Legislative Appropriation	$145,558	$21,428	$1,364,517	$0	$1,531,503
Deficiency Appropriation	-11,601	-64	1,294	0	-10,371
Budget Amendments	7,712	5,534	98,634	0	111,880
Reversions and Cancellations	-2,600	-17,585	-12,505	0	-32,690
Actual Expenditures	**$139,068**	**$9,313**	**$1,451,940**	**$0**	**$1,600,321**
Fiscal 2015					
Legislative Appropriation	$138,968	$21,256	$1,528,556	$1,385	$1,690,165
Cost Containment	-450	0	0	0	-450
Budget Amendments	280	21	712	0	1,013

Note: Numbers may not sum to total due to rounding. The fiscal 2015 working appropriation does not include January 2015 Board of Public Works reductions and deficiencies.

Fiscal 2014

Similar to other State agencies, FIA's legislative appropriation was reduced through negative deficiencies on general, special, and federal funds for employee and retiree health insurance, retirement reinvestment, and creation of a State employee information system by $1,792,283, $63,906, and $1,704,326, respectively. Other deficiency and negative deficiencies included:

- A fund swap of $3,000,000 between general and federal funds in Local Family Investment to recognize available federal funds for implementation of the Affordable Care Act. These funds were used to pay the salaries of workers focusing on recruitment and eligibility. An additional $1,846,000 in general funds was withdrawn with the expectation of a reimbursable fund budget amendment from the Maryland Health Benefits Exchange, though no amendment was processed.

- A reduction of $4,938,274 in general funds budgeted for assistance payments for TCA and EAFC, available due to declining caseloads.

There were also numerous budget amendments passed throughout the year. An employee cost-of-living adjustment (COLA) and increments added $774,385 in general funds, $46,443 in special funds, and $1,253,074 in federal funds.

Two closeout amendments realigned and added funds throughout the FIA budget affecting general, special, and federal funds. Actions included in the budget amendments were:

- an additional $74,621,525 in federal funds due to growing SNAP caseloads;

- an increase of $15,620,143 in federal TANF dollars appropriated to Assistance Payments allowing for a reduction of $3,266,589 in general funds;

- an increase of $11,413,291 in general funds to cover lower than budgeted salary spending in Local Family Investment; and

- special fund increases of $3,279,519 in the FIA Director's Office and $2,199,376 in the Local Family Investment program to cover salary spending in both units. These increases allowed for a general fund decrease of $1,092,753, funding that had originally been budgeted for salaries in the FIA Director's Office.

At the end of the fiscal year, some spending authority for general, special, and federal funds went unused. The general fund reversion totaled $2,600,003 and was due to the declining TCA caseload. The special fund cancellation totaled $17,578,391 and had two causes: lower than budgeted attainment of the Child Support Offset and an effort to clear out a prior year shortfall ($9,962,688); and lower than budgeted spending of the Interim Assistance Reimbursement for SSI recipients ($7,615,703).

The federal fund cancellation of $12,505,351 had a number of contributing factors: $5,457,270 in lower than expected attainment of Medical Assistance funds, $3,010,893 in Foster Care Title IV-E funds, and $1,541,125 in Child Care Mandatory and Matching Funds; $2,299,016 in TANF funds were cancelled due to a need for that spending elsewhere in the DHR budget, and $197,047 in Discretionary Targeted Assistance Grants were cancelled due to lower than expected attainment of the funds.

Fiscal 2015

Shortly after the beginning of fiscal 2015, BPW approved a round of general fund spending reductions for cost containment. FIA only had one reduction, $450,000 from the Local Family Investment program in general funds from increased turnover.

Like all State agencies, FIA received budget amendments for an employee COLA of $273,975, in general funds, $20,967 in special funds, and $711,963 in federal funds.

Appendix 2

Audit Findings

Audit Period for Last Audit:	November 17, 2009 – August 12, 2012
Issue Date:	June 2014
Number of Findings:	1
Number of Repeat Findings:	0
% of Repeat Findings:	n/a
Rating: (if applicable)	n/a

Finding 1: DHR recorded unsupported special fund revenue transactions to offset deficit balances which resulted from expenditures exceeding revenues in one program.

Object/Fund Difference Report
DHR – Family Investment Administration

Object/Fund	FY 14 Actual	FY 15 Working Appropriation	FY 16 Allowance	FY 15 - FY 16 Amount Change	Percent Change
Positions					
01 Regular	2,082.42	2,126.42	2,125.42	-1.00	0%
02 Contractual	97.49	68.00	68.00	0.00	0%
Total Positions	**2,179.91**	**2,194.42**	**2,193.42**	**-1.00**	**0%**
Objects					
01 Salaries and Wages	$ 135,609,371	$ 128,531,162	$ 140,109,498	$ 11,578,336	9.0%
02 Technical and Spec. Fees	3,691,160	2,360,351	2,517,319	156,968	6.7%
03 Communication	1,212,877	1,280,275	1,180,611	-99,664	-7.8%
04 Travel	266,152	131,070	177,374	46,304	35.3%
06 Fuel and Utilities	1,718,941	1,229,705	1,655,985	426,280	34.7%
07 Motor Vehicles	68,933	22,379	25,038	2,659	11.9%
08 Contractual Services	61,876,033	62,435,001	60,150,994	-2,284,007	-3.7%
09 Supplies and Materials	1,261,798	895,941	786,541	-109,400	-12.2%
10 Equipment – Replacement	43,594	0	0	0	0.0%
11 Equipment – Additional	412,792	0	0	0	0.0%
12 Grants, Subsidies, and Contributions	1,378,953,384	1,479,709,654	1,387,121,863	-92,587,791	-6.3%
13 Fixed Charges	15,206,451	14,132,103	14,530,277	398,174	2.8%
Total Objects	**$ 1,600,321,486**	**$ 1,690,727,641**	**$ 1,608,255,500**	**-$ 82,472,141**	**-4.9%**
Funds					
01 General Fund	$ 139,068,418	$ 138,797,889	$ 141,832,636	$ 3,034,747	2.2%
03 Special Fund	9,313,260	21,277,165	19,466,469	-1,810,696	-8.5%
05 Federal Fund	1,451,939,808	1,529,268,071	1,446,956,395	-82,311,676	-5.4%
09 Reimbursable Fund	0	1,384,516	0	-1,384,516	-100.0%
Total Funds	**$ 1,600,321,486**	**$ 1,690,727,641**	**$ 1,608,255,500**	**-$ 82,472,141**	**-4.9%**

Note: The fiscal 2015 working appropriation does not include January 2015 Board of Public Works reductions and deficiencies. The fiscal 2016 allowance does not reflect contingent or across-the-board reductions.

Appendix 4

Fiscal Summary
DHR – Family Investment Administration

Program/Unit	FY 14 Actual	FY 15 Wrk Approp	FY 16 Allowance	Change	FY 15 - FY 16 % Change
02 Local Family Investment Program	$ 148,901,733	$ 150,901,842	$ 162,547,484	$ 11,645,642	7.7%
08 Assistance Payments	1,354,550,343	1,445,556,947	1,352,558,748	-92,998,199	-6.4%
10 Work Opportunities	34,565,742	34,919,145	33,331,529	-1,587,616	-4.5%
04 Director's Office	30,470,626	31,761,407	32,249,805	488,398	1.5%
05 Maryland Office for Refugees and Asylees	13,092,606	14,622,476	14,410,177	-212,299	-1.5%
07 Office of Grants Management	18,740,436	12,965,824	13,157,757	191,933	1.5%
Total Expenditures	**$ 1,600,321,486**	**$ 1,690,727,641**	**$ 1,608,255,500**	**-$ 82,472,141**	**-4.9%**
General Fund	$ 139,068,418	$ 138,797,889	$ 141,832,636	$ 3,034,747	2.2%
Special Fund	9,313,260	21,277,165	19,466,469	-1,810,696	-8.5%
Federal Fund	1,451,939,808	1,529,268,071	1,446,956,395	-82,311,676	-5.4%
Total Appropriations	**$ 1,600,321,486**	**$ 1,689,343,125**	**$ 1,608,255,500**	**-$ 81,087,625**	**-4.8%**
Reimbursable Fund	$ 0	$ 1,384,516	$ 0	-$ 1,384,516	-100.0%
Total Funds	**$ 1,600,321,486**	**$ 1,690,727,641**	**$ 1,608,255,500**	**-$ 82,472,141**	**-4.9%**

Note: The fiscal 2015 working appropriation does not include January 2015 Board of Public Works reductions and deficiencies. The fiscal 2016 allowance does not reflect contingent or across-the-board reductions.