

By: Naishtat

H.B. No. 4558

A BILL TO BE ENTITLED

AN ACT

relating to the recruitment, employment, and retention of certain Department of Family and Protective Services caseworkers.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter B, Chapter 40, Human Resources Code, is amended by adding Section 40.0327 to read as follows:

Sec. 40.0327. RECRUITMENT AND RETENTION OF CASEWORKERS.

The department shall improve its recruitment and retention efforts by:

(1) offering a recruitment and retention bonus for direct delivery caseworker positions experiencing the highest turnover;

(2) standardizing the certification process for all child protective services caseworkers regardless of category so that each caseworker will be eligible for promotion not later than the end of the 18th month after the date the caseworker begins employment;

(3) expanding the department's educational stipend program; and

(4) improving employee training.

SECTION 2. On and after the effective date of this Act, the Department of Family and Protective Services shall hire all entry-level caseworkers at the level of Protective Services Specialist II. On the effective date of this Act, the department

1 shall promote all employees employed at the level of Protective
2 Services Specialist I to Protective Services Specialist II.

3 SECTION 3. This Act takes effect immediately if it receives
4 a vote of two-thirds of all the members elected to each house, as
5 provided by Section 39, Article III, Texas Constitution. If this
6 Act does not receive the vote necessary for immediate effect, this
7 Act takes effect September 1, 2009.