

SENATE AMENDMENTS

2nd Printing

By: Raymond

H.B. No. 753

A BILL TO BE ENTITLED

AN ACT

relating to the recruitment and retention of certain caseworkers employed by the Department of Family and Protective Services.

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

SECTION 1. Subchapter B, Chapter 40, Human Resources Code, is amended by adding Sections 40.0327 and 40.0328 to read as follows:

Sec. 40.0327. PREEMPLOYMENT ASSESSMENT; PREFERENCE.

(a) The department shall use special assessment tools in screening applicants for employment with the child protective services division in order to match an applicant with the position in the division for which an applicant would be best suited based on the applicant's skills, personality traits, and experience.

(b) The department shall give favorable consideration to an applicant for an entry-level caseworker position who has a master's degree or bachelor's degree in social work over other applicants who have comparable skills.

Sec. 40.0328. SALARY STUDY. (a) The department shall study the salaries of each type of child protective services caseworker to determine the role salary plays in the recruitment and retention of caseworkers and in the turnover rate for each type of caseworker.

(b) Not later than December 1, 2012, the department shall report the results of the study and any recommendations to the governor, lieutenant governor, speaker of the house of

1 representatives, and standing committee of each house of the
2 legislature with jurisdiction over the department.

3 (c) The commission shall consider contracting with an
4 institution of higher education, as defined by Section 61.003,
5 Education Code, to perform the study required by this section.

6 (d) This section expires September 1, 2013.

7 SECTION 2. This Act takes effect immediately if it receives
8 a vote of two-thirds of all the members elected to each house, as
9 provided by Section 39, Article III, Texas Constitution. If this
10 Act does not receive the vote necessary for immediate effect, this
11 Act takes effect September 1, 2011.

ADOPTED

MAY 20 2011

Atty Gen
Secretary of the Senate

FLOOR AMENDMENT NO. 1

BY: *Roger W. N.*

1 Amend H.B. 753 (senate committee printing) by adding the
2 following appropriately numbered SECTIONS to the bill and
3 renumbering subsequent SECTIONS of the bill accordingly:

4 SECTION ____ . Subchapter C, Chapter 40, Human Resources
5 Code, is amended by adding Section 40.074 to read as follows:

6 Sec. 40.074. CHILD WELFARE ASSESSMENT TASK FORCE. (a) The
7 child welfare assessment task force is established to:

8 (1) study the assessments used by the department to
9 determine the appropriate placement, treatment, and service needs
10 for a child;

11 (2) develop a list of tools for providers to use when
12 conducting behavioral assessments of children in the child welfare
13 system; and

14 (3) develop guidelines regarding the contents of
15 assessment reports.

16 (b) The task force consists of the following members
17 appointed by the executive commissioner:

18 (1) one member from the National Association of Social
19 Workers, Texas Chapter;

20 (2) one member from the Texas Foster Family
21 Association;

22 (3) one member from the Texas Psychological
23 Association;

24 (4) one member who is a member of the department's
25 public-private partnership regarding foster care redesign;

26 (5) one member who receives or has received mental
27 health services as a foster child;

28 (6) one member who is an advocate for children's
29 interests in the child welfare system;

1 (7) one member who is a judge with experience working
2 with cases involving child protective services;

3 (8) one member who is a parent with experience in the
4 child welfare system;

5 (9) three members who are clinicians with experience
6 in, and knowledge of, comprehensive assessments and training in
7 trauma-informed assessment and care;

8 (10) one member from the department; and

9 (11) one member from the commission.

10 (c) Each member appointed to the task force must have
11 experience and expertise relating to children's behavioral health
12 and the study and prevention of child abuse and neglect.

13 (d) The task force shall elect a presiding officer by a vote
14 of the membership of the task force.

15 (e) The task force shall meet at the call of the presiding
16 officer.

17 (f) Not later than December 1, 2012, the task force shall
18 prepare and submit to the commissioner a report containing:

19 (1) a description of the activities of the task force;
20 and

21 (2) the findings and recommendations of the task
22 force, including:

23 (A) a list of tools for providers to use when
24 conducting behavioral assessments of children in the child welfare
25 system; and

26 (B) guidelines regarding the contents of
27 assessment reports.

28 (g) Not later than September 1, 2013, the department shall
29 adopt policies that incorporate the findings and recommendations of
30 the task force described by Subsection (f), to the extent that such
31 recommendations:

1 (1) are generally accepted standards of practice or
2 care for a physician, psychologist, or other professional who would
3 conduct the assessment; and

4 (2) can be implemented within existing fiscal
5 resources appropriated to the department.

6 (h) This section expires September 1, 2014.

7 SECTION _____. The executive commissioner of the Health and
8 Human Services Commission shall make the appointments to the child
9 welfare assessment task force created by this Act not later than
10 January 1, 2012.

LEGISLATIVE BUDGET BOARD

Austin, Texas

FISCAL NOTE, 82ND LEGISLATIVE REGULAR SESSION

May 23, 2011

TO: Honorable Joe Straus, Speaker of the House, House of Representatives

FROM: John S O'Brien, Director, Legislative Budget Board

IN RE: HB753 by Raymond (Relating to the recruitment and retention of certain caseworkers employed by the Department of Family and Protective Services.), **As Passed 2nd House**

No significant fiscal implication to the State is anticipated.

The bill would amend Chapter 40, Human Resources Code, by adding Sections 40.0327 and 40.0328, and 40.074. The bill would require the Department of Family and Protective Services (DFPS) to use special assessment tools to match applicants for employment with Child Protective Services (CPS) with the position in the division for which an applicant would be best suited based on the applicant's skills, personality traits, and experience. The bill would require DFPS to give preference for certain positions to applicants who have a master's or bachelor's degree in social work. The bill would also require DFPS to study the salaries of each type of CPS caseworker to determine the role salary plays in the recruitment and retention of caseworkers and in the turnover rate for each type of caseworker. The Health and Human Services Commission is directed to consider contracting with an institution of higher education to perform the study required by this section. Not later than December 1, 2012, DFPS must report the findings to the Legislature.

The bill would establish a Child Welfare Task Force to determine the appropriate placement, treatment, and service needs for a child; develop a list of tools for providers to use when conducting behavioral assessments for children in the child welfare system; and develop guidelines regarding the contents of assessment reports. The Task Force would be required to submit a report to the commissioner by December 1, 2012 containing a description of the Task Force's activities and findings. The bill would require DFPS to adopt policies incorporating the Task Force's findings by September 1, 2013, provided the recommendations can be implemented within existing resources.

It is assumed DFPS could implement the bill within existing resources

Local Government Impact

No fiscal implication to units of local government is anticipated.

Source Agencies: 530 Family and Protective Services, Department of, 710 Texas A&M University System Administrative and General Offices, 720 The University of Texas System Administration

LBB Staff: JOB, NB, CL, MB, VJC

LEGISLATIVE BUDGET BOARD

Austin, Texas

FISCAL NOTE, 82ND LEGISLATIVE REGULAR SESSION

May 10, 2011

TO: Honorable Jane Nelson, Chair, Senate Committee on Health & Human Services

FROM: John S O'Brien, Director, Legislative Budget Board

IN RE: HB753 by Raymond (Relating to the recruitment and retention of certain caseworkers employed by the Department of Family and Protective Services.), **As Engrossed**

No significant fiscal implication to the State is anticipated.

The bill would amend Chapter 40, Human Resources Code, by adding Sections 40.0327 and 40.0328. The bill would require the Department of Family and Protective Services (DFPS) to use special assessment tools to match applicants for employment with Child Protective Services (CPS) with the position in the division for which an applicant would be best suited based on the applicant's skills, personality traits, and experience. The bill would require DFPS to give preference for certain positions to applicants that have a master's or bachelor's degree in social work. The bill would also require DFPS to study the salaries of each type of CPS caseworker to determine the role salary plays in the recruitment and retention of caseworkers and in the turnover rate for each type of caseworker. The Health and Human Services Commission is directed to consider contracting with an institution of higher education to perform the study required by this section. Not later than December 1, 2012, DFPS must report the findings to the Legislature.

DFPS states there would be a minimal cost to implement the bill.

Local Government Impact

No fiscal implication to units of local government is anticipated.

Source Agencies: 530 Family and Protective Services, Department of, 710 Texas A&M University System Administrative and General Offices, 720 The University of Texas System Administration

LBB Staff: JOB, NB, CL, MB, VJC

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 82ND LEGISLATIVE REGULAR SESSION

April 28, 2011

TO: Honorable Richard Pena Raymond, Chair, House Committee on Human Services

FROM: John S O'Brien, Director, Legislative Budget Board

IN RE: HB753 by Raymond (Relating to the recruitment and retention of certain caseworkers employed by the Department of Family and Protective Services.), **Committee Report 1st House, Substituted**

No significant fiscal implication to the State is anticipated.

The bill would amend Chapter 40, Human Resources Code, by adding Sections 40.0327 and 40.0328. The bill would require the Department of Family and Protective Services (DFPS) to use special assessment tools to match applicants for employment with Child Protective Services (CPS) with the position in the division for which an applicant would be best suited based on the applicant's skills, personality traits, and experience. The bill would require DFPS to give preference for certain positions to applicants that have a master's or bachelor's degree in social work. The bill would also require DFPS to study the salaries of each type of CPS caseworker to determine the role salary plays in the recruitment and retention of caseworkers and in the turnover rate for each type of caseworker. The Health and Human Services Commission is directed to consider contracting with an institution of higher education to perform the study required by this section. Not later than December 1, 2012, DFPS must report the findings to the Legislature.

DFPS states there would be a minimal cost to implement the bill.

Local Government Impact

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Source Agencies: 530 Family and Protective Services, Department of, 710 Texas A&M University System Administrative and General Offices, 720 The University of Texas System Administration

LBB Staff: JOB, NB, CL, MB, VJC

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 82ND LEGISLATIVE REGULAR SESSION

April 11, 2011

TO: Honorable Richard Pena Raymond, Chair, House Committee on Human Services

FROM: John S O'Brien, Director, Legislative Budget Board

IN RE: HB753 by Raymond (Relating to the recruitment and retention of certain caseworkers employed by the Department of Family and Protective Services.), **As Introduced**

No significant fiscal implication to the State is anticipated.

The bill would amend Chapter 40, Human Resources Code, by adding Sections 40.0327 and 40.0328. The bill would require the Department of Family and Protective Services (DFPS) to use special assessment tools to match applicants for employment with Child Protective Services (CPS) with the position in the division for which an applicant would be best suited based on the applicant's skills, personality traits, and experience. The bill would also require DFPS to study the salaries of each type of CPS caseworker to determine the role salary plays in the recruitment and retention of caseworkers and in the turnover rate for each type of caseworker. The Health and Human Services Commission is directed to consider contracting with an institution of higher education to perform the study required by this section. Not later than December 1, 2012, DFPS must report the findings to the Legislature.

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