

## **BILL ANALYSIS**

S.B. 771  
By: Uresti  
Human Services  
Committee Report (Unamended)

### **BACKGROUND AND PURPOSE**

According to a Senate Health and Human Services Committee interim report, one of the ways that the child protective services division of the Department of Family and Protective Services (CPS) can reduce turnover is to train CPS supervisors prior to placement. While CPS currently has a required training for supervisors, individuals promoted to a supervisory position have up to 60 days after they assume the position to complete the training. This is a significant amount of time to have a supervisor with inadequate training leading a team of employees. A CPS supervisor is more effective if he or she is equipped to handle the responsibilities that come along with being a CPS supervisor. S.B. 771 requires any CPS employee who is hired for or promoted to a supervisory position to receive training before assuming the role of a supervisor. The desired outcome of the bill includes a lower turnover rate.

S.B. 771 amends current law relating to training for certain employees of the Department of Family and Protective Services.

### **RULEMAKING AUTHORITY**

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

### **ANALYSIS**

SECTION 1. Amends Subchapter B, Chapter 40, Human Resources Code, by adding Section 40.037, as follows:

Sec. 40.037. TRAINING PROGRAM FOR CHILD PROTECTIVE SERVICES MANAGERS. (a) Requires the Department of Family and Protective Services (DFPS) to develop and implement a training program that each employee who is newly hired or promoted to a management position in the child protective services division must complete before the employee begins serving in the management position.

(b) Requires that the training program be designed to assist the employee in developing skills, including communication, decision making, and strategic thinking skills, to prepare the employee to assume management duties, including managing employee workloads, conducting effective unit meetings, managing a mobile workforce, implementing program and operational policies, and completing performance plans.

(c) Authorizes DFPS to waive the training required by this section for an employee who has completed another training program provided by DFPS that is similar to the management training required by this section.

SECTION 2. Provides that Section 40.037, Human Resources Code, as added by this Act, applies only to a person who is newly hired or promoted to a management position in the child protective services division of DFPS on or after January 1, 2014.

### **EFFECTIVE DATE**

January 1, 2014.