

By: Uresti

S.B. No. 1758

A BILL TO BE ENTITLED

AN ACT

relating to the establishment of a task force to examine hiring and management practices of the Department of Family and Protective Services.

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

SECTION 1. Chapter 531, Government Code, is amended by adding Subchapter X to read as follows:

SUBCHAPTER X. TASK FORCE TO EXAMINE CHILD PROTECTIVE SERVICES

HIRING AND MANAGEMENT PRACTICES

Sec. 531.971. DEFINITIONS. In this subchapter:

(1) "Commission" means the Health and Human Services Commission.

(2) "Department" means the Department of Family and Protective Services.

(3) "Division" means the child protective services division of the Department of Family and Protective Services.

(4) "Task force" means the Task Force to Examine Hiring and Management Practices to Improve Hiring and Retention of Child Protective Services Caseworkers and Improve Child Welfare.

Sec. 531.972. ESTABLISHMENT OF TASK FORCE; COMPOSITION.

(a) The task force is established to examine hiring and management practices, to develop policy recommendations, if needed, and to design a comprehensive performance-based compensation and recognition system with the goal of increasing retention and

1 reducing turnover of division caseworkers.

2 (b) The task force is composed of:

3 (1) the following members appointed jointly by the
4 chair of the Senate Health and Human Services Committee and the
5 chair of the House Human Services Committee:

6 (A) one member from the department
7 administration;

8 (B) one former division caseworker;

9 (C) three members from the department, each of
10 whom is at a different stage of service in the division as follows:

11 (i) one current division caseworker;

12 (ii) one current division supervisor; and

13 (iii) one current division program
14 director;

15 (D) two chief executive officers of corporations
16 that use performance-based compensation in their organization;

17 (E) one consultant for a nonprofit organization
18 that specializes in human resources and recruitment and retention
19 initiatives;

20 (F) two human resources directors for for-profit
21 entities who are familiar with performance-based compensation and
22 the recruitment and retention of employees; and

23 (G) one member from a statewide advocacy
24 organization that advocates in the field of child protective
25 services;

26 (2) one member from the human resources department of
27 the commission appointed by the executive commissioner of the

1 Health and Human Services Commission; and

2 (3) any other person the chair of the Senate Health and
3 Human Services Committee and the chair of the House Human Services
4 Committee jointly determine to be appropriate.

5 Sec. 531.973. VACANCY. A vacancy on the task force shall be
6 filled in the same manner as the original appointment.

7 Sec. 531.974. PRESIDING OFFICER. The member appointed by
8 the executive commissioner of the Health and Human Services
9 Commission shall serve as the presiding officer of the task force.

10 Sec. 531.975. MEETINGS. The task force shall meet at the
11 call of the presiding officer.

12 Sec. 531.976. COMPENSATION; REIMBURSEMENT. Members of the
13 task force are not entitled to compensation or reimbursement for
14 expenses.

15 Sec. 531.977. DUTIES. (a) The task force shall:

16 (1) receive reports and testimony from individuals,
17 state and local agencies, community-based organizations, and other
18 public and private organizations;

19 (2) examine hiring and management practices that
20 reduce turnover and improve outcomes for children, including
21 performance-based compensation and recognition, increasing the
22 percentage of hiring specialists with prior division experience,
23 improving caseworker screening processes, improving caseworker
24 assignments to best fit employee skills, involving unit supervisors
25 in the hiring and academy training processes, implementing a
26 statewide mentorship program, and developing caseworker unit
27 assignment process to particular geographic regions; and

1 (3) develop any necessary policy recommendations.

2 (b) The task force shall prepare a report that includes:

3 (1) a description of the activities of the task force;

4 (2) the findings and recommendations of the task
5 force, including any proposed policy recommendations; and

6 (3) any proposals for legislation or other matters the
7 task force considers appropriate.

8 (c) Not later than September 1, 2014, the task force shall
9 submit the report required by Subsection (b) to the governor, the
10 lieutenant governor, the speaker of the house of representatives,
11 and the appropriate committees of the senate and the house of
12 representatives.

13 Sec. 531.978. ADMINISTRATIVE SUPPORT. The commission shall
14 provide reasonably necessary administrative and technical support
15 for task force activities.

16 Sec. 531.979. RULEMAKING ASSISTANCE. The department shall
17 seek the assistance of the task force if the department proposes to
18 adopt or amend a rule as the result of a recommendation of the task
19 force.

20 Sec. 531.980. APPLICABILITY OF ADVISORY COMMITTEE LAW.
21 Chapter 2110 does not apply to the task force.

22 Sec. 531.981. EXPIRATION. The task force is abolished and
23 this subchapter expires September 1, 2015.

24 SECTION 2. As soon as practicable after the effective date
25 of this Act, the appropriate persons shall appoint the members of
26 the task force created by Subchapter X, Chapter 531, Government
27 Code, as added by this Act.

1 SECTION 3. This Act takes effect immediately if it receives
2 a vote of two-thirds of all the members elected to each house, as
3 provided by Section 39, Article III, Texas Constitution. If this
4 Act does not receive the vote necessary for immediate effect, this
5 Act takes effect September 1, 2013.