

1-1 By: Uresti S.B. No. 1758
 1-2 (In the Senate - Filed March 8, 2013; March 25, 2013, read
 1-3 first time and referred to Committee on Health and Human Services;
 1-4 April 22, 2013, reported favorably by the following vote: Yeas 9,
 1-5 Nays 0; April 22, 2013, sent to printer.)

1-6 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-7				
1-8	X			
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14	X			
1-15	X			
1-16	X			

1-17 A BILL TO BE ENTITLED
 1-18 AN ACT

1-19 relating to the establishment of a task force to examine hiring and
 1-20 management practices of the Department of Family and Protective
 1-21 Services.

1-22 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-23 SECTION 1. Chapter 531, Government Code, is amended by
 1-24 adding Subchapter X to read as follows:

1-25 SUBCHAPTER X. TASK FORCE TO EXAMINE CHILD PROTECTIVE SERVICES
 1-26 HIRING AND MANAGEMENT PRACTICES

1-27 Sec. 531.971. DEFINITIONS. In this subchapter:

1-28 (1) "Commission" means the Health and Human Services
 1-29 Commission.

1-30 (2) "Department" means the Department of Family and
 1-31 Protective Services.

1-32 (3) "Division" means the child protective services
 1-33 division of the Department of Family and Protective Services.

1-34 (4) "Task force" means the Task Force to Examine
 1-35 Hiring and Management Practices to Improve Hiring and Retention of
 1-36 Child Protective Services Caseworkers and Improve Child Welfare.

1-37 Sec. 531.972. ESTABLISHMENT OF TASK FORCE; COMPOSITION.

1-38 (a) The task force is established to examine hiring and management
 1-39 practices, to develop policy recommendations, if needed, and to
 1-40 design a comprehensive performance-based compensation and
 1-41 recognition system with the goal of increasing retention and
 1-42 reducing turnover of division caseworkers.

1-43 (b) The task force is composed of:

1-44 (1) the following members appointed jointly by the
 1-45 chair of the Senate Health and Human Services Committee and the
 1-46 chair of the House Human Services Committee:

1-47 (A) one member from the department
 1-48 administration;

1-49 (B) one former division caseworker;

1-50 (C) three members from the department, each of
 1-51 whom is at a different stage of service in the division as follows:

1-52 (i) one current division caseworker;

1-53 (ii) one current division supervisor; and

1-54 (iii) one current division program
 1-55 director;

1-56 (D) two chief executive officers of corporations
 1-57 that use performance-based compensation in their organization;

1-58 (E) one consultant for a nonprofit organization
 1-59 that specializes in human resources and recruitment and retention
 1-60 initiatives;

1-61 (F) two human resources directors for for-profit

2-1 entities who are familiar with performance-based compensation and
2-2 the recruitment and retention of employees; and

2-3 (G) one member from a statewide advocacy
2-4 organization that advocates in the field of child protective
2-5 services;

2-6 (2) one member from the human resources department of
2-7 the commission appointed by the executive commissioner of the
2-8 Health and Human Services Commission; and

2-9 (3) any other person the chair of the Senate Health and
2-10 Human Services Committee and the chair of the House Human Services
2-11 Committee jointly determine to be appropriate.

2-12 Sec. 531.973. VACANCY. A vacancy on the task force shall be
2-13 filled in the same manner as the original appointment.

2-14 Sec. 531.974. PRESIDING OFFICER. The member appointed by
2-15 the executive commissioner of the Health and Human Services
2-16 Commission shall serve as the presiding officer of the task force.

2-17 Sec. 531.975. MEETINGS. The task force shall meet at the
2-18 call of the presiding officer.

2-19 Sec. 531.976. COMPENSATION; REIMBURSEMENT. Members of the
2-20 task force are not entitled to compensation or reimbursement for
2-21 expenses.

2-22 Sec. 531.977. DUTIES. (a) The task force shall:

2-23 (1) receive reports and testimony from individuals,
2-24 state and local agencies, community-based organizations, and other
2-25 public and private organizations;

2-26 (2) examine hiring and management practices that
2-27 reduce turnover and improve outcomes for children, including
2-28 performance-based compensation and recognition, increasing the
2-29 percentage of hiring specialists with prior division experience,
2-30 improving caseworker screening processes, improving caseworker
2-31 assignments to best fit employee skills, involving unit supervisors
2-32 in the hiring and academy training processes, implementing a
2-33 statewide mentorship program, and developing caseworker unit
2-34 assignment process to particular geographic regions; and

2-35 (3) develop any necessary policy recommendations.

2-36 (b) The task force shall prepare a report that includes:

2-37 (1) a description of the activities of the task force;

2-38 (2) the findings and recommendations of the task
2-39 force, including any proposed policy recommendations; and

2-40 (3) any proposals for legislation or other matters the
2-41 task force considers appropriate.

2-42 (c) Not later than September 1, 2014, the task force shall
2-43 submit the report required by Subsection (b) to the governor, the
2-44 lieutenant governor, the speaker of the house of representatives,
2-45 and the appropriate committees of the senate and the house of
2-46 representatives.

2-47 Sec. 531.978. ADMINISTRATIVE SUPPORT. The commission shall
2-48 provide reasonably necessary administrative and technical support
2-49 for task force activities.

2-50 Sec. 531.979. RULEMAKING ASSISTANCE. The department shall
2-51 seek the assistance of the task force if the department proposes to
2-52 adopt or amend a rule as the result of a recommendation of the task
2-53 force.

2-54 Sec. 531.980. APPLICABILITY OF ADVISORY COMMITTEE LAW.
2-55 Chapter 2110 does not apply to the task force.

2-56 Sec. 531.981. EXPIRATION. The task force is abolished and
2-57 this subchapter expires September 1, 2015.

2-58 SECTION 2. As soon as practicable after the effective date
2-59 of this Act, the appropriate persons shall appoint the members of
2-60 the task force created by Subchapter X, Chapter 531, Government
2-61 Code, as added by this Act.

2-62 SECTION 3. This Act takes effect immediately if it receives
2-63 a vote of two-thirds of all the members elected to each house, as
2-64 provided by Section 39, Article III, Texas Constitution. If this
2-65 Act does not receive the vote necessary for immediate effect, this
2-66 Act takes effect September 1, 2013.