

By: Uresti

S.B. No. 497

A BILL TO BE ENTITLED

AN ACT

relating to the creation of an office of data analytics in 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 Section 40.041 to read as follows:

Sec. 40.041. OFFICE OF DATA ANALYTICS. The department shall create an office of data analytics. The office shall report to the deputy commissioner and may perform any of the following functions, as determined by the department:

(1) monitor management trends;

(2) analyze employee exit surveys and interviews;

(3) evaluate the effectiveness of employee retention efforts, including merit pay;

(4) create and manage a system for handling employee complaints submitted by the employee outside of an employee's direct chain of command, including anonymous complaints;

(5) monitor and provide reports to department management personnel on:

(A) employee complaint data and trends in employee complaints;

(B) compliance with annual department performance evaluation requirements; and

(C) the department's use of positive performance

1 levels for employees;

2 (6) track employee tenure and internal employee
3 transfers within both the child protective services division and
4 the department;

5 (7) use data analytics to predict workforce shortages
6 and identify areas of the department with high rates of employee
7 turnover, and develop a process to inform the deputy commissioner
8 and other appropriate staff regarding the office's findings;

9 (8) create and monitor reports on key metrics of
10 agency performance;

11 (9) analyze available data, including data on employee
12 training, for historical and predictive department trends; and

13 (10) conduct any other data analysis the department
14 determines to be appropriate for improving performance, meeting the
15 department's current business needs, or fulfilling the powers and
16 duties of the department.

17 SECTION 2. As soon as possible after the effective date of
18 this Act, the commissioner of the Department of Family and
19 Protective Services shall establish the office of data analytics
20 required by Section 40.041, Human Resources Code, as added by this
21 Act. The commissioner and the executive commissioner of the Health
22 and Human Services Commission shall transfer appropriate staff as
23 necessary to conduct the duties of the office.

24 SECTION 3. This Act takes effect September 1, 2017.