

1-1 By: Uresti S.B. No. 497
 1-2 (In the Senate - Filed January 17, 2017; February 6, 2017,
 1-3 read first time and referred to Committee on Health & Human
 1-4 Services; March 13, 2017, reported adversely, with favorable
 1-5 Committee Substitute by the following vote: Yeas 8, Nays 0;
 1-6 March 13, 2017, sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
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	X			

1-18 COMMITTEE SUBSTITUTE FOR S.B. No. 497 By: Uresti

1-19 A BILL TO BE ENTITLED
 1-20 AN ACT

1-21 relating to the creation of an office of data analytics in the
 1-22 Department of Family and Protective Services.

1-23 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-24 SECTION 1. Subchapter B, Chapter 40, Human Resources Code,
 1-25 is amended by adding Section 40.041 to read as follows:

1-26 Sec. 40.041. OFFICE OF DATA ANALYTICS. The department
 1-27 shall create an office of data analytics. The office shall report
 1-28 to the deputy commissioner and may perform any of the following
 1-29 functions, as determined by the department:

1-30 (1) monitor management trends;

1-31 (2) analyze employee exit surveys and interviews;

1-32 (3) evaluate the effectiveness of employee retention
 1-33 efforts, including merit pay;

1-34 (4) create and manage a system for handling employee
 1-35 complaints submitted by the employee outside of an employee's
 1-36 direct chain of command, including anonymous complaints;

1-37 (5) monitor and provide reports to department
 1-38 management personnel on:

1-39 (A) employee complaint data and trends in
 1-40 employee complaints;

1-41 (B) compliance with annual department
 1-42 performance evaluation requirements; and

1-43 (C) the department's use of positive performance
 1-44 levels for employees;

1-45 (6) track employee tenure and internal employee
 1-46 transfers within both the child protective services division and
 1-47 the department;

1-48 (7) use data analytics to predict workforce shortages
 1-49 and identify areas of the department with high rates of employee
 1-50 turnover, and develop a process to inform the deputy commissioner
 1-51 and other appropriate staff regarding the office's findings;

1-52 (8) create and monitor reports on key metrics of
 1-53 agency performance;

1-54 (9) analyze available data, including data on employee
 1-55 training, for historical and predictive department trends; and

1-56 (10) conduct any other data analysis the department
 1-57 determines to be appropriate for improving performance, meeting the
 1-58 department's current business needs, or fulfilling the powers and
 1-59 duties of the department.

1-60 SECTION 2. As soon as possible after the effective date of

2-1 this Act, the commissioner of the Department of Family and
2-2 Protective Services shall establish the office of data analytics
2-3 required by Section 40.041, Human Resources Code, as added by this
2-4 Act. The commissioner and the executive commissioner of the Health
2-5 and Human Services Commission shall transfer appropriate staff as
2-6 necessary to conduct the duties of the office.
2-7 SECTION 3. This Act takes effect September 1, 2017.

2-8

* * * * *