

05/22/2012 03:02:34 PM

HOUSE OF REPRESENTATIVES
CONFERENCE COMMITTEE REPORT

Mr. President:
Mr. Speaker:

The Conference Committee, to which was referred

HB3136

By: Steele of the House and Treat of the Senate

Title: Children; directing the Department of Human Services to develop and implement a plan to create a certification program for child welfare workers; effective date.

Together with Engrossed Senate Amendments thereto, beg leave to report that we have had the same under consideration and herewith return the same with the following recommendations:

1. That the Senate recede from Amendments No. 1 and No. 2 and that the attached conference committee substitute be adopted.

Respectfully submitted,

House Action _____ Date _____ Senate Action _____ Date _____

HOUSE CONFEREES

Billy

~~W.A.~~

Cox

Douglas G. Cox M.P.

Derby

David Derby

Enns

John Enns

Fourkiller

Phil Fourkiller

Kern

Sally Kern

Nelson

Gysson Nelson

Peterson

Pam Peterson

Pruett

R. Pruet

Roberts (Sean)

Sean Roberts

Sanders

Scott

HB3136 CCR B

SENATE CONFEREES

Ballenger	
Branan	<u>D.B. Duncan</u>
Brinkley	<u>[Signature]</u>
Burrage	
Crain	
David	<u>[Signature]</u>
Ford	<u>[Signature]</u>
Griffin	<u>[Signature]</u>
Halligan	<u>[Signature]</u>
Ivester	
Jolley	<u>[Signature]</u>
Justice	<u>[Signature]</u>
Marlatt	
Mazzei	<u>Mike Mazzei</u>
McAffrey	
Newberry	<u>[Signature]</u>
Nichols	<u>[Signature]</u>
Paddack	
Stanislawski	<u>[Signature]</u>
Sykes	
Wilson	<u>Wilson</u>
Wyrick	

House Action _____ Date _____ Senate Action _____ Date _____

House Action _____ Date _____ Senate Action _____ Date _____

1 STATE OF OKLAHOMA

2 2nd Session of the 53rd Legislature (2012)

3 CONFERENCE COMMITTEE
4 SUBSTITUTE
5 FOR ENGROSSED
6 HOUSE BILL NO. 3136

By: Steele, Rousselot, Nelson,
Ownbey and Peterson of the
House

7 and

8 Treat and McAffrey of the
9 Senate

10
11 CONFERENCE COMMITTEE SUBSTITUTE

12 An Act relating to children; directing the Department
13 of Human Services to develop and implement a plan to
14 create a workforce improvement program for child
15 welfare workers; stating purpose; specifying
16 requirements of plan; directing Department to
17 consider certain recommendations in the development
18 of the plan; establishing deadline for submission of
19 plan; requiring certain approval by Legislature;
20 establishing Child Welfare Specialist Compensation
21 Enhancement Revolving Fund; stating purpose;
22 specifying fund shall be a continuing fund; providing
23 for the appropriation and expenditure of monies from
24 Fund; stating legislative intent; providing for
codification; providing an effective date; and
declaring an emergency.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

1 SECTION 1. NEW LAW A new section of law to be codified
2 in the Oklahoma Statutes as Section 1-8-110 of Title 10A, unless
3 there is created a duplication in numbering, reads as follows:

4 A. The Department of Human Services shall develop a workforce
5 improvement plan for child welfare specialists that will increase
6 the number of staff, reduce turnover, and continue to improve the
7 experience level and practice competencies of staff responsible for
8 day-to-day work on child welfare cases. The plan shall include
9 recommendations to address worker training, assessments, discipline,
10 compensation, and contain, but not be limited to, the following
11 components:

12 1. An improved applicant review process for child welfare
13 specialist positions that screens for the appropriate
14 characteristics and skills proven to be indicators of an effective
15 child welfare specialist;

16 2. A competency-based assessment program for child welfare
17 specialists that may be implemented in multiple stages. Competency-
18 based assessment requires that a child welfare specialist shall:

- 19 a. successfully complete a job-family-level assessment
20 for competency and fitness for duty upon completion of
21 initial training,
- 22 b. maintain competency standards by successful completion
23 of the appropriate job-level competency assessment or
24

1 assessment by completion of the required yearly
2 training, and

3 c. successfully complete the appropriate competency-based
4 assessment for the job family level prior to any
5 career progression, demotion, transfer, except for
6 transfers within the same job family and level, or
7 promotion to any child welfare specialist position;

8 3. A plan to transition current child welfare specialists into
9 the competency-based program; and

10 4. A voluntary certification program that exceeds job-family
11 standards, enhances core competencies, and provides opportunities
12 for career growth or specialization within child welfare.

13 B. 1. In developing a plan which meets the requirements of
14 subsection A of this section, the Department shall research best
15 practices from other states and consult with active child welfare
16 specialists and take into consideration the recommendations and
17 concerns of employees affected by the competency-based assessment
18 and certification programs, and any other resources necessary to
19 develop the plan.

20 2. The plan shall be submitted no later than January 1, 2013.
21 The plan shall be subject to approval by the Legislature on or
22 before March 1, 2013. If the Legislature does not disapprove the
23 plan prior to March 1, 2013, the plan shall be considered to have
24 been approved and the Department will implement the plan by April 1,

1 2013. If the Legislature disapproves the plan, the Department shall
2 resubmit a new or modified plan by May 1, 2013. If the Legislature
3 does not disapprove the new or modified plan by the end of the 2013
4 Session, the plan shall be considered to have been approved and the
5 Department shall implement the new or modified plan by July 1, 2013.
6 If no plan is approved during the 2013 Session, the Department shall
7 resubmit a new or modified plan by January 1 of each year until the
8 plan has been approved.

9 C. There is hereby created in the State Treasury a revolving
10 fund to be designated the Child Welfare Specialist Compensation
11 Enhancement Revolving Fund. The purpose of the fund shall be to
12 provide for compensation for child welfare workers who have met the
13 components of a plan approved pursuant to subsection B of this
14 section. The fund shall be a continuing fund, not subject to fiscal
15 year limitations, and shall consist of all monies received from
16 transfers of appropriations made to the Department of Human Services
17 for the purpose of implementing subsections A and B of this section.

18 All monies accruing to the credit of said fund are hereby
19 appropriated and may be expended by the Department of Human Services
20 except that no expenditures shall be made until approval of the plan
21 created pursuant to subsection B of this section. Transfers from
22 the Child Welfare Specialist Compensation Enhancement Revolving Fund
23 to fund child welfare workers' pay shall be for purposes stated in
24 subsection A and B of this section.

1 D. It is the intent of the Legislature that adequate continuing
2 funding for implementation of the requirements of subsections A and
3 B of this section shall be included in the base pay of eligible
4 child welfare specialists meeting the requirements of this section
5 and in the base appropriation of the Department of Human Services in
6 subsequent years after approval of the plan by the Legislature.

7 SECTION 2. This act shall become effective July 1, 2012.

8 SECTION 3. It being immediately necessary for the preservation
9 of the public peace, health and safety, an emergency is hereby
10 declared to exist, by reason whereof this act shall take effect and
11 be in full force from and after its passage and approval.

12

13 53-2-10545 SDR 05/18/12

14

15

16

17

18

19

20

21

22

23

24