

1 STATE OF OKLAHOMA

2 1st Session of the 54th Legislature (2013)

3 COMMITTEE SUBSTITUTE
4 FOR ENGROSSED

5 SENATE BILL NO. 521

By: Treat and David of the
Senate

6 and

7 Nelson of the House

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9
10 COMMITTEE SUBSTITUTE

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

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

SECTION 1. NEW LAW A new section of law to be codified
in the Oklahoma Statutes as Section 1-8-111 of Title 10A, unless
there is created a duplication in numbering, reads as follows:

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

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

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

- 16 a. successfully complete a job-family-level assessment
17 for competency and fitness for duty upon completion of
18 initial training,
- 19 b. maintain competency standards by successful completion
20 of the appropriate job-level competency assessment or
21 assessment by completion of the required yearly
22 training, and
- 23 c. successfully complete the appropriate competency-based
24 assessment for the job family level prior to any

1 career progression, demotion, transfer, except for
2 transfers within the same job family and level, or
3 promotion to any child welfare specialist position;

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

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

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

16 2. The plan shall be submitted no later than January 1, 2014.
17 The plan shall be subject to approval by the Legislature on or
18 before March 1, 2014. If the Legislature does not disapprove the
19 plan prior to March 1, 2014, the plan shall be considered to have
20 been approved and the Department will implement the plan by April 1,
21 2014. If the Legislature disapproves the plan, the Department shall
22 resubmit a new or modified plan by May 1, 2014. If the Legislature
23 does not disapprove the new or modified plan by the end of the 2014
24 Session, the plan shall be considered to have been approved and the

1 Department shall implement the new or modified plan by July 1, 2014.
2 If no plan is approved during the 2014 Session, the Department shall
3 resubmit a new or modified plan by January 1 of each year until the
4 plan has been approved.

5 C. There is hereby created in the State Treasury a revolving
6 fund to be designated the Child Welfare Specialist Compensation
7 Enhancement Revolving Fund. The purpose of the fund shall be to
8 provide for compensation for child welfare workers who have met the
9 components of a plan approved pursuant to subsection B of this
10 section. The fund shall be a continuing fund, not subject to fiscal
11 year limitations, and shall consist of all monies received from
12 transfers of appropriations made to the Department of Human Services
13 for the purpose of implementing subsections A and B of this section.
14 All monies accruing to the credit of said fund are hereby
15 appropriated and may be expended by the Department of Human Services
16 except that no expenditures shall be made until approval of the plan
17 created pursuant to subsection B of this section. Transfers from
18 the Child Welfare Specialist Compensation Enhancement Revolving Fund
19 to fund child welfare workers' pay shall be for purposes stated in
20 subsections A and B of this section.

21 SECTION 2. This act shall become effective July 1, 2013.

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

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