

1                   **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2                                   STATE OF OKLAHOMA

3                                   1st Session of the 54th Legislature (2013)

4 COMMITTEE SUBSTITUTE  
5 FOR ENGROSSED  
6 SENATE BILL NO. 521

By: Treat, David and Griffin of  
the Senate

and

Nelson of the House

11                                   COMMITTEE SUBSTITUTE

12                   An Act relating to children; directing the Department  
13                   of Human Services to develop a workforce improvement  
14                   plan for child welfare specialists; stating purpose  
15                   of plan; specifying requirements of plan; directing  
16                   the Department to consider certain recommendations in  
17                   developing the plan; requiring the Department to  
18                   research best practices; establishing deadline for  
19                   submission of plan; requiring certain approval by  
20                   Legislature; establishing Child Welfare Specialist  
21                   Compensation Enhancement Revolving Fund; stating  
22                   purpose; specifying fund shall be a continuing fund;  
23                   providing for the appropriation and expenditure of  
24                   monies from fund; 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 1-8-111 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

UNDERLINED language denotes Amendments to present Statutes.  
**BOLD FACE CAPITALIZED** language denotes Committee Amendments.  
~~Strike thru~~ language denotes deletion from present Statutes.

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, 2014.  
21 The plan shall be subject to approval by the Legislature on or  
22 before March 1, 2014. If the Legislature does not disapprove the  
23 plan prior to March 1, 2014, the plan shall be considered to have  
24 been approved and the Department will implement the plan by April 1,

1 2014. If the Legislature disapproves the plan, the Department shall  
2 resubmit a new or modified plan by May 1, 2014. If the Legislature  
3 does not disapprove the new or modified plan by the end of the 2014  
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, 2014.  
6 If no plan is approved during the 2014 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 subsections A and B of this section.

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

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

6  
7 COMMITTEE REPORT BY: COMMITTEE ON HUMAN SERVICES, dated 03/20/2013 -  
8 DO PASS, As Amended and Coauthored.