

1 **SENATE FLOOR VERSION**

2 February 27, 2013

3 **AS AMENDED**

4 SENATE BILL NO. 521

5 By: Treat and David of the  
6 Senate

7 and

8 Nelson of the House

9 **[ children - establishing Child Welfare Specialist  
10 Compensation Enhancement Revolving Fund -  
11 codification - effective date -  
12 emergency ]**

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

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

17 A. The Department of Human Services shall develop a workforce  
18 improvement plan for child welfare specialists that will increase  
19 the number of staff, reduce turnover, and continue to improve the  
20 experience level and practice competencies of staff responsible for  
21 day-to-day work on child welfare cases. The plan shall include  
22 recommendations to address worker training, assessments, discipline,  
23 compensation, and contain, but not be limited to, the following  
24 components:

1 1. An improved applicant review process for child welfare  
2 specialist positions that screens for the appropriate  
3 characteristics and skills proven to be indicators of an effective  
4 child welfare specialist;

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

8 a. successfully complete a job-family-level assessment  
9 for competency and fitness for duty upon completion of  
10 initial training,

11 b. maintain competency standards by successful completion  
12 of the appropriate job-level competency assessment or  
13 assessment by completion of the required yearly  
14 training, and

15 c. successfully complete the appropriate competency-based  
16 assessment for the job family level prior to any  
17 career progression, demotion, transfer, except for  
18 transfers within the same job family and level, or  
19 promotion to any child welfare specialist position;

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

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

1 B. 1. In developing a plan which meets the requirements of  
2 subsection A of this section, the Department shall research best  
3 practices from other states and consult with active child welfare  
4 specialists and take into consideration the recommendations and  
5 concerns of employees affected by the competency-based assessment  
6 and certification programs, and any other resources necessary to  
7 develop the plan.

8 2. The plan shall be submitted no later than January 1, 2014.  
9 The plan shall be subject to approval by the Legislature on or  
10 before March 1, 2014. If the Legislature does not disapprove the  
11 plan prior to March 1, 2014, the plan shall be considered to have  
12 been approved and the Department will implement the plan by April 1,  
13 2014. If the Legislature disapproves the plan, the Department shall  
14 resubmit a new or modified plan by May 1, 2014. If the Legislature  
15 does not disapprove the new or modified plan by the end of the 2014  
16 Session, the plan shall be considered to have been approved and the  
17 Department shall implement the new or modified plan by July 1, 2014.  
18 If no plan is approved during the 2014 Session, the Department shall  
19 resubmit a new or modified plan by January 1 of each year until the  
20 plan has been approved.

21 C. There is hereby created in the State Treasury a revolving  
22 fund to be designated the Child Welfare Specialist Compensation  
23 Enhancement Revolving Fund. The purpose of the fund shall be to  
24 provide for compensation for child welfare workers who have met the

1 components of a plan approved pursuant to subsection B of this  
2 section. The fund shall be a continuing fund, not subject to fiscal  
3 year limitations, and shall consist of all monies received from  
4 transfers of appropriations made to the Department of Human Services  
5 for the purpose of implementing subsections A and B of this section.  
6 All monies accruing to the credit of said fund are hereby  
7 appropriated and may be expended by the Department of Human Services  
8 except that no expenditures shall be made until approval of the plan  
9 created pursuant to subsection B of this section. Transfers from  
10 the Child Welfare Specialist Compensation Enhancement Revolving Fund  
11 to fund child welfare workers' pay shall be for purposes stated in  
12 subsections A and B of this section.

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

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

18 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS  
19 February 27, 2013 - DO PASS AS AMENDED  
20  
21  
22  
23  
24