

## **BILL ANALYSIS**

Senate Research Center  
82R24274 E

H.B. 753  
By: Raymond (Zaffirini)  
Health & Human Services  
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Engrossed

### **AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

Through legislative reform, the Department of Family and Protective Services (DFPS) has the ability to hire staff quickly. With these added resources, DFPS has enhanced its training procedures as well. DFPS should now focus on hiring employees who will be successful in their positions.

H.B. 753 directs DFPS to use special assessment tools in screening applicants for employment with the child protective services division. This bill also charges DFPS to study the salaries of each type of caseworker it employs. In accordance with this bill, DFPS shall report the results of its study to the governor, lieutenant governor, speaker of the house of representatives, and the standing committee of each house with jurisdiction over DFPS.

DFPS is required by H.B. 753 to give hiring preference to applicants who are applying for entry level caseworker positions with a master's degree or bachelor's degree in social work when other skills are comparable.

The goal of this bill is improve the efficacy of the hiring process and to enhance the quality of the hire by screening job candidates based on skills that are essential to successful job performance.

H.B. 753 amends current law relating to the recruitment and retention of certain caseworkers employed by the Department of Family and Protective Services.

### **RULEMAKING AUTHORITY**

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Subchapter B, Chapter 40, Human Resources Code, by adding Sections 40.0327 and 40.0328, as follows:

Sec. 40.0327. PREEMPLOYMENT ASSESSMENT; PREFERENCE. (a) Requires the Department of Family and Protective Services (DFPS) to use special assessment tools in screening applicants for employment with the child protective services division in order to match an applicant with the position in the division for which an applicant would be best suited based on the applicant's skills, personality traits, and experience.

(b) Requires DFPS to give favorable consideration to an applicant for an entry-level caseworker position who has a master's degree or bachelor's degree in social work over other applicants who have comparable skills.

Sec. 40.0328. SALARY STUDY. (a) Requires DFPS to study the salaries of each type of child protective services caseworker to determine the role salary plays in the recruitment and retention of caseworkers and in the turnover rate for each type of caseworker.

(b) Requires DFPS, not later than December 1, 2012, to report the results of the study and any recommendations to the governor, lieutenant governor, speaker of the house of representatives, and standing committee of each house of the legislature with jurisdiction over DFPS.

(c) Requires the Health and Human Services Commission to consider contracting with an institution of higher education, as defined by Section 61.003 (Definitions), Education Code, to perform the study required by this section.

(d) Provides that this section expires September 1, 2013.

SECTION 2. Effective date: upon passage or September 1, 2011.