

**A-Engrossed**  
**House Bill 3191**

Ordered by the House April 15  
Including House Amendments dated April 15

Sponsored by Representative MITCHELL

**SUMMARY**

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Directs Department of Human Services to accomplish various objectives to improve positions and skills of child welfare services employees.

*[Directs department to maintain staffing levels sufficient to keep caseloads at or below workload model. Exempts certain child welfare caseworkers from disciplinary proceeding for actions related to caseload while caseworker's caseload is above workload model. Directs department to remit penalty pay to caseworkers while caseload is above workload model.]*

**Directs department to provide certain caseworkers with opportunity to meet regularly with immediate supervisor to establish or adjust priorities to meet caseworker's work obligations.**

**A BILL FOR AN ACT**

1  
2 Relating to child welfare services.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. The Department of Human Services shall:**

5 **(1) Improve training received by new and current child welfare services employees and**  
6 **follow up after training to ensure the training received is effective and relevant to the**  
7 **employees' work. The improved training must include, but is not limited to, the following:**

8 **(a) Job shadowing experienced child welfare services employees;**

9 **(b) A plan to complete required trainings no later than one year after the employee's date**  
10 **of hire; and**

11 **(c) Information on working with families experiencing mental health issues and crises**  
12 **that is provided by an expert in the field of mental health treatment.**

13 **(2) Develop a plan to incentivize child welfare services employees to continue their edu-**  
14 **cation and obtain advanced degrees by providing tuition and cost reimbursement to employ-**  
15 **ees who have worked for the department a minimum of one year and who demonstrate a**  
16 **willingness to improve their skills and abilities in the provision of child welfare services.**

17 **SECTION 2. The Department of Human Services shall provide, to any child welfare**  
18 **caseworker whose caseload exceeds the most recent workload model reported to the Legis-**  
19 **lative Assembly by the department in its report required under ORS 409.161, the opportunity**  
20 **to meet with the caseworker's immediate supervisor at least once every 14 days to establish**  
21 **or adjust priorities in order to meet the caseworker's work obligations. In assessing the**  
22 **caseworker's performance, the supervisor shall take into account variables that impact the**  
23 **difficulty of the caseworker's assignments. The caseworker may request an oral or written**  
24 **response from the supervisor under this section, and the supervisor shall issue the response**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 promptly, unless the request is inappropriate or excessive.

2 **SECTION 3.** In addition to and not in lieu of any other appropriation, there is appropri-  
3 ated to the Department of Human Services, for the biennium beginning July 1, 2019, out of  
4 the General Fund, the amount of \$\_\_\_\_\_, which may be expended for the purposes of car-  
5 rying out section 1 of this 2019 Act.

6 \_\_\_\_\_