

House Bill 3191

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 **as introduced**.

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.

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. (1) The Department of Human Services shall employ the number of child**
18 **welfare caseworkers necessary to keep the caseload for each caseworker at or below the**
19 **most recent workload model reported to the Legislative Assembly by the Department of**
20 **Human Services in its report required under ORS 409.161.**

21 (2) **If funds are not available to pay for the caseload costs required by subsection (1) of**
22 **this section, the Department of Human Services shall apply to the Emergency Board or to**
23 **the Legislative Assembly for additional necessary funds.**

24 (3) **If the department fails to comply with the requirements of subsection (1) of this**
25 **section:**

26 (a) **The department may not discipline caseworkers for failing to meet requirements if**
27 **the failure is the result of the caseworker's excessive caseload; and**

28 (b) **The department shall pay each caseworker whose caseload exceeds the recommended**
29 **level the following penalty compensation:**

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 **(A) For caseworkers with a caseload 150 percent to 199 percent higher than the most**
2 **recent workload model, five percent of the monthly compensation based on their class and**
3 **step, for the duration of the excessive caseload;**

4 **(B) For caseworkers with a caseload 200 percent to 250 percent higher than the most**
5 **recent workload model, six percent of the monthly compensation based on their class and**
6 **step, for the duration of the excessive caseload; and**

7 **(C) For caseworkers with a caseload more than 250 percent higher than the most recent**
8 **workload model, seven percent of the monthly compensation based on their class and step,**
9 **for the duration of the excessive caseload.**

10