

House Bill 3462

Sponsored by Representatives FAHEY, SANCHEZ, Senator GELSER, Representative ALONSO LEON

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 skills of and provide ongoing support for child welfare services employees.

Directs department, in accordance with collective bargaining negotiation process and agreement, to increase amount of compensation paid to employees who provide child welfare services.

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) **Establish and hire for positions at each of the local branch offices of the department**
6 **employees whose principal duties are to:**

7 (a) **Provide outreach to child welfare services employees on a regular basis;**

8 (b) **Provide peer-to-peer support to child welfare services employees in a confidential**
9 **manner; and**

10 (c) **Provide emotional support and counsel to address vicarious trauma experienced by**
11 **child welfare services employees during the course of their employment.**

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

15 (a) **Hands-on creation of assessment and court reports;**

16 (b) **Role playing of actual situations that have arisen or will arise during the course of**
17 **an employee's provision of child welfare services;**

18 (c) **Tracking the course of a child welfare case from inception to conclusion; and**

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

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

25 (4) **Review provider rates to ensure the rates are commensurate with the child welfare**
26 **services provided and cover the costs of caring for a child. The review of provider rates**
27 **should consider not only the needs of the child or family receiving services, but the skills**
28 **and abilities of the provider as well. Upon review of provider rates and a determination that**
29 **provider rates are not commensurate with the child welfare services provided or do not cover**
30 **the costs of caring for a child, the department shall increase the amount of provider rates**

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 paid by the department so as to accomplish those objectives.

2 **SECTION 2.** Within such time as agreed to and in accordance with a collective bargaining
3 negotiation process and agreement with the Department of Human Services, the department
4 shall increase the amount of compensation paid to employees of the department who provide
5 child welfare services, including but not limited to caseworkers, in an amount not to exceed
6 10 percent of the existing amount of compensation paid to the child welfare services em-
7 ployees.

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