

2024 -- S 3003

LC005912

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2024

A N A C T

RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- MERIT SYSTEM --
PERSONNEL ADMINISTRATION

Introduced By: Senator Matthew L. LaMountain

Date Introduced: April 16, 2024

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Sections 36-4-20 and 36-4-26 of the General Laws in Chapter 36-4 entitled
2 "Merit System" are hereby amended to read as follows:

3 **36-4-20. Duration of employment lists.**

4 Each employment list shall remain in force until exhausted, until replaced, or combined
5 with a more recently prepared list or until two (2) years from the date of its preparation, ~~except that~~
6 ~~the personnel administrator may extend the duration of any list for a period not to exceed two (2)~~
7 ~~years.~~

8 **36-4-26. Certification and appointment to positions in classified service.**

9 If the appointing authority has designated the employment list, the personnel administrator
10 shall immediately certify all of the names ~~of the six (6) persons standing highest thereon who are~~
11 ~~available for appointment, if there are as many as six (6) names thereon, or all the names on the list~~
12 ~~if there are less than six (6).~~ If any of the eligibles notifies the personnel administrator or appointing
13 authority that he or she is unavailable for appointment, or if the personnel administrator or the
14 appointing authority is unable to contact them within five (5) business days, their name shall be
15 removed from the list ~~another name shall be certified to the appointing authority.~~ The appointing
16 authority shall appoint one of the persons in ranked standing order so certified to the position from
17 the appropriate list, or in accordance with the special certification provided for in § 36-4-26.1 of
18 this chapter. Nothing in this section precludes the personnel administrator or appointing authority

1 [from contacting multiple eligibles at the same time when there are multiple vacancies to fill.](#) If he
2 or she has designated the promotional list, certification shall be made in the manner prescribed for
3 the employment list. If he or she has designated the reemployment list, the names of all available
4 eligibles on the list shall be certified to him or her for appointment. He or she may choose from any
5 of the names so certified. If there are as many as three (3) available eligibles certified from an
6 employment list, a promotion list, or a reemployment list, the appointing authority shall make an
7 appointment from one of these lists. If there are less than three (3) available eligibles certified from
8 any of these lists, the appointing authority may choose to appoint one of the persons so certified. If
9 the appointing authority decides not to make an appointment from any of the names so certified
10 when there are less than three (3) available eligibles, the personnel administrator shall certify the
11 names of three (3) available eligibles from any list which he or she shall declare to be appropriate
12 and the appointing authority shall appoint one of the persons so certified. If there are less than three
13 (3) available eligibles certified from an appropriate list, the appointing authority may elect to
14 appoint one of the names so certified or may make a temporary appointment of some other person
15 as hereinafter provided. ~~Whenever the personnel administrator is requested to certify names to fill~~
16 ~~more than one vacancy in a given class, he or she shall certify to each of the appointing authorities~~
17 ~~concerned one additional name for each additional vacancy.~~

18 SECTION 2. Section 42-11-2 of the General Laws in Chapter 42-11 entitled "Department
19 of Administration" is hereby amended to read as follows:

20 **42-11-2. Powers and duties of department.**

21 The department of administration shall have the following powers and duties:

22 (1) To prepare a budget for the several state departments and agencies, subject to the
23 direction and supervision of the governor;

24 (2) To administer the budget for all state departments and agencies, except as specifically
25 exempted by law;

26 (3) To devise, formulate, promulgate, supervise, and control accounting systems,
27 procedures, and methods for the state departments and agencies, conforming to such accounting
28 standards and methods as are prescribed by law;

29 (4) To purchase or to contract for the supplies, materials, articles, equipment, printing, and
30 services needed by state departments and agencies, except as specifically exempted by law;

31 (5) To prescribe standard specifications for those purchases and contracts and to enforce
32 compliance with specifications;

33 (6) To supervise and control the advertising for bids and awards for state purchases;

34 (7) To regulate the requisitioning and storage of purchased items, the disposal of surplus

1 and salvage, and the transfer to or between state departments and agencies of needed supplies,
2 equipment, and materials;

3 (8) To maintain, equip, and keep in repair the state house, state office building, and other
4 premises owned or rented by the state for the use of any department or agency, excepting those
5 buildings, the control of which is vested by law in some other agency;

6 (9) To provide for the periodic inspection, appraisal or inventory of all state buildings and
7 property, real and personal;

8 (10) To require reports from state agencies on the buildings and property in their custody;

9 (11) To issue regulations to govern the protection and custody of the property of the state;

10 (12) To assign office and storage space and to rent and lease land and buildings for the use
11 of the several state departments and agencies in the manner provided by law;

12 (13) To control and supervise the acquisition, operation, maintenance, repair, and
13 replacement of state-owned motor vehicles by state agencies;

14 (14) To maintain and operate central duplicating and mailing service for the several state
15 departments and agencies;

16 (15) To furnish the several departments and agencies of the state with other essential office
17 services;

18 (16) To survey and examine the administration and operation of the state departments and
19 agencies, submitting to the governor proposals to secure greater administrative efficiency and
20 economy, to minimize the duplication of activities, and to effect a better organization and
21 consolidation of functions among state agencies;

22 (17) To operate a merit system of personnel administration and personnel management as
23 defined in § 36-3-3 in connection with the conditions of employment in all state departments and
24 agencies within the classified service;

25 (18) To assign or reassign, with the approval of the governor, any functions, duties, or
26 powers established by this chapter to any agency within the department;

27 (19) To establish, maintain, and operate a data processing center or centers, approve the
28 acquisition and use of electronic data processing services by state agencies, furnish staff assistance
29 in methods, systems and programming work to other state agencies, and arrange for and effect the
30 centralization and consolidation of punch card and electronic data processing equipment and
31 services in order to obtain maximum utilization and efficiency;

32 (20) To devise, formulate, promulgate, supervise, and control a comprehensive and
33 coordinated statewide information system designed to improve the database used in the
34 management of public resources, to consult and advise with other state departments and agencies

1 and municipalities to assure appropriate and full participation in this system, and to encourage the
2 participation of the various municipalities of this state in this system by providing technical or other
3 appropriate assistance toward establishing, within those municipalities, compatible information
4 systems in order to obtain the maximum effectiveness in the management of public resources;

5 (i) The comprehensive and coordinated statewide information system may include a Rhode
6 Island geographic information system of land-related economic, physical, cultural and natural
7 resources.

8 (ii) In order to ensure the continuity of the maintenance and functions of the geographic
9 information system, the general assembly may annually appropriate such sum as it may deem
10 necessary to the department of administration for its support;

11 (21) To administer a statewide planning program including planning assistance to the state
12 departments and agencies;

13 (22) To administer a statewide program of photography and photographic services;

14 (23) To negotiate with public or private educational institutions in the state, in cooperation
15 with the department of health, for state support of medical education;

16 (24) To promote the expansion of markets for recovered material and to maximize their
17 return to productive economic use through the purchase of materials and supplies with recycled
18 content by the state of Rhode Island to the fullest extent practically feasible;

19 (25) To approve costs as provided in § 23-19-32;

20 (26) To provide all necessary civil service tests for individuals seeking employment as
21 social workers at the department of human services at least ~~twice~~ once a quarter of each year and
22 to maintain an adequate hiring list for this position at all times;

23 (27)(i) To prepare a report every three (3) months of all current property leases or rentals
24 by any state or quasi-state agency to include the following information:

25 (A) Name of lessor;

26 (B) Description of the lease (purpose, physical characteristics, and location);

27 (C) Cost of the lease;

28 (D) Amount paid to date;

29 (E) Date initiated;

30 (F) Date covered by the lease.

31 (ii) To prepare a report by October 31, 2014, of all current property owned by the state or
32 leased by any state agency or quasi-state agency to include the following information:

33 (A) Total square feet for each building or leased space;

34 (B) Total square feet for each building and space utilized as office space currently;

- 1 (C) Location of each building or leased space;
- 2 (D) Ratio and listing of buildings owned by the state versus leased;
- 3 (E) Total occupancy costs which shall include capital expenses, provided a proxy should
4 be provided to compare properties that are owned versus leased by showing capital expenses on
5 owned properties as a per square foot cost at industry depreciation rates;
- 6 (F) Expiration dates of leases;
- 7 (G) Number of workstations per building or leased space;
- 8 (H) Total square feet divided by number of workstations;
- 9 (I) Total number of vacant workstations;
- 10 (J) Percentage of vacant workstations versus total workstations available;
- 11 (K) Date when an action is required by the state to renew or terminate a lease;
- 12 (L) Strategic plan for leases commencing or expiring by June 30, 2016;
- 13 (M) Map of all state buildings which provides: cost per square foot to maintain, total
14 number of square feet, total operating cost, date each lease expires, number of persons per building
15 and total number of vacant seats per building; and
- 16 (N) Industry benchmark report which shall include total operating cost by full-time
17 equivalent employee, total operating cost by square foot and total square feet divided by full-time
18 equivalent employee;
- 19 (28) To prepare a report to the chairs of the house and senate finance committees by
20 December 15, 2021, and each year thereafter of all current property owned by the state or leased
21 by any state agency or quasi-state agency to include the following information:
- 22 (i) Total square feet for each building or leased space;
- 23 (ii) Total square feet for each building and space utilized as office space currently;
- 24 (iii) Location of each building or leased space;
- 25 (iv) Ratio and listing of buildings owned by the state versus leased;
- 26 (v) Total occupancy costs which shall include capital expenses, provided a proxy should
27 be provided to compare properties that are owned versus leased by showing capital expenses on
28 owned properties as a per square foot cost at industry depreciation rates;
- 29 (vi) Expiration dates of leases;
- 30 (vii) Number of workstations per building or leased space;
- 31 (viii) Total square feet divided by number of workstations;
- 32 (ix) Total number of vacant workstations;
- 33 (x) Percentage of vacant workstations versus total workstations available;
- 34 (xi) Date when an action is required by the state to renew or terminate a lease;

1 (xii) Strategic plan for leases commencing or expiring by June 30, 2022, and each
2 subsequent year thereafter;

3 (xiii) Map of all state buildings that provides: cost per square foot to maintain, total number
4 of square feet, total operating cost, date each lease expires, number of persons per building and
5 total number of vacant seats per building; and

6 (xiv) Industry benchmark report that shall include total operating cost by full-time
7 equivalent employee, total operating cost by square foot and total square feet divided by full-time
8 equivalent employee;

9 (29) To provide by December 31, 1995, the availability of automatic direct deposit to any
10 recipient of a state benefit payment, provided that the agency responsible for making that payment
11 generates one thousand (1,000) or more such payments each month;

12 (30) To encourage municipalities, school districts, and quasi-public agencies to achieve
13 cost savings in health insurance, purchasing, or energy usage by participating in state contracts, or
14 by entering into collaborative agreements with other municipalities, districts, or agencies. To assist
15 in determining whether the benefit levels including employee cost sharing and unit costs of such
16 benefits and costs are excessive relative to other municipalities, districts, or quasi-public agencies
17 as compared with state benefit levels and costs; and

18 (31) To administer a health benefit exchange in accordance with chapter 157 of this title.

19 SECTION 3. Section 42-72-5 of the General Laws in Chapter 42-72 entitled "Department
20 of Children, Youth and Families" is hereby amended to read as follows:

21 **42-72-5. Powers and scope of activities.**

22 (a) The department is the principal agency of the state to mobilize the human, physical, and
23 financial resources available to plan, develop, and evaluate a comprehensive and integrated
24 statewide program of services designed to ensure the opportunity for children to reach their full
25 potential. The services include prevention, early intervention, outreach, placement, care and
26 treatment, and after-care programs; provided, however, that the department notifies the state police
27 and cooperates with local police departments when it receives and/or investigates a complaint of
28 sexual assault on a minor and concludes that probable cause exists to support the allegation(s). The
29 department also serves as an advocate for the needs of children. Additionally, on or before October
30 1, 2023, the department shall implement the hiring process developed by the director pursuant to
31 subsection (f) of this section.

32 (b) To accomplish the purposes and duties, as set forth in this chapter, the director is
33 authorized and empowered:

34 (1) To establish those administrative and operational divisions of the department that the

1 director determines is in the best interests of fulfilling the purposes and duties of this chapter;

2 (2) To assign different tasks to staff members that the director determines best suit the
3 purposes of this chapter;

4 (3) To establish plans and facilities for emergency treatment, relocation, and physical
5 custody of abused or neglected children that may include, but are not limited to,
6 homemaker/educator child-case aides, specialized foster-family programs, daycare facilities, crisis
7 teams, emergency parents, group homes for teenage parents, family centers within existing
8 community agencies, and counseling services;

9 (4) To establish, monitor, and evaluate protective services for children including, but not
10 limited to, purchase of services from private agencies and establishment of a policy and procedure
11 manual to standardize protective services;

12 (5) To plan and initiate primary- and secondary-treatment programs for abused and
13 neglected children;

14 (6) To evaluate the services of the department and to conduct periodic, comprehensive-
15 needs assessment;

16 (7) To license, approve, monitor, and evaluate all residential and non-residential group
17 homes, foster homes, and programs;

18 (8) To recruit and coordinate community resources, public and private;

19 (9) To promulgate rules and regulations concerning the confidentiality, disclosure, and
20 expungement of case records pertaining to matters under the jurisdiction of the department;

21 (10) To establish a minimum mandatory level of twenty (20) hours of training per year and
22 provide ongoing staff development for all staff;

23 (11) To establish procedures for reporting suspected child abuse and neglect pursuant to
24 chapter 11 of title 40;

25 (12) To promulgate all rules and regulations necessary for the execution of departmental
26 powers pursuant to the administrative procedures act, chapter 35 of this title;

27 (13) To provide and act as a clearinghouse for information, data, and other materials
28 relative to children;

29 (14) To initiate and carry out studies and analysis that will aid in solving local, regional,
30 and statewide problems concerning children;

31 (15) To represent and act on behalf of the state in connection with federal-grant programs
32 applicable to programs for children in the functional areas described in this chapter;

33 (16) To seek, accept, and otherwise take advantage of all federal aid available to the
34 department, and to assist other agencies of the state, local agencies, and community groups in taking

1 advantage of all federal grants and subventions available for children;

2 (17) To review and coordinate those activities of agencies of the state, and of any political
3 subdivision of the state, that affect the full and fair utilization of community resources for programs
4 for children, and initiate programs that will help ensure utilization;

5 (18) To administer the pilot juvenile-restitution program, including the overseeing and
6 coordinating of all local community-based restitution programs, and the establishment of
7 procedures for the processing of payments to children performing community service;

8 (19) To adopt rules and regulations that:

9 (i) For the twelve-month (12) period beginning on October 1, 1983, and for each
10 subsequent twelve-month (12) period, establish specific goals as to the maximum number of
11 children who will remain in foster care for a period in excess of two (2) years; and

12 (ii) Are reasonably necessary to implement the child-welfare services and foster-care
13 programs;

14 (20) May establish and conduct seminars for the purpose of educating children regarding
15 sexual abuse;

16 (21) To establish fee schedules by regulations for the processing of requests from adoption
17 placement agencies for adoption studies, adoption study updates, and supervision related to
18 interstate and international adoptions. The fee shall equal the actual cost of the service(s) rendered,
19 but in no event shall the fee exceed two thousand dollars (\$2,000);

20 (22) To be responsible for the education of all children who are placed, assigned, or
21 otherwise accommodated for residence by the department in a state-operated or -supported
22 community residence licensed by a Rhode Island state agency. In fulfilling this responsibility, the
23 department is authorized to enroll and pay for the education of students in the public schools or,
24 when necessary and appropriate, to itself provide education in accordance with the regulations of
25 the council on elementary and secondary education either directly or through contract;

26 (23) To develop multidisciplinary service plans, in conjunction with the department of
27 health, at hospitals prior to the discharge of any drug-exposed babies. The plan requires the
28 development of a plan using all healthcare professionals;

29 (24) To be responsible for the delivery of appropriate mental health services to seriously
30 emotionally disturbed children and children with functional developmental disabilities.
31 Appropriate mental health services may include hospitalization, placement in a residential
32 treatment facility, or treatment in a community-based setting. The department is charged with the
33 responsibility for developing the public policy and programs related to the needs of seriously
34 emotionally disturbed children and children with functional developmental disabilities;

1 In fulfilling its responsibilities the department shall:

2 (i) Plan a diversified and comprehensive network of programs and services to meet the
3 needs of seriously emotionally disturbed children and children with functional developmental
4 disabilities;

5 (ii) Provide the overall management and supervision of the state program for seriously
6 emotionally disturbed children and children with functional developmental disabilities;

7 (iii) Promote the development of programs for preventing and controlling emotional or
8 behavioral disorders in children;

9 (iv) Coordinate the efforts of several state departments and agencies to meet the needs of
10 seriously emotionally disturbed children and children with functional developmental disabilities
11 and to work with private agencies serving those children;

12 (v) Promote the development of new resources for program implementation in providing
13 services to seriously emotionally disturbed children and children with functional developmental
14 disabilities.

15 The department shall adopt rules and regulations that are reasonably necessary to
16 implement a program of mental health services for seriously emotionally disturbed children.

17 Each community, as defined in chapter 7 of title 16, shall contribute to the department, at
18 least in accordance with rules and regulations to be adopted by the department, at least its average
19 per-pupil cost for special education for the year in which placement commences, as its share of the
20 cost of educational services furnished to a seriously emotionally disturbed child pursuant to this
21 section in a residential treatment program that includes the delivery of educational services.

22 “Seriously emotionally disturbed child” means any person under the age of eighteen (18)
23 years, or any person under the age of twenty-one (21) years, who began to receive services from
24 the department prior to attaining eighteen (18) years of age and has continuously received those
25 services thereafter; who has been diagnosed as having an emotional, behavioral, or mental disorder
26 under the current edition of the Diagnostic and Statistical Manual and that disability has been
27 ongoing for one year or more or has the potential of being ongoing for one year or more; and the
28 child is in need of multi-agency intervention; and the child is in an out-of-home placement or is at
29 risk of placement because of the disability.

30 A child with a “functional developmental disability” means any person under the age of
31 eighteen (18) years or any person under the age of twenty-one (21) years who began to receive
32 services from the department prior to attaining eighteen (18) years of age and has continuously
33 received those services thereafter.

34 The term “functional developmental disability” includes autism spectrum disorders and

1 means a severe, chronic disability of a person that:

2 (A) Is attributable to a mental or physical impairment or combination of mental physical
3 impairments;

4 (B) Is manifested before the person attains age eighteen (18);

5 (C) Is likely to continue indefinitely;

6 (D) Results in age-appropriate, substantial, functional limitations in three (3) or more of
7 the following areas of major life activity:

8 (I) Self-care;

9 (II) Receptive and expressive language;

10 (III) Learning;

11 (IV) Mobility;

12 (V) Self direction;

13 (VI) Capacity for independent living; and

14 (VII) Economic self-sufficiency; and

15 (E) Reflects the person's need for a combination and sequence of special, interdisciplinary,
16 or generic care, treatment, or other services that are of life-long or extended duration and are
17 individually planned and coordinated.

18 Funding for these clients shall include funds that are transferred to the department of human
19 services as part of the managed healthcare program transfer. However, the expenditures relating to
20 these clients shall not be part of the department of human services' caseload estimated for the semi-
21 annual, caseload-estimating conference. The expenditures shall be accounted for separately;

22 (25) To provide access to services to any person under the age of eighteen (18) years, or
23 any person under the age of twenty-one (21) years who began to receive child welfare services
24 from the department prior to attaining eighteen (18) years of age, has continuously received those
25 services thereafter, and elects to continue to receive such services after attaining the age of eighteen
26 (18) years. The general assembly has included funding in the FY 2008 DCYF budget in the amount
27 of \$10.5 million from all sources of funds and \$6.0 million from general revenues to provide a
28 managed system to care for children serviced between 18 to 21 years of age. The department shall
29 manage this caseload to this level of funding;

30 (26) To initiate transition planning in cooperation with the department of behavioral
31 healthcare, developmental disabilities and hospitals and local school departments for any child who
32 receives services through DCYF; is seriously emotionally disturbed or developmentally delayed
33 pursuant to subsection (b)(24)(v); and whose care may or shall be administered by the department
34 of behavioral healthcare, developmental disabilities and hospitals after the age of twenty-one (21)

1 years; the transition planning shall commence at least twelve (12) months prior to the person's
2 twenty-first birthday and shall result in a collaborative plan submitted to the family court by both
3 the department of behavioral healthcare, developmental disabilities and hospitals and the
4 department of children, youth and families and shall require the approval of the court prior to the
5 dismissal of the abuse, neglect, dependency, or miscellaneous petition before the child's twenty-
6 first birthday;

7 (27) To develop and maintain, in collaboration with other state and private agencies, a
8 comprehensive continuum of care in this state for children in the care and custody of the department
9 or at risk of being in state care. This continuum of care should be family centered and community
10 based with the focus of maintaining children safely within their families or, when a child cannot
11 live at home, within as close proximity to home as possible based on the needs of the child and
12 resource availability. The continuum should include community-based prevention, family support,
13 and crisis-intervention services, as well as a full array of foster care and residential services,
14 including residential services designed to meet the needs of children who are seriously emotionally
15 disturbed, children who have a functional developmental disability, and youth who have juvenile
16 justice issues. The director shall make reasonable efforts to provide a comprehensive continuum of
17 care for children in the care and custody of DCYF, taking into account the availability of public
18 and private resources and financial appropriations and the director shall submit an annual report to
19 the general assembly as to the status of his or her efforts in accordance with the provisions of § 42-
20 72-4(b)(13);

21 (28) To administer funds under the John H. Chafee Foster Care Independence and
22 Educational and Training Voucher (ETV) Programs of Title IV-E of the Social Security Act [42
23 U.S.C. § 677] and the DCYF higher education opportunity grant program as outlined in chapter
24 72.8 of this title, in accordance with rules and regulations as promulgated by the director of the
25 department; and

26 (29) To process nationwide criminal record checks on prospective foster parents and any
27 household member age 18 or older, prospective adoptive parents and any household member age
28 18 and older, operators of childcare facilities, persons seeking to act as volunteer court-appointed
29 special advocates, persons seeking employment in a childcare facility or at the training school for
30 youth or on behalf of any person seeking employment at DCYF, who are required to submit to
31 nationwide criminal background checks as a matter of law.

32 (c) In order to assist in the discharge of his or her duties, the director may request from any
33 agency of the state information pertinent to the affairs and problems of children.

34 (d) [Deleted by P.L. 2008, ch. 9, art. 16, § 2.]

1 (e) [Deleted by P.L. 2008, ch. 9, art. 16, § 2.]

2 (f) On or before October 1, 2023, the director shall establish a process for hiring individuals
3 seeking employment at the department as a social caseworker or child protective investigator. The
4 department shall be provided with funding for one full-time employee, or the equivalent, to support
5 the implementation of the hiring process. The process shall be in effect through ~~September 30, 2024~~
6 [March 15, 2026](#).

7 (1) Generally, the process shall include, but need not be limited to:

- 8 (i) Screening and reviewing candidates for eligibility criteria including education and
9 experience;
- 10 (ii) Administering the requisite civil service examinations;
- 11 (iii) Conducting in-person interviews;
- 12 (iv) Determining which applicants will be offered employment; and
- 13 (v) Determining the order in which employment offers will be given.

14 (2) Specifically, the process shall include, but need not be limited to, the following
15 elements:

16 (i) *Eligibility criteria.* Candidates must meet the minimum job requirements as defined in
17 the specification with social caseworker IIs and child protective investigators as approved by the
18 department of administration.

19 (ii) *Civil service examinations.*

20 (A) Examinations shall be offered by the department at least three (3) times per month to
21 individuals who meet the eligibility criteria and at times that shall include a weekend, a weekday,
22 and a weeknight option.

23 (B) The director shall determine the process and administration of the exam. The director
24 is not obligated to schedule an examination if there are no current applicants for the position
25 available by the deadline set by the director pursuant to this subsection.

26 (C) If an applicant does not pass the examination, the department shall notify the applicant
27 as soon as is practicable. Applicants wishing to re-take the examination are not eligible to do so
28 until sixty (60) days have passed from the date the notification was sent.

29 (iii) *In-person interviews.*

30 (A) Applicants who pass the civil service examination shall be invited to an in-person
31 interview.

32 (B) The interview shall be conducted by at least two (2) current employees of the
33 department.

34 (I) One of whom shall have a culturally or racially diverse background; and

1 (II) One of whom is currently in a supervisory role over social caseworkers or child
2 protective investigators for at least three (3) years.

3 (III) Satisfying the requirements of subsections (f)(2)(iii)(B)(I) and (f)(2)(iii)(B)(II) of this
4 section does not necessarily require two (2) individuals. One individual may satisfy both
5 requirements.

6 (C) There shall be a good faith effort to accommodate the availability of the applicant and
7 the individuals on the panel when scheduling the interview.

8 (iv) *Offering employment.*

9 (A) Prior to offering employment, an applicant shall pass both the civil service exam and
10 the in-person interview. Nothing herein is a guarantee of employment to an applicant who meets
11 these criteria.

12 (B) Determining whether an applicant successfully completes the in-person interview shall
13 be based on criteria established by the director.

14 (I) The department of administration shall score the civil service exams and provide a
15 pass/fail listing of all candidates to DCYF within five (5) business days of receipt of the exams
16 from DCYF.

17 (II) The director may create a method of scoring interviews to provide objectivity and
18 uniformity when assessing applicants.

19 (g) On or before March 15, 2024, the department shall provide an interim report to the
20 senate president and the speaker of the house regarding the hiring process developed and
21 implemented pursuant to subsection (f) of this section. The report shall include, but is not limited
22 to, the following data concerning social caseworkers and child protective investigators at the
23 department:

24 (1) The number of social caseworkers hired using the process developed pursuant to
25 subsection (f) of this section;

26 (2) The number of child protective investigators hired using the process developed pursuant
27 to subsection (f) of this section;

28 (3) The number of terminations or resignations since October 1, 2023;

29 (4) The number of vacancies that existed on October 1, 2023, and the number of vacancies
30 that exist as of the date of the report; and

31 (5) Any identified barriers to hiring that exist in spite of, or because of, the process
32 developed pursuant to subsection (f) of this section.

1 SECTION 4. This act shall take effect upon passage.

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LC005912
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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- MERIT SYSTEM --
PERSONNEL ADMINISTRATION

1 This act would reduce waiting periods for a response from candidates that have been
2 offered a job. It would expedite when qualified job candidates would be forwarded to the hiring
3 department of the Department of Human Services. Social worker tests would be given at least
4 quarterly. Finally, it would extend to the Department of Children, Youth and Families' pilot
5 program, which speed up its hiring process.

6 This act would take effect upon passage.

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