



Common Sense Initiative

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Business Impact Analysis

Agency, Board, or Commission Name: Ohio Department of Job and Family Services

Rule Contact Name and Contact Information:

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Regulation/Package Title (a general description of the rules' substantive content):

OFC: HB 8 – Training changes

Rule Number(s): 5101:2-5-33 and 5101:2-5-38

Date of Submission for CSI Review: 12/23/20

Public Comment Period End Date: 12/30/20

Rule Type/Number of Rules: _____

New/___ rules

No Change/___ rules (FYR ___)

X Amended/ 2 rules (FYR? ___)

Rescinded/___ rules (FYR ___)

The Common Sense Initiative is established in R.C. 107.61 to eliminate excessive and duplicative rules and regulations that stand in the way of job creation. Under the Common Sense Initiative, agencies must balance the critical objectives of regulations that have an adverse impact on business with the costs of compliance by the regulated parties. Agencies should promote transparency, responsiveness, predictability, and flexibility while developing regulations that are fair and easy to follow. Agencies should prioritize compliance over punishment, and to that end, should utilize plain language in the development of regulations.

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Reason for Submission

1. R.C. 106.03 and 106.031 require agencies, when reviewing a rule, to determine whether the rule has an adverse impact on businesses as defined by R.C. 107.52. If the agency determines that it does, it must complete a business impact analysis and submit the rule for CSI review.

Which adverse impact(s) to businesses has the agency determined the rule(s) create?

The rule(s):

- ☒ a. Requires a license, permit, or any other prior authorization to engage in or operate a line of business
- ☒ b. Imposes a criminal penalty, a civil penalty, or another sanction, or creates a cause of action for failure to comply with its terms.
- ☒ c. Requires specific expenditures or the report of information as a condition of compliance.
- ☐ d. Is likely to directly reduce the revenue or increase the expenses of the lines of business to which it will apply or applies.

Regulatory Intent

2. Please briefly describe the draft regulation in plain language.

Please include the key provisions of the regulation as well as any proposed amendments.

OAC 5101:2-5-33 entitled Foster Caregiver Preplacement and Continuing Training provides guidance on the training requirements of a foster caregiver. The training topics of culture and 2152.72 were reworded throughout the rule to remove the hours tied to those training topics. Paragraph (C)(2)(a) was amended to reduce the number of preplacement training hours for a family foster caregiver to twenty-four. The paragraph was also amended to allow up to thirty-six hours to be reimbursed. Childhood trauma was added as a new topic through the rule. Independent living was reworded to clarify that it is a required training topic for foster parents who are willing to care for a child at least fourteen years of age.

A new paragraph (C)(2)(b) was added to provide guidance on the limited topics required if a caregiver takes only twenty-four hours of preplacement training. Paragraph (C)(2)(c) was amended to reduce the number of continuing training hours for a caregiver from forty hours to thirty hours. The paragraph was also amended to add the required training topics if a caregiver has chosen to complete the limited topics of preplacement training in (C)(2)(b) and did not complete all topics. These topics must be completed during the first certification period and will count toward ongoing training requirements.

Paragraph (C)(3)(a) was amended to reduce the number of preplacement training hours for a family foster caregiver to twenty-four. The paragraph was also amended to allow up to thirty-six hours to be reimbursed. A new paragraph (C)(3)(b) was added to provide guidance on the limited topics

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required if a caregiver takes only twenty-four hours of preplacement training. Paragraph (C)(3)(c) was amended to reduce the number of continuing training hours for a caregiver from sixty hours to forty-five hours. The paragraph was also amended to add the required training topics if a caregiver has chosen to complete the limited topics of preplacement training in (C)(3)(b) and did not complete all topics. These topics must be completed during the first certification period and will count toward ongoing training requirements.

Paragraph (H) was amended to allow a caregiver and an agency to agree on up to fifteen hours of ongoing training that is provided outside of an approved training program.

OAC 5101:2-5-38 entitled Payment of foster caregiver training stipends; reimbursement of training allowances to recommending agencies provides guidance to agencies on agency payment and reimbursement for foster caregiver stipends and training allowances.

Paragraph (C)(2) was amended to clarify the number of reimbursable training hours for training stipends. The original language will remain for continuing training to allow for a higher number of hours to be reimbursed.

3. Please list the Ohio statute authorizing the Agency to adopt this regulation.

Rule Number	Statutory Authority
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Rule 5101:2-5-33	ORC 5103.03, 5103.0316
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Rule 5101:2-5-38	ORC 5103.0316
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4. Does the regulation implement a federal requirement? Is the proposed regulation being adopted or amended to enable the state to obtain or maintain approval to administer and enforce a federal law or to participate in a federal program?

If yes, please briefly explain the source and substance of the federal requirement

Rules 5101:2-5-33 and 5101:2-5-38 do not implement a federal requirement.

5. If the regulation includes provisions not specifically required by the federal government, please explain the rationale for exceeding the federal requirement.

These rules do not exceed any Federal requirements.

6. What is the public purpose for this regulation (i.e., why does the Agency feel that there needs to be any regulation in this area at all)?

All of the rules are a result of the general rule writing authority regarding the safety of children in care as directed in section 5103.03 paragraph (A) of the Revised Code.

For rule 5101:2-5-33, the purpose of the regulation is to provide guidance regarding the training of foster caregivers.

For rule 5101:2-5-38, the purpose of the regulation is to provide guidance to agencies on the

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reimbursement to the agency for training stipends and allowances for foster caregivers.

7. How will the Agency measure the success of this regulation in terms of outputs and/or outcomes?

Rules 5101:2-5-33 and 5101:2-5-38 will be measured against the criteria specific to the rule content. Licensing specialists will monitor compliance ensuring the health and safety of children in care and preventing those who are ineligible/prohibited to provide care.

8. Are any of the proposed rules contained in this rule package being submitted pursuant to R.C. 101.352, 101.353, 106.032, 121.93, or 121.931?

No.

Development of the Regulation

9. Please list the stakeholders included by the Agency in the development or initial review of the draft regulation.

If applicable, please include the date and medium by which the stakeholders were initially contacted.

ODJFS has met with Ohio Children's Alliance (OCA), the Public Children Services Association of Ohio (PCSAO), and other representatives from county and private agencies through regional meetings and on several other occasions during the past few months to discuss the draft rules. Discussions were held by video-conference, phone, and through email communication. The groups discussed potential changes, provided feedback and came to conclusions on each rule.

10. What input was provided by the stakeholders, and how did that input affect the draft regulation being proposed by the Agency?

The rules went through the clearance process from October 28, 2020 through November 11, 2020. There were comments received from Mary Wachtel of PCSAO, Nancy Martin of St. Joseph's Orphanage, Sarah Breetz of Beech Acres Parenting Center, Candace Caudill of Beech Acres Parenting Center, the Leadership Team from the Ohio Family Care Association, Jill Davies of Caring for Kids, Michelle Bores of Caring for Kids and Ashley Berdine of Caring for Kids. One comment was concerning an oversight to reduce the number of hours in the reimbursement rule. Originally ODJFS changed the rule to reflect the lower number of hours, however, after receiving correspondence from other constituents, ODJFS has decided to revert back to the original rule language. This will

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allow reimbursable claims for the higher number of hours allowed in rule. Several comments were received concerning a one-hour training requirement for the substance of section 2152.72 of the Revised Code. The comments all related to the length of time dedicated to this subject and asked for it to be reduced. ODJFS responded by saying the one-hour time was removed, but the subject remains. The Ohio Family Care Association had several comments related to changing the entire curriculum. ODJFS has a phase II to address these issues coming very soon.

11. What scientific data was used to develop the rule or the measurable outcomes of the rule? How does this data support the regulation being proposed?

Not applicable.

12. What alternative regulations (or specific provisions within the regulation) did the Agency consider, and why did it determine that these alternatives were not appropriate? If none, why didn't the Agency consider regulatory alternatives?

There were no other alternatives considered for rules 5101:2-5-33 and 5101:2-5-38 as all parties involved were satisfied with the rules and because the rules are driven by statute.

13. Did the Agency specifically consider a performance-based regulation? Please explain.
Performance-based regulations define the required outcome, but don't dictate the process the regulated stakeholders must use to achieve compliance.

For rules 5101:2-5-33 and 5101:2-5-38, ODJFS did not consider a performance based initiative, but rather followed statutory language prescribing that the Department set standards to ensure every institution and association that receives, or desires to receive and care for children, or places children in private homes is effectively and appropriately administering proper standards for safety. ODJFS also, according to statute, must be satisfied as to the care given such children, and that the requirements of the statutes and rules covering the management of such institutions and associations are being complied with. These rules are also specific because the safety of the children in care dictates a specified process to ensure compliance. Performance-based regulations were not considered in the context of safety standards for children in custody, which are largely driven by state and federal statute.

14. What measures did the Agency take to ensure that this regulation does not duplicate an existing Ohio regulation?

There is no duplication as the rules are specific to foster care agencies and no other rules address these specific issues. These rules were reviewed by the legal staff at ODJFS prior to the clearance process to ensure they do not duplicate any existing Ohio regulations.

15. Please describe the Agency's plan for implementation of the regulation, including any

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measures to ensure that the regulation is applied consistently and predictably for the regulated community.

The rules do not prescribe anything that would not be applied consistently. ODJFS licensing specialists review the agencies to ensure the regulations are applied consistently and they offer technical assistance in areas of inconsistency.

Adverse Impact to Business

16. Provide a summary of the estimated cost of compliance with the rule. Specifically, please do the following:

- a. Identify the scope of the impacted business community;**
- b. Identify the nature of the adverse impact (e.g., license fees, fines, employer time for compliance); and**
- c. Quantify the expected adverse impact from the regulation.**

The adverse impact can be quantified in terms of dollars, hours to comply, or other factors; and may be estimated for the entire regulated population or for a “representative business.” Please include the source for your information/estimated impact.

The rules included in this BIA contain requirements for foster care agencies that include eighty-eight public and over one hundred private agencies. Requirements must be met in order to obtain and/or maintain certification.

The adverse impact for each of the requirements would vary based upon the size and staffing of each agency and would include the actual cost of completing each requirement, in addition to the time needed for staff to complete the requirement and report or enter the needed information for rule compliance in meeting the requirement. More specifically, the adverse impact includes:

5101:2-5-33 - Agencies must ensure foster caregivers complete the required number of training hours in order to complete and maintain their certification. The current average wage for a social worker is \$22 per hour, according to Zip Recruiter. If a worker takes 10 hours to ensure the entire foster caregiver training is completed, it would cost the agency \$220.

5101:2-5-38 – Agencies must follow the proper guidelines to receive reimbursement for foster caregiver training stipends and training allowances. The current average wage for a social worker is \$22 per hour, according to Zip Recruiter. If it takes the worker 5 hours to complete the process for reimbursement, it would cost the agency \$110.

17. Why did the Agency determine that the regulatory intent justifies the adverse impact to the regulated business community?

To ensure the safety of children in substitute care, the adverse impact of these rules is necessary.

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Regulatory Flexibility

18. Does the regulation provide any exemptions or alternative means of compliance for small businesses? Please explain.

For rules 5101:2-5-33 and 5101:2-5-38, there are no apparent alternative means of compliance or possible exemptions given the nature of the rules.

19. How will the agency apply Ohio Revised Code section 119.14 (waiver of fines and penalties for paperwork violations and first-time offenders) into implementation of the regulation?

For rules 5101:2-5-33 and 5101:2-5-38, there are no fines or civil penalties for non-compliance other than the forfeiture of certification through denial or revocation.

20. What resources are available to assist small businesses with compliance of the regulation?

ODJFS has regional office with licensing specialists assigned to each agency to assist in the obtaining and maintaining compliance. Specialists are available to provide technical assistance to meet the requirements of all regulations.