Unified Regulatory Plan of the Department of Social Services for State Fiscal Year 2025

Prepared on 6/30/2024

Description of Agency & Board

The Department of Social Services supervises the administration of public assistance and service programs by local departments social services, under Title 63.2, Welfare (Social Services). Pursuant to § 63.2-217 of the Code of Virginia, the State Board of Social Services is the entity authorized to adopt regulations necessary to carry out the purpose of Title 63.2. Welfare (Social Services). Pursuant to § 63.2-203, the agency Commissioner shall supervise the administration of the provisions of Title 63.2 and see that all laws pertaining to the Department are carried out. The Department operates under the supervision of the Secretary of Health and Human Resources.

Action/Stage or Guidance Document Forum ID (if available) 6510/10390

Title of Proposed Regulatory Action or Guidance Document

Amend the CPS Regulation for Parental Child Safety Placement Program

Brief Overview

Legislation passed during the 2024 Regular Session requires the State Board of Social Services to amend 22VAC40-705, Child Protective Services. Chapters 629 and 662 establish the Parental Child Safety Placement Program to promote and support placements of children with relatives to avoid foster care.

In addition, Chapters 779 and 829 of the 2024 Acts of Assembly replace "child advocacy center" with "children's advocacy center," and makes other changes related to who can interview a child.

Regulatory Stage		Emergency Rule
(check one box)	Proposed Rule	Fast-Track Rule
	🖾 Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🖾 Exempt Rule	
Legal Authority	\Box Action required by federal statute	Discretionary action
	oxtimes Action required by state statute	
Deregulatory	N/A	
Component		
Expected Date	July 2024	

Action/Stage or Guidance Document Forum ID (if available)			
Not available			
Title of Proposed Regu	ulatory Action or Guida	nce Document	
Reduce Discretionary F	Requirements for Virgin	ia Independence Program and Follow Up to Periodic	
Review			
Brief Overview	Brief Overview		
The State Board of Social Services will amend 22VAC40-35, Virginia Independence Program.			
Amendments are needed because of the 2021 Special Session One and 2022 Regular Session.			
Chapter 209 of the 2021 Acts of Assembly and Chapter 298 of the 2022 Acts of Assembly amended			
the subsidy amount in the Full Employment Plan and added an exemption from participating in the			
VIEW Program. In addition, regulatory burden will be reduced.			
Regulatory Stage	🗆 NOIRA	Emergency Rule	
(check one box)	Proposed Rule	🖾 Fast-Track Rule	

	🗆 Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	\Box Action required by federal statute	Discretionary action
	Action required by state statute	
Deregulatory	N/A	
Component		
Expected Date	August 2024	

Action/Stage or Guidance Document Forum ID (if available)

Not available

Title of Proposed Regulatory Action or Guidance Document

Reduce Discretionary Requirements for Criminal Record Checks for ALF and Adult Day Care

Brief Overview

The State Board of Social Services is authorized to promulgate regulations for 22VAC40-90, Criminal Record Checks for Assisted Living Facilities and Adult Day Care Centers. A periodic review is under way and the agency intends to amend the chapter to reduce regulatory burden.

Regulatory Stage		
		Emergency Rule
(check one box)	Proposed Rule	🖾 Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	\Box Action required by federal statute	Discretionary action
	Action required by state statute	
Deregulatory	Specific deregulatory components identified include amending storage	
Component	requirements for background checks and removing requirements that are	
	duplicated in the Code or another regula	ition.
Expected Date	August 2024	

Action/Stage or Guidance Document Forum ID (if available)			
Not available	Not available		
Title of Proposed R	egulatory Action or Guidance Document		
Reduce Discretiona	ry Requirements for Standards for Licens	ed Child Placing Agencies	
Brief Overview			
The State Board of	Social Services is authorized to promulgat	te regulations for 22VAC40-131,	
Standards for Licens	sed Child-Placing Agencies. The agency in	tends to amend the regulation to reduce	
regulatory burden.			
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	🖂 Fast-Track Rule	
	Final Rule		
Additional	Expedited Rule	Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	□ Action required by federal statute	Discretionary action	
	□ Action required by state statute		

Deregulatory	Specific deregulatory components identified include removing duplicative
Component	requirements within the regulation and from other regulations and the Code of
	Virginia.
Expected Date	August 2024

Action/Stage or Guidance Document Forum ID (if available)			
Not available	Not available		
Title of Proposed R	egulatory Action or Guidance Document	:	
Reduce Discretiona	ry Requirements for Standards for Licens	ed Independent Homes	
Brief Overview			
The State Board of S	Social Services is authorized to promulgat	te regulations for 22VAC40-141,	
Minimum Standard	s for Licensed Independent Foster Home	s. Currently there are no homes subject to	
this chapter. The agency intends to the amend the chapter to reduce regulatory burden.			
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	🛛 Fast-Track Rule	
	🗆 Final Rule		
Additional	Expedited Rule	Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	□ Action required by federal statute	☑ Discretionary action	
	\Box Action required by state statute		
Deregulatory	Specific deregulatory components identified include removing duplicative		
Component	requirements within the regulation.		
Expected Date	August 2024		

Action/Stage or Gu	idance Document Forum ID (if available)		
Not available			
Title of Proposed R	egulatory Action or Guidance Document		
Reduce Discretional	ry Requirements for Standards for License	ed Children's Residential Facilities and	
Add Office of Childr	en's Ombudsman		
Brief Overview			
amend 22VAC40-15	Legislation passed during the 2024 Regular Session will require the State Board of Social Services to amend 22VAC40-151, Standards for Licensed Children's Residential Facilities. Chapter 280 of the 2024 Acts of Assembly authorizes the Office of Children's Ombudsman to request that children's residential		
facilities grant access and provide consent to interview children in foster who are subject of or the			
-	complainant in an investigation.		
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	⊠ Fast-Track Rule	
	Final Rule		
Additional	Expedited Rule	Guidance Document	
Description	Exempt Rule		
Legal Authority	□ Action required by federal statute	☑ Discretionary action	
	☑ Action required by state statute		
Deregulatory	Specific deregulatory components iden	tified include removing the verification	
Component	requirement for applicants for certain positions, removing the wilderness		

	campsite program requirements, and removing duplicative requirements within the regulation and from the Code of Virginia.
Expected Date	August 2024

Action/Stage or Guidance Document Forum ID (if available) Not available Title of Proposed Regulatory Action or Guidance Document Reduce Discretionary Requirements for Background Checks for Child Welfare Agencies Brief Overview The State Board of Social Services is authorized to promulgate regulations for 22VACC40-191, Background Checks for Child Welfare Agencies. While no comments were received during the most

 recent periodic review, the agency intends to amend the regulation to reduce regulatory burden.

 Regulatory Stage (check one box)

 NOIRA
 Emergency Rule
 Fast-Track Rule
 Final Rule

 Additional

 Expedited Rule
 Guidance Document

Description	🗆 Exempt Rule	
Legal Authority	Action required by federal statute	Discretionary action
	\Box Action required by state statute	
Deregulatory	Specific deregulatory components identi	fied include reducing division
Component	procedures for the waiver process and removing requirements that are	
	duplicated in the Code or another regula	tion.
Expected Date	August 2024	

Action/Stage or Guidance Document Forum ID (if available)			
Not available			
•	egulatory Action or Guidance Document		
Reduce Discretiona	ry Requirements for Temporary Assistanc	ce for Needy Families	
Brief Overview			
The State Board of S	Social Services is authorized to promulgat	te regulations for 22VAC40-295,	
Temporary Assistan	ice for Needy Families. Based on a recent	internal review, the agency intends to	
amend the chapter	to reduce regulatory burden.		
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	🖾 Fast-Track Rule	
	Final Rule		
Additional	Expedited Rule	Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	□ Action required by federal statute	Discretionary action	
	\Box Action required by state statute		
Deregulatory	Specific deregulatory components are being identified. Most discretionary		
Component	requirements are in a document incorporated by reference- "Virginia		
	Department of Social Services Child Care Services Policy, Volume VII, Section II,		
	Chapter D, Revised 2000."		
Expected Date	August 2024		

Action/Stage or Gu	Action/Stage or Guidance Document Forum ID (if available)		
Not available	Not available		
Title of Proposed R	egulatory Action or Guidance Document	:	
Reduce Discretiona	ry Requirements for General Procedures	& Information for Licensure	
Brief Overview			
The State Board of	Social Services is authorized to promulgat	te regulations for 22VAC40-80, General	
Procedures and info	ormation for Licensure. A periodic review	will be due in June 2024, and the agency	
intends to amend the	he regulation to reduce regulatory burde	n.	
Regulatory Stage	⊠ NOIRA	Emergency Rule	
(check one box)	Proposed Rule	Fast-Track Rule	
	🗆 Final Rule		
Additional	Expedited Rule	\Box Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	□ Action required by federal statute	☑ Discretionary action	
	□ Action required by state statute		
Deregulatory	Specific deregulatory components identified include removing requirements that		
Component	are duplicated in the Code or another regulation. Public comment will also be		
	considered during the review.		
Expected Date	August 2024		

Action/Stage or Guidance Document Forum ID (if available)		
Not available		
Title of Proposed R	egulatory Action or Guidance Document	:
Reduce Discretiona	ry Requirements for Minimum Standards	for Licensed Child Caring Institutions
Brief Overview		
The State Board of S	Social Services is authorized to promulgat	te regulations for 22VAC40-100,
Minimum Standard	s for Licensed Child Caring Institutions. Tl	ne agency intends to amend the
regulation to reduce regulatory burden.		
Regulatory Stage		Emergency Rule
(check one box)	Proposed Rule	🖾 Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	Action required by federal statute	Discretionary action
	\Box Action required by state statute	
Deregulatory	Specific deregulatory components identified include revising definitions to	
Component	match Code of Virginia definitions, updating the name of current state agencies	
	and the Code of Virginia citations, revis	ing staff qualifications to current degree
	terms, and removing duplicative requir	ements within the regulation and other
	regulations.	
Expected Date	August 2024	

Action/Stage or Gu	idance Document Forum ID (if available	
Not available		
Title of Proposed R	egulatory Action or Guidance Document	1
Amend Child Abuse	and Neglect Out of Family Complaints in	Response to Periodic Review
Brief Overview		
The State Board of S	Social Services will amend 22VAC40-730,	Investigation of Child Abuse and Neglect
Complaints in Out o	f Family Complaints. No comments were	e received during the most recent periodic
review. However, a	in internal review concluded that amend	ments are needed to be consistent with
22VAC40-705 and V	/irginia statute. In addition, duplicative in	formation will be deleted, and simple
amendments will be made to conform to the "Form, Style, and Procedure Manual for Publication of		
Virginia Regulations ."		
Regulatory Stage		Emergency Rule
(check one box)	Proposed Rule	☑ Fast-Track Rule
	Final Rule	
Additional	Expedited Rule	Guidance Document
Description	Exempt Rule	
Legal Authority	□ Action required by federal statute	Discretionary action
	□ Action required by state statute	
Deregulatory	N/A	
Component		
Expected Date	October 2024	

Action/Stage or Guidance Document Forum ID (if available)			
Not available	Not available		
Title of Proposed R	egulatory Action or Guidance Document		
Reduce Discretional	ry Requirements for Child Support Enforce	ement Program	
Brief Overview			
The State Board of S	Social Services is amending 22VAC40-880,	Child Support Enforcement Program.	
The agency intends to amend the regulation to reduce discretionary regulatory burden.			
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	⊠ Fast-Track Rule	
	Final Rule		
Additional	Expedited Rule	Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	Action required by federal statute	Discretionary action	
	□ Action required by state statute		
Deregulatory	Specific deregulatory components are being determined.		
Component			
Expected Date	October 2024		

Action/Stage or Gu	idance Document Forum ID (if available)	
5369/9698		
Title of Proposed R	egulatory Action or Guidance Document	:
Amend Standards for	or Licensed Child-Placing Agencies	
Brief Overview		
The State Board of S	Social Services is amending 22VAC40-131	, Minimum Standards for Licensed Private
Child Placing Agenc	ies. Proposed amendments are intended	l to bring the regulation into alignment
with federal Preven	ting Sex Trafficking and Strengthening Fa	milies Act of 2014 and the Family First
Prevention Services	Act of 2018. This regulatory action will a	lso align with applicable requirements
other DSS regulatio	ns.	
Regulatory Stage		Emergency Rule
(check one box)	🖾 Proposed Rule	Fast-Track Rule
	Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	🖾 Action required by federal statute	Discretionary action
	oxtimes Action required by state statute	
Deregulatory	N/A	
Component		
Expected Date	February 2025	

Action/Stage or Guidance Document Forum ID (if available)		
6155/9883		
Title of Proposed R	egulatory Action or Guidance Document	:
Amend Standards for	or Assisted Living Facilities	
Brief Overview		
The State Board of S	Social Services is amending 22VAC40-73,	Standards for Licensed Assisted Living
Facilities. This actio	n will simplify and clarify language, impro	ove definitions, and make technical edits
for ease of understa	anding and any other changes deemed ne	ecessary after public comment and
review. The action will include regulatory reduction.		
Regulatory Stage		Emergency Rule
(check one box)	🖾 Proposed Rule	Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	□ Action required by federal statute	Discretionary action
	□ Action required by state statute	
Deregulatory	Specific amendments have not yet been identified.	
Component		
Expected Date	February 2025	

Action/Stage or Gu	idance Document Forum ID (if available)	
6410/10241			
Title of Proposed R	Title of Proposed Regulatory Action or Guidance Document		
Minimum Liability I	nsurance for Assisted Living Facilities		
Brief Overview			
The State Board of S	Social Services is amending 22VAC40-73,	Standards for Licensed Assisted Living	
Facilities. Legislation	n passed during the 2023 Regular Sessior	n required the State Board of Social	
Services to promulg	ate an emergency regulation. Chapter 58	80 of the 2023 Acts of Assembly	
established minimum amounts of liability insurance based on the size of the facility. An enactment			
clause exempts assisted living facilities from the provisions of the act and resulting regulations until			
180 days pass follow	wing the effective date of the regulations	5.	
Regulatory Stage		Emergency or Emergency/NOIRA	
(check one box)	🖾 Proposed	Revised Proposed	
	🗆 Final	Fast-Track	
Additional	Expedited Review Requested	Guidance Document	
Description	Exempt Action		
Legal Authority	□ Action required by federal statute	Discretionary action	
	Action required by state statute		
Deregulatory	N/A		
Component			
Expected Date	February 2025		

Action/Stage or Gu	idance Document Forum ID (if available)		
5370/9388	5370/9388		
Title of Proposed R	egulatory Action or Guidance Document	:	
Amend Standards for	or Licensed Children's Residential Facilitie	25	
Brief Overview			
The State Board of S	Social Services is amending 22VAC40-151	., Standards for Licensed Children's	
Residential Facilities	s. Proposed amendments align with the f	ederal Preventing Sex Trafficking and	
Strengthening Fami	lies Act of 2014 and the Family First Prev	ention Services Act of 2018.	
Regulatory Stage	🗆 NOIRA	Emergency Rule	
(check one box)	🖾 Proposed Rule	Fast-Track Rule	
	🗆 Final Rule		
Additional	Expedited Rule	Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	Action required by federal statute	Discretionary action	
	Action required by state statute		
Deregulatory	N/A		
Component			
Expected Date	February 2025		

Action/Stage or Guidance Document Forum ID (if available)		
6336/10148		
Title of Proposed R	egulatory Action or Guidance Document	
Rename Program a	nd Modify Local Reimbursement Formula	
Brief Overview		
	Social Services is amending 22VAC40-325	
(FREE). This action	will rename fraud control efforts to the "	Statewide Fraud Control Program." In
	se the formula used to calculate annul rei	imbursement to local departments of
social services for the	heir fraud control efforts.	
Regulatory Stage		Emergency Rule
(check one box)	🖾 Proposed Rule	Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	\Box Action required by federal statute	Discretionary action
	\Box Action required by state statute	
Deregulatory	N/A	
Component		
Expected Date	April 2025	

Action/Stage or Guidance Document Forum ID (if available)				
6506/10385	6506/10385			
Title of Proposed R	egulatory Action or Guidance Document			
Reduce Discretional	ry Requirements for Standards & Regulat	ions for Licensed Adult Day Care and		
Follow Up to Period	lic Review			
Brief Overview				
The State Board of S	Social Services is authorized to promulgat	te regulations for 22VAC40-61, Standards		
and Regulations for	Licensed Adult Day Care Centers. A 2024	4 periodic review concluded with the		
decision to amend t	he regulation in response to public com	nent and to remove regulatory burden.		
Regulatory Stage		Emergency Rule		
(check one box)	🗵 Proposed Rule	Fast-Track Rule		
	🗆 Final Rule			
Additional	Expedited Rule	Guidance Document		
Description	🗆 Exempt Rule			
Legal Authority	Action required by federal statute	Discretionary action		
	\Box Action required by state statute			
Deregulatory	Specific deregulatory components identified include amending the requirements			
Component	for the designated activities staff perso	n, amending the incident report record		
	requirements, removing outdated training program language and removing			
	requirements that are duplicated in the	e Code or another regulation. burdens		

	that do not impact the quality of life of participants. Areas of concern noted in public comment included but were not limited to discharge requirements,
	transportation, staff qualifications and first aid/CPR.
Expected Date	April 2025

Guidance Documents

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Action/Stage or Gu	idance Document Forum ID (if available)		
Not available	Not available		
Title of Proposed R	egulatory Action or Guidance Document		
Child Protective Ser	vices Guidance Manual		
Brief Overview			
Update guidance ba	ased on 2024 legislation General Assembl	y action. Chapters 629 and 662 of the	
2024 Acts of Assem	bly established the Parental Child Safety	Placement Program.	
	, ,		
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	Fast-Track Rule	
	🗆 Final Rule		
Additional	Expedited Rule	🖾 Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	Action required by federal statute	Discretionary action	
	Action required by state statute		
Deregulatory			
Component			
Expected Date	July 2024		

Action/Stage or Guidance Document Forum ID (if available)		
Not available		
Title of Proposed Re	gulatory Action or Guidance Document	
Family Engagement (Guidance Manual	
Brief Overview		
Update guidance bas	ed on 2024 legislation General Assembly	action. Chapters 629 and 662 of the
2024 Acts of Assembly established the Parental Child Safety Placement Program.		
Regulatory Stage		Emergency Rule
(check one box)	Proposed Rule	Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	🛛 Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	Action required by federal statute	Discretionary action
	oxtimes Action required by state statute	
Deregulatory		
Component		
Expected Date	July 2024	

Action/Stage or Guidance Document Forum ID (if available)				
Not available				
Title of Proposed Reg	Title of Proposed Regulatory Action or Guidance Document			
Prevention/In-Home	Prevention/In-Home Guidance Manual			
Brief Overview				
Update guidance bas	ed on 2024 legislation General Assembly	action. Chapters 629 and 662 of the 2024		
Acts of Assembly esta	ablished the Parental Child Safety Placem	ent Program.		
Regulatory Stage		Emergency Rule		
(check one box)	Proposed Rule	Fast-Track Rule		
	🗆 Final Rule			
Additional	Expedited Rule	🛛 Guidance Document		
Description	🗆 Exempt Rule			
Legal Authority	□ Action required by federal statute	Discretionary action		
	🖾 Action required by state statute			
Deregulatory				
Component				
Expected Date	July 2024			

Action/Stage or Guidance Document Forum ID (if available)			
Not available			
Title of Proposed R	egulatory Action or Guidance Document	:	
Adoption Guidance	Manual		
Brief Overview			
Make minor updates based on 2024 legislation General Assembly action.			
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	Fast-Track Rule	
	Final Rule		
Additional	Expedited Rule	🖂 Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	□ Action required by federal statute	Discretionary action	
	Action required by state statute		
Deregulatory			
Component			
Expected Date	August 2024		

Action/Stage or Guidance Document Forum ID (if available)				
Not available				
Title of Proposed R	Title of Proposed Regulatory Action or Guidance Document			
Resource Family Gu	idance Manual			
Brief Overview				
Update guidance to reflect legislation passed during the 2023 General Assembly regarding reciprocity				
of adoption and foster care home studies.				
Regulatory Stage		Emergency Rule		
(check one box)	Proposed Rule	Fast-Track Rule		
	🗆 Final Rule			
Additional	Expedited Rule	⊠ Guidance Document		
Description	🗆 Exempt Rule			
Legal Authority	□ Action required by federal statute	Discretionary action		
	Action required by state statute			
Deregulatory				
Component				
Expected Date	August 2024			

Action/Stage or Guidance Document Forum ID (if available)			
Not available			
Title of Proposed R	egulatory Action or Guidance Document		
Temporary Assistan	ce to Needy Families Guidance Manual		
Brief Overview			
Update guidance with new federal poverty guideline numbers each October.			
Regulatory Stage		Emergency Rule	
(check one box)	Proposed Rule	Fast-Track Rule	
	🗆 Final Rule		
Additional	Expedited Rule	🛛 Guidance Document	
Description	🗆 Exempt Rule		
Legal Authority	🛛 Action required by federal statute	Discretionary action	
	\Box Action required by state statute		
Deregulatory			
Component			
Expected Date	October 2024		

Action/Stage or Guidance Document Forum ID (if available)				
Not available				
Title of Proposed R	Title of Proposed Regulatory Action or Guidance Document			
SNAP Guidance Ma	nual			
Brief Overview				
Update guidance with new federal poverty guideline numbers each October.				
Regulatory Stage		Emergency Rule		
(check one box)	Proposed Rule	□ Fast-Track Rule		
	Final Rule			
Additional	Expedited Rule	🖾 Guidance Document		
Description	🗆 Exempt Rule			
Legal Authority	Action required by federal statute	Discretionary action		
	\Box Action required by state statute			
Deregulatory				
Component				
Expected Date	October 2024			

Action/Stage or Guidance Document Forum ID (if available)

Not available

Title of Proposed Regulatory Action or Guidance Document

Local Department of Social Services Administrative/HR Manual

Chapters 2, 5, & 8

Brief Overview

The Local Departments of Social Services (LDSS) Administrative/HR Manual, authored by the Department of Social Services' Human Resources (HR) division, serves as a personnel guide for local departments lacking HR support or equivalent policies. DSS HR is responsible for updates and consults with the LDSS on its contents. The Manual consists of an introduction and eight chapters, last formally revised around 2013. The agency is finalizing updates to all eight chapters.

Considering the size of the Manual, the State Board of Social Services and ORM will receive it in increments.

In February 2025, ORM can anticipate:

- Administrative HR Manual Chapter 2 Classification & Compensation
- Administrative HR Manual Chapter 5 Operations of the LDSS
- Administrative HR Manual Chapter 8 Personnel Records

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Regulatory Stage		Emergency Rule
(check one box)	Proposed Rule	Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	🛛 Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	Action required by federal statute	Discretionary action
	Action required by state statute	
Deregulatory	Removal of discretionary requirements, where appropriate. Shorten length or	
Component	simplify content for the reader.	

Action/Stage or Guidance Document Forum ID (if available)			
Not available			
Title of Proposed R	egulatory Action or Guidance Document		
	f Social Services Administrative/HR Manu	Jal	
Chapters 3 & 4			
Brief Overview			
•	ents of Social Services (LDSS) Administrati	•	
	al Services' Human Resources (HR) divisio		
•		IR is responsible for updates and consults	
	3. The agency is finalizing updates to all e	oduction and eight chapters, last formally	
	5. The agency is infanzing updates to an e	igni chapters.	
Considering the size	e of the Manual, the State Board of Social	Services and ORM will receive it in	
increments.			
In April 2025 , ORM can anticipate:			
Administrative HR Manual Chapter 3 Recruitment & Selection			
• Adr	ninistrative HR Manual Chapter 4 Leave		
Regulatory Stage			
(check one box)		Emergency Rule Fact Track Dula	
	Proposed Rule	Fast-Track Rule	
	Final Rule		
Additional	Expedited Rule	☑ Guidance Document	
Description	Exempt Rule		
Legal Authority	□ Action required by federal statute	Discretionary action	
	Action required by state statute		
Deregulatory	Removal of discretionary requirements	, where appropriate. Shorten length or	
Component	simplify content for the reader.		
Expected Date	April 2025		

Action/Stage or Guidance Document Forum ID (if available)	
Not available	

Title of Proposed Regulatory Action or Guidance Document Local Department of Social Services Administrative/HR Manual

Manual Introduction & Chapters 1, 6, & 7

Brief Overview

The Local Departments of Social Services (LDSS) Administrative/HR Manual, authored by the Department of Social Services' Human Resources (HR) division, serves as a personnel guide for local departments lacking HR support or equivalent policies. DSS HR is responsible for updates and consults with the LDSS on its contents. The Manual consists of an introduction and eight chapters, last formally revised around 2013. The agency is finalizing updates to all eight chapters.

Considering the size of the Manual, the State Board of Social Services and ORM will receive it in increments.

In June 2025, ORM can anticipate:

- Administrative HR Manual Introduction & Chapter 1 EEO
- Administrative HR Manual Chapter 6 Performance Evaluation & Standards of Conduct

Administrative HR Manual Chapter 7 Discipline & Termination of Employment	dministrative HR Manual Chapter 7 [Discipline & Termination of Employment
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Regulatory Stage	🗆 NOIRA	Emergency Rule
(check one box)	Proposed Rule	Fast-Track Rule
	🗆 Final Rule	
Additional	Expedited Rule	🖾 Guidance Document
Description	🗆 Exempt Rule	
Legal Authority	Action required by federal statute	Discretionary action
	Action required by state statute	
Deregulatory	Removal of discretionary requirements, where appropriate. Shorten length or	
Component	simplify content for the reader.	
Expected Date	June 2025	