

From: [Sunset Advisory Commission](#)
To: [Janet Wood](#)
Subject: FW: Sunset Advisory Commission
Date: Monday, June 09, 2014 12:40:21 PM

From: Betsy Brightman
Sent: Monday, June 09, 2014 9:12 AM
To: Sunset Advisory Commission
Subject: Sunset Advisory Commission

Dear Sunset Advisory Commission,

I am writing to make a comment that I realize could present as self-serving, and it is not my intent to be writing you for that purpose but rather to help TDPRS assess how they go about the hiring process.

I left Williamson County CPS two years ago. I was a CVS supervisor and an FBSS supervisor in Austin; an On the Job Training supervisor in Houston; and years ago an Investigation Supervisor in Houston. I have a total of 12+ years of service. When I left in 2012 it was to support my elderly mother in Rochester, NY. During my years as a supervisor, I won a 2012 Staff Retention recognition award and a State award presented at the Crimes Against Children conference for professional collaboration while working at the Children's Assessment Center in Houston. Immediately prior to leaving CPS in 2012, two Program Directors approached me (including my own supervisor) and suggested I apply for a Program Director position. Due to the need to relocate for family reasons, I could not do so. My reputation within the agency was excellent and my former supervisors will attest to this.

Since this time, I have been attempting to return to the agency. I have applied for probably 20 different positions, including simply being a worker. I have only been called for two interviews. One of the positions went through reorganization and wasn't filled. I was not hired for the other position. I have not been called to interview for any other position. It has been perplexing to have been a well-respected supervisor who is not being called for any type of interview. I am hoping it is not age-related; I do not know the reason. I am writing you because a key component of your report was about staff retention, training staff, etc., and I was known for building AND RETAINING staff. My units were well respected; we worked hard; we did high quality work; we kept children safe. I, and my staff, worked long, hard hours to reach this goal. My purpose of writing you is to suggest that TDPRS might want to re-evaluate their selection process at the very beginning -- the interviewing stage -- in order to have the end result of well-qualified staff. I am sure I am not the only qualified ex-employee who is not being tapped as a resource that the agency would benefit from having in their employment, especially knowing the demands of the job and still desiring to work there.

Thank you for your time.

Respectfully,

Betsy Brightman