

BILL ANALYSIS

Senate Research Center
77R1846 MCK-D

S.B. 491
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State Affairs
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As Filed

DIGEST AND PURPOSE

Currently, greater flexibility is needed in state government human resources policies because of high turnover rate, high unemployment rates reflecting acutely low levels of available labor, and inadequately competitive state salaries. As proposed, S.B. 491 establishes total workforce planning, by devoting strategic planning to the workforce component of an agency's overall strategic planning goals to ensure effective staffing levels. The bill also allows state government retirees to return to state service with fewer restrictions.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Section 812.202(b), Government Code, by deleting text regarding a specific length of time in connection with payment of benefits to a retiree.

SECTION 2. Amends Chapter 2056, Government Code, by adding Section 2056.0021, as follows:

Sec. 2056.0021. **WORKFORCE PLANNING.** Requires a state agency, as part of the strategic plan required under Section 2056.002, to conduct a strategic staffing analysis and develop a workforce plan to address critical staffing and training needs of the agency, including the need for experienced employees to impart knowledge to their potential successors.

SECTION 3. Repealer: Section 659.0115 (Salaries of Retired Agency Employees Who Resume Employment), Government Code.

Repealer: Section 812.203 (a) and (b) (Benefits Affected), Government Code.

Repealer: Section 2252.901(b) and (c) (Contracts With Former or Retired Agency Employees), Government Code.

SECTION 4. Effective date: September 1, 2001.