

BILL ANALYSIS

H.B. 2463
By: Price
State Affairs
Committee Report (Unamended)

BACKGROUND AND PURPOSE

According to interested parties, state agencies without succession plans in place risk losing valuable institutional knowledge and training when an experienced employee leaves the agency. H.B. 2463 seeks to minimize the loss of such knowledge and training by requiring executive branch state agencies other than public institutions of higher education to develop written succession plans to ensure the transfer of that knowledge to succeeding employees.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

H.B. 2463 amends the Government Code to require an agency in the executive branch of state government, not including a public institution of higher education, to develop a written succession plan identifying and developing mechanisms to ensure the transfer of institutional knowledge from experienced and retiring employees who are not appointed by the governor or the agency's governing body to succeeding employees. The bill requires the state agency to update the written succession plan as necessary and to include in the agency's legislative appropriations request a provision stating whether the state agency has developed a written succession plan. The bill requires a state agency to submit, not later than September 1 of each year and beginning not later than September 1, 2018, with the agency's initial succession plan, a written succession plan to the state auditor and post the written succession plan on the agency's website. The bill requires the state auditor to include in the state auditor's annual report on classified employee turnover a list of each state agency that has submitted a written succession plan to the state auditor and each state agency that has failed to submit such a written succession plan and a thorough and comprehensive summary of the types and extent of succession planning completed by state agencies.

EFFECTIVE DATE

September 1, 2017.