

SUBJECT: State employee classification plan application and oversight

COMMITTEE: Appropriations — committee substitute recommended

VOTE: 22 ayes — Junell, Delisi, Averitt, Cuellar, Davis, Eiland, Gallego, Glaze, Greenberg, Haggerty, Heflin, Hinojosa, Kubiak, Moreno, Mowery, Pitts, Price, Raymond, Swinford, Tillery, Walker, West

0 nays

5 absent — Coleman, Finnell, Hernandez, Hochberg, S. Turner

WITNESSES: For — None

Against — None

On — Kelli Dan, State Auditor's Office

BACKGROUND : Sec. 654 of the Government Code governs the salary structure for state employment, as specified in the position classification plan now found in Art. 9 of the general appropriations act. The plan and salary rates apply to all regular, full-time salaried positions in the articles of the general appropriations act appropriating money to:

- executive and administrative agencies,
- health, welfare and rehabilitation agencies,
- the judiciary, except for judges, district attorneys and assistant district attorneys, and
- the Texas Education Agency, and schools for the blind and deaf.

The state's classification officer, in the State Auditor's Office, maintains the plan, advises and assists state agencies, assists in personnel audits, and makes classification plan recommendations to the governor and the Legislature.

The state budget format was changed by the 73rd Legislature, and state agency budgets were newly categorized for fiscal 1994-95 under eight instead of five substantive articles, excluding articles relating to the

Legislature.

DIGEST: CSHB 3513 would apply the position classification plan to hourly, part-time and temporary employees, medical doctors, and all substantive articles in the appropriations act as now categorized, excluding the Legislature. Higher education personnel would still be exempt from application under the plan, and higher education research personnel would be included under the exemption.

The classification officer would be required to conduct classification compliance audits, instead of assisting in personnel audits, and to report noncomformity with the plan to the governor, the comptroller and the Legislative Audit Committee, in addition to the chief executive officer of the audited agency.

The governor could no longer direct the comptroller to not issue a payroll warrant for an employee or position found not to conform with the classification plan.

The bill would take effect immediately if finally approved by a two-thirds record vote of the membership in each house.

SUPPORTERS SAY: CSHB 3513 would amend current law to update the Government Code reference to state employees, improve state oversight of employee classification and reflect classification changes proposed in Art. 9 of the general appropriations act for fiscal 1998-99, which is now in conference committee.

Under the CSHB 3513 revisions, most state employees, excluding higher education employees, would be covered under a new classification plan that would use three schedules: Schedule A (for administrative support, maintenance, service technical, and paraprofessional employees), Schedule B (for professional, usually licensed or certified, and managerial employees) and Schedule C (for licensed peace officer employees for specific agencies). Using different schedules would allow a more realistic basis for classifying employees performing different types of jobs. For example, a separate schedule for professional and managerial employees would allow salary

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adjustments to better compete with the private sector without skewing the schedule for support and technical employees.

OPPONENTS
SAY:

No apparent opposition.

NOTES:

The committee substitute added the State Board of Educator Certification and the Telecommunications Infrastructure Board to the list of public education agencies covered under the plan, and made other technical, nonsubstantive changes.