

## **BILL ANALYSIS**

Senate Research Center  
77R8718 GWK-F

H.B. 2247  
By: Ellis, Dan (Staples)  
Criminal Justice  
5/9/2001  
Engrossed

### **DIGEST AND PURPOSE**

Currently, the Texas Department of Criminal Justice (department) is facing a shortage of employees in its institutional division, particularly a shortage of prison guards. H.B. 2247 requires the department to establish an exit interview policy for each institutional division employee who terminates employment.

### **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 Chapter 493, Government Code, by adding Section 493.0071, as follows:

Sec. 493.0071. EMPLOYEE EXIT INTERVIEWS. (a) Requires the Texas Department of Criminal Justice (department) to adopt a policy that provides for an exit interview of each institutional division employee who terminates employment with the department. Provides that employee participation in the interview process is voluntary, and the department is not required to conduct an exit interview of an employee who is terminated against the employee's will.

(b) Requires the department to encourage the employee to state in the employee's own words the reasons for which the employee is terminating employment.

(c) Requires the department to analyze responses to interviews conducted under this section on the basis of the responding employees' age, gender, race or ethnicity, years of service, rank, and duty locations.

SECTION 2. Requires the department to adopt an exit interview policy, as required by Section 493.0071, Government Code, as added by this Act, not later than October 1, 2001, and to offer each employee who terminates employment with the department on or after that date an opportunity to participate in the interview.

SECTION 3. Effective date: September 1, 2001.