

BILL ANALYSIS

Senate Research Center
77R5914 MCK-D

S.B. 587
By: Duncan
State Affairs
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As Filed

DIGEST AND PURPOSE

Currently, state government is facing challenges in recruiting and retaining employees but is limited in making the best use of retirees. Current Texas law imposes limitations that can act as disincentives to some retirees for returning to work for the state. As proposed, S.B. 587 removes certain restrictions in the statutes that limit the use of retirees and requires agencies to augment their current strategic plans with an additional assessment of their critical staffing, training, and knowledge transfer needs.

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, to delete existing text pertaining to a specific term within any fiscal year.

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. Repealers:

- (1) Section 659.0115 (Salaries of Retired Agency Employees Who Resume Employment), Government Code;
- (2) Sections 812.203(a) and (b) (relating to benefits affected), Government Code; and
- (3) Sections 2252.901(b) and (c) (relating to contracts with former or retired agency employees), Government Code.

SECTION 4. Effective date: September 1, 2001.