

## **BILL ANALYSIS**

Senate Research Center  
77R6807 MCK-D

C.S.S.B. 587  
By: Duncan  
State Affairs  
3/13/2001  
Committee Report (Substituted)

### **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. C.S.S.B. 587 removes certain restrictions in the statutes that limit the employment 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, according to guidelines developed by the state auditor, 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.

### **SUMMARY OF COMMITTEE CHANGES**

SECTION 1. No change.

SECTION 2. Differs from the original by requiring a state agency's strategic staffing analysis and workforce plan development required by this section to be conducted according to guidelines

developed by the state auditor.

SECTIONS 3 and 4. No change.