

BILL ANALYSIS

Senate Research Center
77R8107 MCK-D

C.S.S.B. 799
By: Duncan
State Affairs
3/13/2001
Committee Report (Substituted)

DIGEST AND PURPOSE

Currently, there are variations in the way state agencies capture and report data on the reasons employees terminate employment with the state. Given these variations, the validity of the data reported to the state auditor may be in question. Problems with the data may stem from a lack of standardization, a failure to collect the appropriate data, or failure to record it properly. Also, the reason for termination may be subject to interpretation by whomever is entering the data into the payroll and personnel systems at the employing agency. The state auditor reports that state employee turnover cost the state between \$127 million and \$254 million in 1999. Efforts to reduce state employee turnover are hindered if the causes of such turnover cannot be determined. C.S.S.B. 799 requires the state auditor to develop an exit interview questionnaire, in consultation with the comptroller's office, to be posted on the auditor's Internet site and completed by terminating employees in accordance with certain stated conditions. This bill also requires the state auditor to submit a report to each state agency containing the responses submitted by each former employee of the agency and authorizes the state auditor to audit each state agency's records to determine whether the agency is in compliance with the requirements set forth in the bill.

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 651, Government Code, by adding Section 651.007, as follows:

Sec. 651.007. EXIT INTERVIEWS. (a) Defines "state agency."

(b) Requires each state agency to conduct an exit interview with an employee who leaves employment with the agency. Requires the agency to conduct the exit interview by having the employee access the questionnaire posted on the state auditor's Internet site and electronically submit the completed questionnaire to the state auditor.

(c) Requires the state agency to conduct the exit interview in a manner that allows the employee alone to describe the employee's reason for leaving employment. Prohibits the state agency from altering the description stated by the employee.

(d) Requires the state auditor to develop the exit interview questionnaire and consult with the comptroller and representatives designated by the comptroller from small, medium, and large state agencies in doing so.

(e) Requires the state auditor, not later than the 15th day following the end of the calendar quarter, to submit a report to each state agency containing the responses to the exit interview questionnaire submitted by each former employee of the agency during the preceding quarter

(f) Authorizes the state auditor to audit each state agency's records to determine whether the agency is complying with the requirements of this section.

(g) Requires the state auditor, not later than December 15th of each year prior to a legislative session, to submit a report summarizing the findings of the exit interviews to the governor, the lieutenant governor, the speaker of the house, and the members of the senate finance and house appropriations committees.

SECTION 2. Effective date: September 1, 2001.

SUMMARY OF COMMITTEE CHANGES

SECTION 1. Amends As Filed S.B. 799, proposed new Section 651.007, Transportation Code, to require the state auditor to consult with representatives designated by the comptroller from small, medium, and large state agencies in developing the questionnaire. Requires the state auditor, not later than December 15th of each year prior to a legislative session, to submit a report summarizing the findings of the exit interviews to the governor, the lieutenant governor, the speaker of the house, and the members of the senate finance and house appropriations committees.

SECTION 2. No changes in text.