

## **BILL ANALYSIS**

Senate Research Center  
80R7046 BEF-F

S.B. 1449  
By: Ellis  
Government Organization  
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As Filed

### **AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

Current law requires state agencies with 500 or more full-time equivalent employees to adhere to a human resources employee-to-staff ratio of not more than one to 85. The Council on Competitive Government was required to determine the cost effectiveness of consolidating the functions of human resources for small and mid-sized agencies or outsourcing such functions to a private vendor.

As proposed, S.B. 1449 requires each state agency to adjust the agency's human resources staff to achieve a human resources employee-to-staff ratio of not more than one to 85 and requires agencies with fewer than 500 full-time employees to implement the best practices to achieve and maintain the human resources employee-to-staff ratio.

### **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 670.002, Government Code, as follows:

Sec. 670.002. New heading: HUMAN RESOURCES STAFFING FOR STATE AGENCIES. (a) Requires each state agency, rather than a state agency with 500 or more full-time equivalent employees, to adjust the agency's human resources staff to achieve a human resources employee-to-staff ratio of not more than one human resources employee for every 85 staff members.

(b) Requires a state agency with fewer than 500 full-time equivalent employees to implement the best practices used by state agencies with 500 or more full-time equivalent employees to achieve and maintain the human resources employee-to-staff ratio required under Subsection (a).

SECTION 2. Repealer: Section 670.003, Government Code (Human Resources Staffing for Medium-Sized and Small State Agencies; Outsourcing).

SECTION 3. Requires, not later than January 1, 2008, each state agency with fewer than 500 full-time equivalent employees to comply with the human resources employee-to-staff ratio requirements in Section 670.002, Government Code, as amended by this Act.

SECTION 4. Effective date: September 1, 2007.