

BILL ANALYSIS

Senate Research Center
84R10508 YDB-D

H.B. 3337
By: Clardy; Raymond (Nelson)
Finance
5/8/2015
Engrossed

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

H.B. 3337 clarifies that a state agency may only pay for tuition reimbursement, for an agency employee or administrator who seeks reimbursement, for a program course that has been successfully completed by that employee or administrator. This bill also requires a state agency to adopt rules requiring that before an agency employee or administrator may be reimbursed for tuition expenses, the executive head of that agency must authorize the tuition reimbursement payment.

H.B. 3337 amends current law relating to training and education for state agency administrators and employees.

RULEMAKING AUTHORITY

Rulemaking authority is expressly granted to a state agency in SECTION 3 (Section 656.048, Government Code) of this bill.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Section 656.043, Government Code, to redefine "state agency."

SECTION 2. Amends Section 656.047, Government Code, as follows:

Sec. 656.047. PAYMENT OF PROGRAM EXPENSES. (a) Creates this subsection from existing text. Authorizes a state agency, except as provided by this section or other law, to spend public funds as appropriate to pay the salary, tuition and other fees, travel and living expenses, training stipend, expense of training materials, and other necessary expenses of an instructor, student, or other participant in a training or education program.

(b) Authorizes the agency, for an administrator or employee of a state agency who seeks reimbursement for a training or education program offered by an institution of higher education or private or independent institution of higher education as defined by Section 61.003 (Definitions), Education Code, to only pay the tuition expenses for a program course successfully completed by the administrator or employee at an accredited institution of higher education.

SECTION 3. Amends Section 656.048, Government Code, by adding Subsection (b), as follows:

(b) Requires a state agency to adopt rules requiring that before an administrator or employee of the agency may be reimbursed under Section 656.047(b), the executive head of the agency to authorize the tuition reimbursement payment.

SECTION 4. Amends Section 656.101, Government Code, by amending Subdivision (1) and adding Subdivision (1-a), as follows:

(1) Defines "state agency."

(1-a) Redefines "state employee."

SECTION 5. Amends Section 656.102, Government Code, as follows:

Sec. 656.102. AGENCY POLICY. (a) Creates this subsection from existing text. Requires a state agency, before the state agency spends any money on training for a state employee, to adopt a policy governing the training of employees, in addition to the rules required by Section 656.048, that requires training to relate to an employee's duties following the training.

(b) Requires that the policy provide clear and objective guidelines to govern tuition reimbursement for an administrator or employee of a state agency who is enrolled in training for which the administrator or employee seeks reimbursement from this state, and address tuition reimbursement for nontraditional training, including online courses or courses not credited towards a degree.

(c) Requires the state agency to post the policy adopted under this section on the employment section of the agency's Internet website.

SECTION 6. Provides that the changes in law made by this Act apply only to training and education expenses paid by a state agency on or after the effective date of this Act.

SECTION 7. Effective date: September 1, 2015.