

SUBJECT: Requiring state agencies to develop written succession plans

COMMITTEE: State Affairs — favorable, without amendment

VOTE: 12 ayes — Cook, Giddings, Craddick, Farrar, Geren, Guillen, K. King, Kuempel, Meyer, Paddie, E. Rodriguez, Smithee

0 nays

1 absent — Oliveira

WITNESSES: None

DIGEST: HB 2463 would require each state agency to develop a written succession plan identifying and developing mechanisms to ensure the transfer of institutional knowledge from experienced and retiring employees not appointed by the governor or the agency's governing body to succeeding employees. This requirement would not apply to an institution of higher education.

The bill would require a state agency to include in the agency's legislative appropriations request whether the agency had developed a written succession plan.

The state agency would update the written succession plan as necessary. Beginning in 2018, agencies would be required to submit their written succession plans to the state auditor no later than September 1 of each year and to post the succession plan on the agency's website.

HB 2463 also would require the state auditor to include in its annual report on classified employee turnover a list of each state agency that had submitted or failed to submit a written succession plan to the state auditor and a thorough and comprehensive summary of the types and extent of succession planning completed by state agencies.

The bill would take effect September 1, 2017.