

BILL ANALYSIS

Senate Research Center

C.S.S.B. 1160
By: Barrientos
State Affairs
5/3/2003
Committee Report (Substituted)

DIGEST AND PURPOSE

According to the Texas State Auditor's Office, the turnover rate in state agency jobs in FY 2001 was 17.6 percent, higher than the 12 percent rate for state governments nationally. The estimated cost to the state of the FY 2001 turnover was \$254 million. C.S.S.B. 1160 establishes a pilot project requiring certain state agencies to incorporate a selection instrument measuring job-related criteria into the hiring process for entry-level positions.

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 21.452, Labor Code, as follows:

- (a) Creates this subsection from existing text.
- (b) Requires the personnel selection procedures of certain state agencies to incorporate job-related objective criteria including a selection instrument that matches job-related occupational interests, behavioral characteristics, and thinking processes of applicants to a particular job or class of jobs.
- (c) Requires occupational interests, behavioral characteristics, and thinking processes of applicants to be measured by a selection instrument which conforms to federal Equal Employment Opportunity Commission uniform guidelines on employee selection procedures.
- (d) Makes Subsections (b) and (c) applicable only to entry-level Schedule A positions.
- (e) Provides that Subsections (b) - (d) are effective until September 1, 2005.

SECTION 2. Effective date: September 1, 2003.