

## **BILL ANALYSIS**

Senate Research Center

C.S.S.B. 572  
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State Affairs  
4/6/2005  
Committee Report (Substituted)

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

According to the Texas State Auditor's Office, the turnover rate in state agency positions in the 2004 fiscal year was 14.8 percent higher than the national average of 11.5 percent for state government, and even higher than the 8.5 percent turnover rate for local Texas government. Employee turnover costs the state in excess of a quarter of a billion dollars annually. The highest turnover rates involve employees with less than two years of tenure.

C.S.S.B. 572 requires eight of the largest state agencies to incorporate a selection instrument measuring job-related criteria into the hiring process for entry level positions with a goal of lowering turnover.

### **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 specific agencies to incorporate job-related objective criteria, including a selection instrument that matches job-related interests, behavioral characteristics, and cognitive abilities of applicants to a particular job or class of jobs in their personnel selection procedures.
- (c) Requires the state agencies identified in Subsection (b) to use a selection instrument that conforms to federal Equal Employment Opportunity Commission uniform guidelines on employee selection procedures to measure specific criteria.
- (d) Provides that Subsections (b) and (c) apply only to entry-level positions compensated under the Schedule A classification salary schedule.

SECTION 2. Effective date: September 1, 2005.