

By: Lalani

H.B. No. 869

A BILL TO BE ENTITLED

AN ACT

relating to the review and revision by the state's classification officer of information in the position classification plan regarding state information technology positions.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter C, Chapter 654, Government Code, is amended by adding Section 654.0371 to read as follows:

Sec. 654.0371. PERIODIC REVIEW AND REVISION OF INFORMATION TECHNOLOGY POSITIONS. (a) The classification officer shall review the information technology positions in the position classification plan at least once every two years to ensure that:

(1) the position titles, classifications, and descriptions of work for information technology positions align closely with comparable information technology position titles, classifications, and descriptions of work in the private sector; and

(2) the job description for each information technology position incorporates competency-based language that emphasizes the skills and knowledge needed to successfully accomplish the responsibilities of the position rather than degree and certification requirements.

(b) During a review under Subsection (a), the classification officer shall consult with and consider any recommendations made by the Department of Information Resources.

1 (c) The classification officer shall make any changes to the
2 position classification plan required by Subsection (a).

3 SECTION 2. Not later than October 1, 2026, the state's
4 classification officer shall prepare and submit to the governor and
5 each member of the legislature a written report that includes a
6 summary of the initial review conducted under Section 654.0371,
7 Government Code, as added by this Act, and any revisions made to the
8 information technology positions in the position classification
9 plan.

10 SECTION 3. This Act takes effect September 1, 2025.