

By: Whitmire

S.B. No. 1110

A BILL TO BE ENTITLED

AN ACT

relating to certain personnel policies of the Texas Department of Criminal Justice.

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

SECTION 1. Chapter 492, Government Code, is amended by adding Section 492.015 to read as follows:

Sec. 492.015. PROFESSIONAL STANDARDS AND LABOR OVERSIGHT COMMITTEE. (a) The department, in conjunction with the board's human resources committee or any committee created by the board to carry out the functions of the human resources committee, shall review the implementation of and make necessary recommendations for rule and policy changes to:

(1) career ladders established under Sections 493.007 and 494.014;

(2) professional development of correctional officers and supervisory personnel;

(3) labor-management cooperation, recruitment, and retention policies; and

(4) disciplinary and grievance procedures.

(b) The department, in conjunction with the board's human resources committee or any committee created by the board to carry out the functions of the human resources committee, shall submit a report biennially to the legislature that includes the matters considered under this section.

1 SECTION 2. Chapter 493, Government Code, is amended by  
2 adding Section 493.026 to read as follows:

3 Sec. 493.026. REPORT OF EMPLOYMENT-RELATED GRIEVANCES. (a)  
4 In this section, "employment-related grievance" means an  
5 employment-related issue in regard to which an employee wishes to  
6 express dissatisfaction.

7 (b) The department shall submit annually to the board a  
8 report on the process used by the department to resolve  
9 employment-related grievances. The report must include:

10 (1) the number of grievances filed;

11 (2) a brief description of each grievance filed; and

12 (3) the final disposition of each grievance.

13 SECTION 3. Chapter 494, Government Code, is amended by  
14 adding Sections 494.014 and 494.015 to read as follows:

15 Sec. 494.014. PERSONNEL. (a) The department shall develop  
16 a career ladder program for the institutional division to retain  
17 professionally qualified employees. The program must base  
18 advancement on the employee's:

19 (1) annual performance evaluations developed under  
20 Section 493.007;

21 (2) years of experience in the institutional division;  
22 and

23 (3) hours of training completed.

24 (b) The department shall promote a correctional officer  
25 candidate to the level of Texas Law Enforcement Correctional  
26 Officer on completion of the hours of training and the years of  
27 experience required by the department.

1       (c) The department shall:

2               (1) develop training programs necessary to give an  
3 employee the opportunity for advancement;

4               (2) develop a training program consisting of a  
5 combination of annual in-service training and specific supervisory  
6 training and testing to be required for promotion to all  
7 correctional officer supervisory positions; and

8               (3) allow an employee the opportunity to complete  
9 available training programs required for advancement.

10       Sec. 494.015. MANAGEMENT-EMPLOYEE MEETINGS. (a) The  
11 department shall implement policies mandating bimonthly  
12 labor-management meetings between:

13               (1) each regional director or assistant regional  
14 director; and

15               (2) employees selected by the department or employees  
16 chosen by employees selected by the department.

17       (b) At each bimonthly labor-management meeting, both  
18 parties shall have an opportunity to improve labor-management  
19 relations by addressing issues selected by the parties.

20       (c) At the conclusion of each bimonthly meeting, a regional  
21 director shall submit a report to the director of the institutional  
22 division describing the progress of the meetings.

23       (d) The director of the institutional division shall  
24 conduct statewide meetings with employee representatives.

25       SECTION 4. All employees having met the experience  
26 qualification required under Section 494.014(b), Government Code,  
27 as added by this Act, on or before September 1, 2003, shall

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1 automatically be certified as Texas Law Enforcement Correctional  
2 Officers.

3 SECTION 5. This Act takes effect September 1, 2003.