

By: Barrientos

S.B. No. 1160

A BILL TO BE ENTITLED

AN ACT

relating to the development and implementation of personnel policies and procedures of state agencies.

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

SECTION 1. Section 21.452, Labor Code, is amended to read as follows:

(a) Each state agency shall develop and implement personnel policies and procedures that comply with this chapter, including personnel selection procedures that incorporate a workforce diversity program.

(b) Personnel selection procedures of the following agencies shall 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:

(1) Texas Department of Criminal Justice;

(2) Texas Department of Health;

(3) Texas Department of Human Services;

(4) Texas Department of Mental Health and Mental Retardation;

(5) Texas Department of Protective and Regulatory Services;

(6) Texas Parks and Wildlife Department;

(7) Texas Rehabilitation Commission; and

1 (8) Texas Youth Commission.

2 (c) Occupational interests, behavioral characteristics,
3 and thinking processes of applicants shall be measured by a
4 selection instrument which conforms to federal Equal Employment
5 Opportunity Commission uniform guidelines on employee selection
6 procedures.

7 (d) Subsections (b) and (c) apply only to entry-level
8 positions.

9 (e) Subsections (b)-(d) are effective until September 1,
10 2005.

11 SECTION 2. This act is effective September 1, 2003.