

1-1 By: Barrientos S.B. No. 1160
1-2 (In the Senate - Filed March 11, 2003; March 17, 2003, read
1-3 first time and referred to Committee on State Affairs; May 5, 2003,
1-4 reported adversely, with favorable Committee Substitute by the
1-5 following vote: Yeas 6, Nays 1; May 5, 2003, sent to printer.)

1-6 COMMITTEE SUBSTITUTE FOR S.B. No. 1160 By: Ellis

1-7 A BILL TO BE ENTITLED
1-8 AN ACT

1-9 relating to the development and implementation of personnel
1-10 policies and procedures of state agencies.

1-11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-12 SECTION 1. Section 21.452, Labor Code, is amended to read as
1-13 follows:

1-14 Sec. 21.452. DEVELOPMENT AND IMPLEMENTATION OF PERSONNEL
1-15 POLICIES AND PROCEDURES. (a) Each state agency shall develop and
1-16 implement personnel policies and procedures that comply with this
1-17 chapter, including personnel selection procedures that incorporate
1-18 a workforce diversity program.

1-19 (b) Personnel selection procedures of the following
1-20 agencies shall incorporate job-related objective criteria
1-21 including a selection instrument that matches job-related
1-22 occupational interests, behavioral characteristics, and thinking
1-23 processes of applicants to a particular job or class of jobs:

1-24 (1) Texas Department of Criminal Justice;

1-25 (2) Department of Protective and Regulatory Services;

1-26 (3) Parks and Wildlife Department; and

1-27 (4) Texas Youth Commission.

1-28 (c) Occupational interests, behavioral characteristics,
1-29 and thinking processes of applicants shall be measured by a
1-30 selection instrument which conforms to federal Equal Employment
1-31 Opportunity Commission uniform guidelines on employee selection
1-32 procedures.

1-33 (d) Subsections (b) and (c) apply only to entry-level
1-34 Schedule A positions.

1-35 (e) Subsections (b)-(d) are effective until September 1,
1-36 2005.

1-37 SECTION 2. This Act takes effect September 1, 2003.

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