

1-1 By: Barrientos, Averitt S.B. No. 572
1-2 (In the Senate - Filed February 17, 2005; March 1, 2005,
1-3 read first time and referred to Committee on State Affairs;
1-4 April 7, 2005, reported adversely, with favorable Committee
1-5 Substitute by the following vote: Yeas 8, Nays 0; April 7, 2005,
1-6 sent to printer.)

1-7 COMMITTEE SUBSTITUTE FOR S.B. No. 572 By: Lucio

1-8 A BILL TO BE ENTITLED
1-9 AN ACT

1-10 relating to the development and implementation of personnel
1-11 policies and procedures for certain state agencies.

1-12 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-13 SECTION 1. Section 21.452, Labor Code, is amended to read as
1-14 follows:

1-15 Sec. 21.452. DEVELOPMENT AND IMPLEMENTATION OF PERSONNEL
1-16 POLICIES AND PROCEDURES. (a) Each state agency shall develop and
1-17 implement personnel policies and procedures that comply with this
1-18 chapter, including personnel selection procedures that incorporate
1-19 a workforce diversity program.

1-20 (b) The personnel selection procedures of the following
1-21 agencies must incorporate job-related objective criteria,
1-22 including a selection instrument that matches job-related
1-23 interests, behavioral characteristics, and cognitive abilities of
1-24 applicants to a particular job or class of jobs:

1-25 (1) Health and Human Services Commission;

1-26 (2) Department of State Health Services;

1-27 (3) Department of Aging and Disability Services;

1-28 (4) Department of Family and Protective Services;

1-29 (5) Department of Assistive and Rehabilitative

1-30 Services;

1-31 (6) Texas Department of Criminal Justice;

1-32 (7) Parks and Wildlife Department; and

1-33 (8) Texas Youth Commission.

1-34 (c) The state agencies identified in Subsection (b) shall
1-35 use a selection instrument that conforms to federal Equal
1-36 Employment Opportunity Commission uniform guidelines on employee
1-37 selection procedures to measure the interests, behavioral
1-38 characteristics, and cognitive abilities of applicants.

1-39 (d) Subsections (b) and (c) apply only to entry-level
1-40 positions compensated under the Schedule A classification salary
1-41 schedule.

1-42 SECTION 2. This Act takes effect September 1, 2005.

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