

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 79TH LEGISLATIVE REGULAR SESSION**

**May 10, 2005**

**TO:** Honorable David Swinford, Chair, House Committee on State Affairs

**FROM:** John S. O'Brien, Deputy Director, Legislative Budget Board

**IN RE: SB572** by Barrientos (Relating to the development and implementation of personnel policies and procedures for certain state agencies.), **As Engrossed**

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| <b>No significant fiscal implication to the State is anticipated.</b> |
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The bill would amend the Labor Code to require certain agencies to implement personnel policies and procedures for job selection. This would include a selection instrument to match job-related criteria and applicant characteristics for entry-level positions compensated under the Schedule A classification salary schedule. The bill would take effect September 1, 2005.

This fiscal analysis assumes that the selection instrument required by the bill would not be proprietary and that the agencies would be able to produce an instrument meeting the requirements of the bill. However, if the bill is interpreted to require a specific proprietary instrument, there would be costs associated with implementing the bill. Both the Texas Department of Criminal Justice (TDCJ) and the Texas Parks and Wildlife Department report that the cost of each instrument, if proprietary, would be \$55.58. TDCJ estimates that they would evaluate 37,610 applicants each year, for a potential annual cost of \$2,090,364 (\$55.58 per instrument X 37,610 applicants = \$2,090,364). The Parks and Wildlife Department reports that they would evaluate approximately 14,076 applicants each year, for a potential annual cost of \$782,344 (\$55.58 per instrument X 14,076 applicants = \$782,344).

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 529 Health and Human Services Commission, 530 Department of Family and Protective Services, 538 Department of Assistive and Rehabilitative Services, 539 Department of Aging and Disability Services, 694 Youth Commission, 696 Department of Criminal Justice, 802 Parks and Wildlife Department

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