

By: Averitt

S.B. No. 402

A BILL TO BE ENTITLED

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AN ACT

relating to the development and implementation of personnel policies and procedures for certain 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:

Sec. 21.452. DEVELOPMENT AND IMPLEMENTATION OF PERSONNEL POLICIES AND PROCEDURES. (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) The personnel selection procedures of the following agencies must incorporate job-related objective criteria, including a selection instrument that matches job-related interests, behavioral characteristics, and cognitive abilities of applicants to a particular job or class of jobs:

- (1) Health and Human Services Commission;
- (2) Department of State Health Services;
- (3) Department of Aging and Disability Services;
- (4) Department of Family and Protective Services;
- (5) Department of Assistive and Rehabilitative Services;
- (6) Texas Department of Criminal Justice;
- (7) Parks and Wildlife Department; and

1           (8) Texas Youth Commission.

2           (c) The state agencies identified in Subsection (b) shall  
3 use a selection instrument that conforms to federal Equal  
4 Employment Opportunity Commission uniform guidelines on employee  
5 selection procedures to measure the interests, behavioral  
6 characteristics, and cognitive abilities of applicants.

7           (d) Subsections (b) and (c) apply only to entry-level  
8 positions compensated under the Schedule A classification salary  
9 schedule.

10           SECTION 2. This Act takes effect September 1, 2007.