

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 80TH LEGISLATIVE REGULAR SESSION

March 11, 2007

TO: Honorable Robert Duncan, Chair, Senate Committee on State Affairs

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

IN RE: SB402 by Averitt (Relating to the development and implementation of personnel policies and procedures for certain state agencies.), **As Introduced**

Estimated Two-year Net Impact to General Revenue Related Funds for SB402, As Introduced: a negative impact of (\$7,044,177) through the biennium ending August 31, 2009.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

General Revenue-Related Funds, Five-Year Impact:

Fiscal Year	Probable Net Positive/(Negative) Impact to General Revenue Related Funds
2008	(\$3,689,868)
2009	(\$3,354,309)
2010	(\$3,354,309)
2011	(\$3,354,309)
2012	(\$3,354,309)

All Funds, Five-Year Impact:

Fiscal Year	Probable (Cost) from <i>GENERAL REVENUE FUND</i> 1	Probable (Cost) from <i>GAME, FISH, WATER SAFETY AC</i> 9	Probable (Cost) from <i>FEDERAL FUNDS</i> 555
2008	(\$3,689,868)	(\$237,512)	(\$2,083,320)
2009	(\$3,354,309)	(\$145,982)	(\$2,012,409)
2010	(\$3,354,309)	(\$145,982)	(\$2,012,409)
2011	(\$3,354,309)	(\$145,982)	(\$2,012,409)
2012	(\$3,354,309)	(\$145,982)	(\$2,012,409)

Fiscal Analysis

The bill would require the personnel selection procedures of certain agencies to 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. Affected agencies are the Health and Human Services Commission (HHSC), the Department of State Health Services, the Department of Aging and Disability Services, the Department of Family and Protective Services, the Department of Assistive and Rehabilitative Services, the Texas Department of Criminal Justice (TDCJ), the Parks and Wildlife Department (TPWD), and the Texas Youth Commission (TYC). Provisions of the bill would apply only to entry-level positions compensated under the Schedule A classification salary schedule.

Methodology

The estimate assumes an average cost to develop a selection instrument of \$6,000. HHSC estimates a need for 25 selection instruments for all health and human services agencies, TDCJ estimates a need for 21 instruments, TPWD estimates a need for 27 instruments, and TYC estimates a need for 10 instruments. Development of 83 selection instruments at \$6,000 each results in a total cost of \$498,000 for fiscal year 2008. A per applicant administrative cost of \$25 is assumed. HHSC estimates 6,811 Schedule A hires each fiscal year with 25 applicants for each position, a total cost of \$4.3 million each fiscal year. TDCJ estimates 34,198 applicants per fiscal year, a total cost of \$0.9 million each fiscal year. TPWD estimates 259 regular positions with 33 applicants for each and 149 seasonal positions with 12 applicants for each, a total of 10,335 applicants at a cost of \$0.3 million per fiscal year. Total estimated All Funds cost to implement the bill is estimated to be \$6.0 million in fiscal year 2008 and \$5.5 million in fiscal year 2009 and subsequent years.

Local Government Impact

No fiscal implication to units of local government is anticipated.

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

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