

## **BILL ANALYSIS**

C.S.S.B. 72  
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Human Services  
Committee Report (Substituted)

### **BACKGROUND AND PURPOSE**

A recent audit found that a majority of employees at Texas' health and human services agencies had not received their administrative and human resources training, that some terminated individuals continued to receive paychecks, and that employees did not complete exit interviews as required by statute.

C.S.S.B. 72 requires Texas health and human services agencies to complete human resources required training for employees, report terminations to the payroll director of the agency or that person's designee within a certain time period, and complete exit interviews with employees who voluntarily terminate employment in a timely manner.

### **RULEMAKING AUTHORITY**

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

### **ANALYSIS**

C.S.S.B. 72 amends the Government Code to require an employee of a health and human services agency to complete human resources-required training relating to the agency's policies and procedures and the employee's job responsibilities not later than the 30th day after the date the employee begins employment with the agency. The bill also requires an employee to complete the training not later than the 30th day after the employee assumes new job responsibilities.

C.S.S.B. 72 requires each health and human services agency to make a reasonable effort to inform an employee who voluntarily terminates employment with that agency that the agency is required to conduct an exit interview.

C.S.S.B. 72 requires a health and human services agency employee's supervisor to report the employee's termination to the payroll director of the agency or that person's designee not later than the fifth business day after the date the employee terminates employment.

### **EFFECTIVE DATE**

September 1, 2009.

### **COMPARISON OF ORIGINAL AND SUBSTITUTE**

C.S.S.B. 72 differs from the original by requiring each health and human services agency to make a reasonable effort to inform an employee who voluntarily terminates employment with that agency that the agency is required to conduct an exit interview, whereas the original requires each agency to inform such an employee of the exit interview. The substitute differs from the original by changing the date by which an employee's supervisor is required to report the employee's termination to the payroll director of the agency or that person's designee from not later than the 30th day after the date the employee terminates employment, to not later than the

fifth business day after that date.