

## **BILL ANALYSIS**

Senate Research Center  
81R2139 MCK-D

S.B. 2406  
By: Zaffirini  
Administration  
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As Filed

### **AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

The Texas Legislative Council (TLC) is committed to continuing to attract the same high-quality employees that it has in the past. After attracting high-quality employees, the next highest priority for TLC is retention. TLC spends literally hundred of hours training each new hire in the complex and specialized skills necessary to support the legislature. In addition, it usually takes multiple sessions before an employee can reach full potential in terms of knowledge, efficiency, and speed. This tremendous investment in human capital is lost when an employee leaves to pursue other endeavors.

One-time recruitment payments and deferred compensation contracts are two ways to address TLC's needs in both recruitment and retention. TLC would pay for the recruitment payments and deferred compensation contracts out of already appropriated funds, resulting in no additional costs to the state.

As proposed, S.B. 2406 authorizes legislative agencies to offer additional compensation for certain state employees.

### **RULEMAKING AUTHORITY**

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Subchapter K, Chapter 659, Government Code, by adding Section 659.2621, as follows:

Sec. 659.2621. ADDITIONAL COMPENSATION FOR CERTAIN LEGISLATIVE EMPLOYEES. Authorizes a state agency in the legislative branch of state government, without regard to whether an employee is employed or will be employed in a classified position under Chapter 654 (Position Classification), to provide a one-time recruitment payment to an agency employee under Section 659.262 (Additional Compensation for Certain Classified State Employees) and enter into a deferred compensation contract with an agency employee who is considered to be essential for the agency's operations under Section 659.262.

SECTION 2. Effective date: upon passage or September 1, 2009.