

By: Dutton

H.B. No. 3991

A BILL TO BE ENTITLED

AN ACT

relating to a one-time retention bonus for certain classified state employees.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 659.262(b), Government Code, is amended to read as follows:

(b) To enhance the recruitment and retention of competent personnel for certain classified employee positions, a state agency may provide to a state employee a recruitment payment at the time of the employee's hiring for a classified position or a retention payment after the completion of 12 months of service. A recruitment or retention payment under this subsection is ~~[, additional compensation in the form of]~~ a one-time ~~[recruitment]~~ payment in an amount not to exceed \$5,000. If the employee discontinues employment with the state agency for any reason less than three months after the date of receiving the recruitment or retention payment, the employee shall refund to the state agency the full amount of the ~~[recruitment]~~ payment. If the employee discontinues employment with the state agency for any reason three months or longer but less than 12 months after the date of receiving the recruitment or retention payment, the employee shall refund to the state agency an amount computed by:

(1) subtracting from 12 months the number of complete calendar months the employee worked after the date of receiving the

1 recruitment or retention payment;

2 (2) dividing the number of months computed under
3 Subdivision (1) by 12 months; and

4 (3) multiplying the fraction computed under
5 Subdivision (2) by the amount of the recruitment or retention
6 payment.

7 SECTION 2. This Act takes effect September 1, 2009.