

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 81ST LEGISLATIVE REGULAR SESSION**

**April 19, 2009**

**TO:** Honorable Jim McReynolds, Chair, House Committee on Corrections

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

**IN RE: HB2269** by Alonzo (Relating to certain personnel policies of the Texas Department of Criminal Justice and to certain related duties of the Texas Board of Criminal Justice.), **As Introduced**

<b>No significant fiscal implication to the State is anticipated.</b>
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The bill would amend the Government Code by requiring the Texas Board of Criminal Justice, Department of Criminal Justice (TDCJ), to create a professional standards and labor oversight committee composed of Board members to review the implementation of and make necessary recommendations for rule and policy changes related to TDCJ established career ladders, employee professional development, recruitment and retention including labor-management cooperation, and established complaint procedures. The Board, including the oversight committee, shall submit a report to the legislature including the results of the review and recommendations.

The bill would amend the Government Code by requiring the director of the department to meet regularly with representatives of an eligible state employee organization representing department employees to identify areas for improvement relating to employee discipline or grievance.

The bill would add to the Government Code an employee-related grievance procedure which lists employee related grievance issues. The bill requires the TDCJ to establish and adopt procedures and practices addressing the grievance system, specifying criteria to include in the system and an arbitration process.

The bill would require TDCJ to establish a career ladder for the correctional institutions division including establishing training programs. TDCJ shall provide a ceremonial title of Texas Law Enforcement Correctional Officer to experienced correctional officers who complete advanced training.

The bill would require TDCJ to adopt a policy mandating monthly labor-management meetings to include district supervisors and employees from the correctional institutions division. The bill proposes labor management relationships, including the process and procedures for meetings.

The Texas Department of Criminal Justice has determined that the costs associated with implementing the bill would not be significant.

**Local Government Impact**

No significant fiscal implication to units of local government is anticipated.

**Source Agencies:** 696 Department of Criminal Justice

**LBB Staff:** JOB, ESi, GG, SDO