

By: Whitmire

S.B. No. 1726

A BILL TO BE ENTITLED

1 AN ACT
2 relating to the state classification officer's periodic salary
3 studies at state agencies experiencing high employee turnover or
4 attrition rates.

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

6 SECTION 1. Section 654.037, Government Code, is amended by
7 adding Subsection (d) to read as follows:

8 (d) Each state fiscal biennium, the classification officer
9 shall:

10 (1) identify each agency of state government that
11 experienced an employee turnover or attrition rate exceeding 17
12 percent during the preceding state fiscal biennium;

13 (2) conduct with respect to each agency described by
14 Subdivision (1) a comparative study of salary rates at the agency as
15 described by Subsection (a)(1) and report the findings of those
16 studies as required by Subsection (a)(2); and

17 (3) include in its study and report for each agency
18 under this subsection:

19 (A) a comparison of the mean average salary
20 currently paid at the agency with the market average maximum base
21 pay for similar work performed in other governmental units and in
22 industry;

23 (B) a comparison of the mean average salary
24 currently paid at the agency with the market average mid-range base

1 pay for similar work performed in other governmental units and in
2 industry; and

3 (C) an analysis of the probable reasons for the
4 high turnover or attrition rate.

5 SECTION 2. This Act takes effect September 1, 2013.