

AN ACT

relating to requiring state agencies to develop written succession plans.

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

SECTION 1. Chapter 321, Government Code, is amended by adding Section 321.024 to read as follows:

Sec. 321.024. STATE AGENCY'S SUCCESSION PLAN. (a) In this section, "state agency" has the meaning assigned by Section 651.011.

(b) The State Auditor shall include in the State Auditor's annual report on classified employee turnover:

(1) a list of each state agency that has submitted a written succession plan under Section 651.011 to the State Auditor and each state agency that has failed to submit a written succession plan under that section; and

(2) a thorough and comprehensive summary of the types and extent of succession planning completed by state agencies.

SECTION 2. Chapter 651, Government Code, is amended by adding Section 651.011 to read as follows:

Sec. 651.011. SUCCESSION PLAN. (a) In this section, "state agency" means a department, board, commission, or other agency in the executive branch of state government. The term does not include an institution of higher education, as defined by Section 61.003, Education Code.

1       (b) A state agency shall develop a written succession plan:

2               (1) identifying and developing mechanisms to ensure  
3 the transfer of institutional knowledge from experienced and  
4 retiring employees who are not appointed by the governor or the  
5 governing body of the state agency to succeeding employees; and

6               (2) identifying the skills and abilities necessary for  
7 the development of the succeeding employees.

8       (c) At least annually, the state agency shall update the  
9 written succession plan developed under Subsection (b). The updated  
10 written succession plan must include a report on the implementation  
11 of the mechanisms, skills, and abilities identified and developed  
12 in the previous written succession plan.

13       (d) A state agency shall include in the state agency's  
14 legislative appropriations request a provision stating whether the  
15 state agency has developed a written succession plan as required by  
16 Subsection (b).

17       (e) Not later than September 1 of each year, a state agency  
18 shall submit the written succession plan required under Subsection  
19 (b) to the state auditor and post the written succession plan on the  
20 state agency's Internet website.

21       SECTION 3. Not later than September 1, 2018, a state agency  
22 under Section 651.011, Government Code, as added by this Act, shall  
23 submit the agency's initial succession plan as required by that  
24 section.

25       SECTION 4. This Act takes effect September 1, 2017.

---

President of the Senate

---

Speaker of the House

I certify that H.B. No. 2463 was passed by the House on May 5, 2017, by the following vote: Yeas 144, Nays 0, 1 present, not voting.

---

Chief Clerk of the House

I certify that H.B. No. 2463 was passed by the Senate on May 24, 2017, by the following vote: Yeas 31, Nays 0.

---

Secretary of the Senate

APPROVED: \_\_\_\_\_

Date

---

Governor