

By: Price

H.B. No. 2463

A BILL TO BE ENTITLED

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 identifying and developing mechanisms to ensure the transfer of  
3 institutional knowledge from experienced and retiring employees  
4 who are not appointed by the governor or the governing body of the  
5 state agency to succeeding employees. The state agency shall  
6 update the written succession plan as necessary.

7       (c) A state agency shall include in the state agency's  
8 legislative appropriations request a provision stating whether the  
9 state agency has developed a written succession plan as required by  
10 Subsection (b).

11       (d) Not later than September 1 of each year, a state agency  
12 shall submit the written succession plan required under Subsection  
13 (b) to the state auditor and post the written succession plan on the  
14 state agency's Internet website.

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

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