

1-1 By: Price (Senate Sponsor - Hughes) H.B. No. 2463
1-2 (In the Senate - Received from the House May 8, 2017;
1-3 May 9, 2017, read first time and referred to Committee on Business
1-4 & Commerce; May 17, 2017, reported favorably by the following vote:
1-5 Yeas 8, Nays 0; May 17, 2017, sent to printer.)

1-6 COMMITTEE VOTE

1-7	Yea	Nay	Absent	PNV
1-8	X			
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14			X	
1-15	X			
1-16	X			

1-17 A BILL TO BE ENTITLED
1-18 AN ACT

1-19 relating to requiring state agencies to develop written succession
1-20 plans.

1-21 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-22 SECTION 1. Chapter 321, Government Code, is amended by
1-23 adding Section 321.024 to read as follows:

1-24 Sec. 321.024. STATE AGENCY'S SUCCESSION PLAN. (a) In this
1-25 section, "state agency" has the meaning assigned by Section
1-26 651.011.

1-27 (b) The State Auditor shall include in the State Auditor's
1-28 annual report on classified employee turnover:

1-29 (1) a list of each state agency that has submitted a
1-30 written succession plan under Section 651.011 to the State Auditor
1-31 and each state agency that has failed to submit a written succession
1-32 plan under that section; and

1-33 (2) a thorough and comprehensive summary of the types
1-34 and extent of succession planning completed by state agencies.

1-35 SECTION 2. Chapter 651, Government Code, is amended by
1-36 adding Section 651.011 to read as follows:

1-37 Sec. 651.011. SUCCESSION PLAN. (a) In this section, "state
1-38 agency" means a department, board, commission, or other agency in
1-39 the executive branch of state government. The term does not include
1-40 an institution of higher education, as defined by Section 61.003,
1-41 Education Code.

1-42 (b) A state agency shall develop a written succession plan:

1-43 (1) identifying and developing mechanisms to ensure
1-44 the transfer of institutional knowledge from experienced and
1-45 retiring employees who are not appointed by the governor or the
1-46 governing body of the state agency to succeeding employees; and

1-47 (2) identifying the skills and abilities necessary for
1-48 the development of the succeeding employees.

1-49 (c) At least annually, the state agency shall update the
1-50 written succession plan developed under Subsection (b). The updated
1-51 written succession plan must include a report on the implementation
1-52 of the mechanisms, skills, and abilities identified and developed
1-53 in the previous written succession plan.

1-54 (d) A state agency shall include in the state agency's
1-55 legislative appropriations request a provision stating whether the
1-56 state agency has developed a written succession plan as required by
1-57 Subsection (b).

1-58 (e) Not later than September 1 of each year, a state agency
1-59 shall submit the written succession plan required under Subsection
1-60 (b) to the state auditor and post the written succession plan on the
1-61 state agency's Internet website.

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

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