

1 State of Arkansas  
2 90th General Assembly  
3 Regular Session, 2015  
4

*As Engrossed: H3/19/15*

# A Bill

HOUSE BILL 1954

5 By: Representatives Walker, *E. Armstrong, Leding, G. McGill, Richey*  
6 By: Senators Elliott, *L. Chesterfield, J. Woods*  
7

## For An Act To Be Entitled

9 AN ACT TO CREATE THE STATE OF ARKANSAS WORKFORCE  
10 RETENTION TASK FORCE; TO STUDY AND EVALUATE THE WAYS  
11 STATE AGENCIES COULD INCREASE EMPLOYEE RETENTION; TO  
12 DECLARE AN EMERGENCY; AND FOR OTHER PURPOSES.  
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## Subtitle

16 TO CREATE THE STATE OF ARKANSAS WORKFORCE  
17 RETENTION TASK FORCE; TO STUDY AND  
18 EVALUATE THE WAYS STATE AGENCIES COULD  
19 INCREASE EMPLOYEE RETENTION; AND TO  
20 DECLARE AN EMERGENCY.  
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22

23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
24

25 SECTION 1. DO NOT CODIFY. State of Arkansas Workforce Retention Task  
26 Force.

27 (a) The State of Arkansas Workforce Retention Task Force is created.

28 (b) The task force shall consist of the following members:

29 (1) One (1) human resources or payroll officer for the  
30 Department of Human Services appointed by the Director of the Department of  
31 Human Services;

32 (2) One (1) human resources or payroll officer for the  
33 Department of Health appointed by the Director of the Department of Health;

34 (3) One (1) human resources or payroll officer for the  
35 Department of Finance and Administration appointed by the Director of the  
36 Department of Finance and Administration;



1           (4) One (1) human resources or payroll officer from the  
2 Department of Parks and Tourism appointed by the Director of the Department  
3 of Parks and Tourism;

4           (5) One (1) member from the Office of Personnel Management of  
5 the Division of Management Services of the Department of Finance and  
6 Administration appointed by the Personnel Director of the Office of Personnel  
7 Management of the Division of Management Services of the Department of  
8 Finance and Administration;

9           (6) One (1) member from the Arkansas State Employees Association  
10 appointed by the Executive Director of the Arkansas State Employees  
11 Association;

12           (7)(A) Two (2) members appointed by the Governor who are  
13 Arkansas state employees.

14           (B) One (1) of the two (2) members appointed under  
15 subdivision (b)(7)(A) of this section shall be a woman.

16           (C) One (1) of the two (2) members appointed under  
17 subdivision (b)(7)(A) of this section shall be Hispanic or African American;  
18 and

19           (8)(A) Two (2) members appointed by the Governor who are retired  
20 Arkansas state employees.

21           (B) One (1) of the two (2) members appointed under  
22 subdivision (b)(8)(A) of this section shall be a woman.

23           (C) One (1) of the two (2) members appointed under  
24 subdivision (b)(8)(A) of this section shall be Hispanic or African American.

25           (c)(1) Members of the task force shall serve until December 31, 2016.

26           (2) A vacancy on the task force shall be filled by the  
27 appointing authority for the unexpired portion of the term.

28           (d)(1) The Governor shall designate one (1) member of the task force  
29 to:

30           (A) Call the first meeting of the task force to be set no  
31 later than thirty (30) days after the effective date of this act; and

32           (B) Serve as the chair of the task force.

33           (2) The Governor shall designate one (1) member of the task  
34 force to serve as the vice chair of the task force.

35           (e) A majority of the members of the task force shall constitute a  
36 quorum for conducting business of the task force.

37           (f)(1)(A) State agencies shall comply with requests of the task force  
38 or the Office of Personnel Management to provide data and other assistance  
39 for the use of the task force.

1                   (B) If the task force obtains information that is exempt  
2 from disclosure under the Freedom of Information Act of 1967, § 25-19-101 et  
3 seq., or is otherwise confidential under law, the information shall:

4                   (i) Remain exempt or confidential while in the  
5 possession of the task force; and

6                   (ii) Not be disclosed except as provided for by law.

7                   (2) The Arkansas State Employees Association shall provide staff  
8 for the task force.

9                   (g) Members of the task force shall serve without compensation and  
10 shall not receive per diem, mileage, or stipends.

11                   (h) The task force shall:

12                   (1) Study the steps the state may take to retain state employees  
13 in:

14                   (A) The employing state agency; and

15                   (B) Other state agencies;

16                   (2) Consider the steps other public employers have taken to  
17 retain their workforce;

18                   (3) Set a plan of implementation for the study under this  
19 section;

20                   (4) Design a survey instrument to be administered to state  
21 agency heads and employees to determine the perceived and actual barriers to  
22 retaining state employees;

23                   (5) Assess the employee retention rates of the state agencies  
24 participating in the study and survey; and

25                   (6) Provide to the Office of Personnel Management the plan of  
26 implementation and the survey instrument.

27                   (i) The Office of Personnel Management shall survey the state agency  
28 heads and employees of the following agencies using the survey instrument  
29 designed under this section:

30                   (1) The Department of Human Services;

31                   (2) The Department of Health;

32                   (3) The Department of Finance and Administration; and

33                   (4) The Department of Parks and Tourism.

34                   (j) Before October 31, 2016, the Personnel Director of the Office of  
35 Personnel Management shall report to the task force on the:

36                   (1) Results of the study; and

