

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

A Bill

HOUSE BILL 1954

5 By: Representative Walker
6 By: Senator Elliott
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

15 TO CREATE THE STATE OF ARKANSAS WORKFORCE
16 RETENTION TASK FORCE; TO STUDY AND
17 EVALUATE THE WAYS STATE AGENCIES COULD
18 INCREASE EMPLOYEE RETENTION; AND TO
19 DECLARE AN EMERGENCY.
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23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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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) One (1) member appointed by the Governor who is an Arkansas
 13 state employee; and

14 (8) One (1) member appointed by the Governor who is a retired
 15 Arkansas state employee.

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

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

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

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

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

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

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

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

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

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

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

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

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

5 (h) The task force shall:

6 (1) Study the steps the state may take to retain state employees
7 in:

8 (A) The employing state agency; and

9 (B) Other state agencies;

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

12 (3) Set a plan of implementation for the study under this
13 section;

14 (4) Design a survey instrument to be administered to state
15 agency heads and employees to determine the perceived and actual barriers to
16 retaining state employees;

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

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

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

24 (1) The Department of Human Services;

25 (2) The Department of Health;

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

27 (4) The Department of Parks and Tourism.

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

30 (1) Results of the study; and

31 (2) Recommendations for legislation, rules, and policy changes
32 that the state could take to increase state employee workforce retention.

33 (k) Before December 31, 2016, the task force shall report to the House
34 Committee on State Agencies and Governmental Affairs and the Senate Committee
35 on State Agencies and Governmental Affairs the results of its findings and
36 activities and of its recommendations.

1 (1) The task force shall expire on January 1, 2017.

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 3 SECTION 2. EMERGENCY CLAUSE. It is found and determined by the
 4 General Assembly of the State of Arkansas that state agencies are more
 5 efficient and effective when they maintain an experienced workforce; that
 6 state agencies are losing their most experienced employees; and that it is
 7 vital that the General Assembly explore methods of retaining an experienced
 8 workforce in order to increase the efficiency of state agencies to prevent
 9 government waste. Therefore, an emergency is declared to exist, and this act
 10 being immediately necessary for the preservation of the public peace, health,
 11 and safety shall become effective on:

12 (1) The date of its approval by the Governor;

13 (2) If the bill is neither approved nor vetoed by the Governor,
 14 the expiration of the period of time during which the Governor may veto the
 15 bill; or

16 (3) If the bill is vetoed by the Governor and the veto is
 17 overridden, the date the last house overrides the veto.