| 1 | State of Arkansas | As Engrossed: $H3/19/15$ A Bill | |
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| 2 | 90th General Assembly | A DIII | HOUSE DILL 1054 |
| 3 | Regular Session, 2015 | | HOUSE BILL 1954 |
| 4 5 | By: Representatives Walker | E Armstrong Leding G McGill Richov | |
| 6 | By: Representatives Walker, <i>E. Armstrong, Leding, G. McGill, Richey</i> By: Senators Elliott, <i>L. Chesterfield, J. Woods</i> | | |
| 7 | Dy. Schators Enlou, E. Ches | icificia, 5. moous | |
| , 8 | | For An Act To Be Entitled | |
| 9 | AN ACT TO | CREATE THE STATE OF ARKANSAS WORKFOF | RCE |
| 10 | | I TASK FORCE; TO STUDY AND EVALUATE TH | |
| 11 | STATE AGE | NCIES COULD INCREASE EMPLOYEE RETENTI | ION; TO |
| 12 | DECLARE A | N EMERGENCY; AND FOR OTHER PURPOSES. | |
| 13 | | | |
| 14 | | | |
| 15 | | Subtitle | |
| 16 | TO (| CREATE THE STATE OF ARKANSAS WORKFORC | E |
| 17 | RETI | ENTION TASK FORCE; TO STUDY AND | |
| 18 | EVAI | LUATE THE WAYS STATE AGENCIES COULD | |
| 19 | INCI | REASE EMPLOYEE RETENTION; AND TO | |
| 20 | DECI | LARE AN EMERGENCY. | |
| 21 | | | |
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| 23 | BE IT ENACTED BY THE | GENERAL ASSEMBLY OF THE STATE OF ARKA | ANSAS: |
| 24 | | | |
| 25 | SECTION 1. DO | NOT CODIFY. <u>State of Arkansas Workfo</u> | orce Retention Task |
| 26 | Force. | | |
| 27 | <u> </u> | of Arkansas Workforce Retention Task | |
| 28 | | force shall consist of the following m | |
| 29 | | (1) human resources or payroll office | |
| 30 | - | Services appointed by the Director of | the Department of |
| 31 | Human Services; | (1) 1 | |
| 32 | | (1) human resources or payroll office | |
| 33 34 | | appointed by the Director of the Depa (1) human resources or payroll office | |
| 35 35 | | e and Administration appointed by the | |
| 36 | Department of Finance | | <u>prioritor or the</u> |



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| 1 | (4) One (1) human resources or payroll officer from the | | |
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| 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 14 | <u>Arkansas state employees.</u> (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 20 | (8)(A) Two (2) members appointed by the Governor who are retired | | |
| 20 21 | <u>Arkansas state employees.</u> (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 | <u>to:</u> | | |
| 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)(l)(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 | | |
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| 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 | <u>in:</u> | | |
| 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 | | |

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| 1 | (2) Recommendations for legislation, rules, and policy changes | | | |
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| 2 | that the state could take to increase state employee workforce retention. | | | |
| 3 | (k) Before December 31, 2016, the task force shall report to the House | | | |
| 4 | Committee on State Agencies and Governmental Affairs and the Senate Committee | | | |
| 5 | on State Agencies and Governmental Affairs the results of its findings and | | | |
| 6 | activities and of its recommendations. | | | |
| 7 | (1) The task force shall expire on January 1, 2017. | | | |
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| 9 | SECTION 2. EMERGENCY CLAUSE. It is found and determined by the | | | |
| 10 | General Assembly of the State of Arkansas that state agencies are more | | | |
| 11 | efficient and effective when they maintain an experienced workforce; that | | | |
| 12 | state agencies are losing their most experienced employees; and that it is | | | |
| 13 | vital that the General Assembly explore methods of retaining an experienced | | | |
| 14 | workforce in order to increase the efficiency of state agencies to prevent | | | |
| 15 | government waste, and explore methods to increase compensation and review | | | |
| 16 | other state compensation pay plans. Therefore, an emergency is declared to | | | |
| 17 | exist, and this act being immediately necessary for the preservation of the | | | |
| 18 | public peace, health, and safety shall become effective on: | | | |
| 19 | (1) The date of its approval by the Governor; | | | |
| 20 | (2) If the bill is neither approved nor vetoed by the Governor, | | | |
| 21 | the expiration of the period of time during which the Governor may veto the | | | |
| 22 | <u>bill; or</u> | | | |
| 23 | (3) If the bill is vetoed by the Governor and the veto is | | | |
| 24 | overridden, the date the last house overrides the veto. | | | |
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| 26 | /s/Walker | | | |
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