1	State of Arkansas	As Engrossed: $H3/19/15$ A Bill	
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.	
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22			
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		
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		
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			
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.			
8				
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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