

Stricken language would be deleted from and underlined language would be added to present law.

State of Arkansas
90th General Assembly
Regular Session, 2015

As Engrossed: H3/19/15
A Bill

HOUSE BILL 1954

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

For An Act To Be Entitled

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

Subtitle

TO CREATE THE STATE OF ARKANSAS WORKFORCE
RETENTION TASK FORCE; TO STUDY AND
EVALUATE THE WAYS STATE AGENCIES COULD
INCREASE EMPLOYEE RETENTION; AND TO
DECLARE AN EMERGENCY.

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(h) The task force shall:

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

(A) The employing state agency; and

(B) Other state agencies;

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

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

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

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

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

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

(1) The Department of Human Services;

(2) The Department of Health;

(3) The Department of Finance and Administration; and

(4) The Department of Parks and Tourism.

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

(1) Results of the study; and

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

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

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

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

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

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

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

/s/Walker