

SENATE BILL NO. 293

BY SENATOR DONAHUE

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AN ACT

To enact R.S.39:84.1 and R.S. 42:375.2, relative to agency position attrition analysis in the executive branch of state government; to require the commissioner of administration to establish and implement an agency attrition analysis process; to require the Board of Regents to establish and implement an agency attrition analysis process; to provide for reports to the Commission on Streamlining Government; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 39:84.1 is hereby enacted to read as follows:

§84.1. Agency position attrition analysis process

A. The commissioner of administration shall establish and implement an agency position attrition analysis process to be used by each executive branch agency to review historical position vacancies, relative to authorized positions for each budget unit, program, and subprogram with a goal to reduce by five percent annually for three years by an equally proportionate reduction of such positions across all salary ranges of equal increments, beginning Fiscal Year 2010-2011, the number of such positions. For comparative purposes, Fiscal Year 2007-2008 shall be established as the base year. Beginning in Fiscal Year 2010-2011 and each year thereafter, each agency shall compare the number of authorized positions for each budget unit, program, and subprogram to the number of authorized positions for those budget units, programs, and subprograms within the agency during the base year. The agency shall note all changes across budget units, programs, and subprograms, as well as any changes that occur relative to the distribution of positions within salary ranges.

1 **B. In implementing the requirements of Subsection A of this Section, the**
2 **commissioner of administration shall establish a process which requires the**
3 **analysis of the following:**

4 **(1) General staffing needs of each executive branch agency.**

5 **(2) The state general fund cost associated with the filling of each vacant**
6 **position.**

7 **(3) Any other information necessary to properly evaluate whether to**
8 **retain or eliminate each vacant position.**

9 **(4) Any workload measures which affect changes in the number of**
10 **positions over time.**

11 **(5) Any changes in law which affect staffing needs of an agency.**

12 **C. Each executive branch agency shall report the results of its analysis**
13 **as provided by Subsection A of this Section to the commissioner of**
14 **administration no later than January fifteenth of each year. On the first day of**
15 **the month following the month in which the executive budget is submitted to the**
16 **Joint Legislative Committee on the Budget, the commissioner of administration**
17 **shall provide a written report to the Commission on Streamlining Government.**

18 **D. For the purposes of this Section, the following terms shall have the**
19 **following meanings unless the context clearly indicates otherwise:**

20 **(1) "Executive branch department" means:**

21 **(a) Each of the twenty executive branch departments authorized by**
22 **Article IV, Section 1(B) of the Constitution of Louisiana, and each executive**
23 **branch agency allocated thereto, which is not subject to the provisions of R.S.**
24 **42:375.2.**

25 **(b) Each executive branch agency not allocated to an executive branch**
26 **department or subject to the provisions of R.S. 42:375.2.**

27 **(2) "Executive branch agency" means and includes all departments,**
28 **agencies, boards, commissions, and other instrumentalities contained in the**
29 **General Appropriation Act or the Ancillary Appropriations Act, but does not**
30 **mean or include political subdivisions, as defined by Article VI, Section 44(2)**

1 of the Constitution of Louisiana or any executive branch agencies which are
 2 subject to the provisions of R.S. 42:375.2.

3 (3) "Vacant position" means any authorized position of employment for
 4 which a budget has been approved and an appropriation has been made or a
 5 transfer of funds effected pursuant to law which is funded in whole or in part
 6 from the state general fund, but which is not filled.

7 E. Nothing in this Section shall limit the authority of the management
 8 boards of public postsecondary education to manage the institutions under their
 9 authority, pursuant to the Louisiana Constitution or as otherwise provided in
 10 R.S. 17:3351 et seq.

11 Section 2. R.S. 42:375.2 is hereby enacted to read as follows:

12 §375.2. Agency attrition analysis process, higher education systems

13 A. The Board of Regents shall establish and implement an agency
 14 attrition analysis process to be used by each higher education system to review
 15 the historical employee vacancies, relative to authorized table of organization
 16 full and part-time positions funded in whole or in part by the state general fund,
 17 within each agency with a goal to reduce by five percent annually for three
 18 years by an equally proportionate reduction of such positions across all salary
 19 ranges of equal increments, beginning Fiscal Year 2010-2011, the number of
 20 such positions in each higher education system.

21 B. In implementing the requirements of Subsection A of this Section, the
 22 Board of Regents shall establish a process which requires the analysis of the
 23 following:

24 (1) General staffing needs of each higher education system.

25 (2) The state general fund cost associated with the filling of each vacant
 26 position.

27 (3) Any other information necessary to properly evaluate whether to
 28 retain or eliminate each vacant position.

29 C. On the first day of the month following the month in which the
 30 executive budget is submitted to the Joint Legislative Committee on the Budget,

1 the Board of Regents shall provide a written report to the Commission on
 2 Streamlining Government indicating the state general fund dollar savings
 3 achieved as a result of the implementation of the agency attrition analysis
 4 process and the number of vacant positions eliminated and any other
 5 information relating to personnel numbers, costs, and historical vacancies.

6 D. For the purposes of this Section, the following terms shall have the
 7 following meanings unless the context clearly indicates otherwise:

8 (1) "Agency" means and includes all agencies, boards, commissions, and
 9 other instrumentalities within a higher education system.

10 (2) "Higher education system" means and includes each system and all
 11 institutions, agencies, and offices thereof for which the Board of Regents
 12 maintains budgetary responsibility as provided in Article VIII, Section 5(A) of
 13 the Constitution of Louisiana.

14 (3) "Vacant position" means any authorized table of organization full or
 15 part-time position of employment for which a budget has been approved and an
 16 appropriation has been made or a transfer of funds effected pursuant to law
 17 which is funded in whole or in part by the state general fund, but which is not
 18 filled.

 PRESIDENT OF THE SENATE

 SPEAKER OF THE HOUSE OF REPRESENTATIVES

 GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____