

Senate Bill 197

By: Senator Seabaugh of the 28th

A BILL TO BE ENTITLED
AN ACT

1 To amend Article 1 of Chapter 20 of Title 45 of the Official Code of Georgia Annotated,
2 relating to general provisions relative to personnel administration, so as to provide for a
3 comprehensive review of each state employment position; to provide for a comparison of
4 such salaries with the industry standard for such position; to provide for an evaluation of
5 each employee as to his or her fitness to perform the job; to provide for an evaluation of each
6 employing unit in state government to determine its efficiency in the use of personnel and
7 its efforts to eliminate unproductive workers; to provide for a report; to repeal conflicting
8 laws; and for other purposes.

9 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

10 style="text-align:center">**SECTION 1.**

11 Article 1 of Chapter 20 of Title 45 of the Official Code of Georgia Annotated, relating to
12 general provisions relative to personnel administration, is amended by adding a new Code
13 section to read as follows:

14 "45-20-22.

15 (a) The commissioner shall conduct a comprehensive review of all positions at every level
16 of the executive, legislative, and judicial branches of state government and of the Board of
17 Regents of the University System of Georgia. Such study shall for each position compare
18 the industry standard compensation, including salaries, bonuses, and commissions, with the
19 present compensation for such position. The study shall also compare the total
20 compensation package for each such position, including, without limitation, the employer's
21 contribution to retirement and pension plans, health insurance, annual leave and sick leave
22 allowed, and other benefits.

23 (b) The commissioner shall evaluate each position to determine if the person occupying
24 such position is well suited for the task, considering his or her qualifications, abilities, and
25 mental attitude, and whether such position is duplicated within the employing unit. The

26 commissioner shall evaluate each employing unit on the basis of efficiency in the use of
27 personnel and its success in eliminating unproductive employees from the payroll.

28 (c) The study provided for in this Code section shall be completed not later than December
29 31, 2011, and a copy of such report shall be provided to the Governor, the President of the
30 Senate, and the Speaker of the House of Representatives and shall be provided to the public
31 not later than December 31, 2011."

32 **SECTION 2.**

33 All laws and parts of laws in conflict with this Act are repealed.