

ANALYSIS OF ORIGINAL BILL

Franchise Tax Board

Author: Ashburn/Perata Analyst: Deborah Barrett Bill Number: SB 721
Related Bills: None Telephone: 845-4301 Introduced Date: February 23, 2007
Attorney: Patrick Kusiak Sponsor: _____

SUBJECT: State Agencies Establish & Implement Succession Plans

SUMMARY

This bill would require a state agency to establish and implement a succession plan and report to the Legislature on the success or failure of the plan.

PURPOSE OF THE BILL

According to the author's office, the purpose of the bill is to plan adequately for continuity in state government in the face of upcoming retirements of baby boom state employees.

EFFECTIVE/OPERATIVE DATE

This bill would be effective on January 1, 2008, and operative on or after that date.

POSITION

Pending.

ANALYSIS

STATE LAW

Under current state law, Franchise Tax Board (FTB) is required to produce the following legislatively mandated reports on an annual basis:

- Annual Taxpayers' Bill of Rights Report.
- Audit and Collections Activities.
- Audit Protest Cases.
- Disabled Veteran Business Enterprise Statistics.
- Enterprise Zones.
- Request for Innocent Spouse Relief Report.
- Summary of Federal Income Tax Changes.

Board Position:

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_____ N _____ OUA X PENDING

Department Director

Date

Selvi Stanislaus

5/8/07

THIS BILL

This bill would require FTB to implement a succession plan by January 1, 2010, and report to the Legislature by January 1, 2012, on the success or failure of that plan.

This bill would define the term "succession plan" to mean the process of identifying and preparing suitable employees, through mentoring, training, and continuing education, to replace key managerial or supervisory employees as their tenure expires, for reasons including retirement.

IMPLEMENTATION CONSIDERATIONS

Implementing this bill would not significantly impact the department's programs or operations.

TECHNICAL CONSIDERATIONS *

On page 2, line 6, the word "supervisory" should be changed to "supervisory" to be grammatically correct.

FISCAL IMPACT

Department costs to implement this bill would be minor because the department has already taken steps to develop such a plan.

ECONOMIC IMPACT

This bill would not impact state income tax revenues.

LEGISLATIVE STAFF CONTACT

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