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The Senate Committee on Government Oversight offered the following substitute to SB 3:

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 personnel administration generally, so as to require state departments, agencies,
3 boards, bureaus, offices, commissions, public corporations, and authorities to assess
4 educational, experiential, and training requirements for jobs; to identify jobs for which such
5 requirements can be reduced; to require efforts to reduce the number of jobs for which a
6 four-year college degree is required; to provide for a short title; to provide for related
7 matters; to repeal conflicting laws; and for other purposes.

8 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

9 **SECTION 1.**

10 This Act shall be known and may be cited as the "Reducing Barriers to State Employment
11 Act of 2023."

12 **SECTION 2.**

13 Article 1 of Chapter 20 of Title 45 of the Official Code of Georgia Annotated, relating to
14 personnel administration generally, is amended by adding a new Code section to read as
15 follows:

16 "45-20-22.

17 The Department of Administrative Services shall:

18 (1) Regularly assess the educational, experiential, and training requirements necessary
19 for each job within such department, agency, board, bureau, office, commission, public
20 corporation, or authority;

21 (2) Identify jobs for which the educational, experiential, and training requirements could
22 be reduced from their present level; and

23 (3) Insofar as practicable, reduce the number of jobs for which a four-year college degree
24 is required as a condition of employment."

25 **SECTION 3.**

26 All laws and parts of laws in conflict with this Act are repealed.