

By: Reynolds

H.B. No. 2111

A BILL TO BE ENTITLED

AN ACT

relating to the establishment of the Texas Pay Equity Task Force.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. (a) In this section, "task force" means the Texas Pay Equity Task Force.

(b) The Texas Pay Equity Task Force is established to assess whether a disparity exists on the basis of gender, disability, or race in compensation paid to employees of state agencies, counties, and municipalities.

(c) The task force is composed of nine members appointed as follows:

(1) two representatives of state agencies and one representative of a nonprofit organization engaged in gender, disability, or race pay equity issues, appointed by the governor;

(2) one representative of a county, one representative of a municipality, and one representative of a nonprofit organization engaged in gender, disability, or race pay equity issues, appointed by the lieutenant governor; and

(3) one representative of a county, one representative of a municipality, and one representative of a nonprofit organization engaged in gender, disability, or race pay equity issues, appointed by the speaker of the house of representatives.

(d) A task force member is not entitled to compensation for service on the task force but is, to the extent money is available,

1 entitled to reimbursement for actual and necessary expenses  
2 incurred in performing task force duties. The task force may accept  
3 gifts, grants, and donations to pay for those expenses.

4 (e) The members of the task force shall elect a presiding  
5 officer from among the membership.

6 (f) The task force shall meet at least quarterly at the call  
7 of the presiding officer.

8 (g) Notwithstanding Chapter 551, Government Code, or any  
9 other law, the task force may meet by telephone conference call,  
10 videoconference, or other similar telecommunication method. A  
11 meeting held by telephone conference call, videoconference, or  
12 other similar telecommunication method is subject to the  
13 requirements of Sections 551.125(c), (d), (e), and (f), Government  
14 Code.

15 (h) The task force shall conduct a study to determine  
16 whether a disparity exists on the basis of gender, disability, or  
17 race in compensation paid to employees of state agencies, counties,  
18 and municipalities. The task force may request payroll information,  
19 including the gender, disability status, and race of each employee,  
20 from a state agency, county, or municipality, and the state agency,  
21 county, or municipality shall comply with the request.

22 (i) If the task force determines that a pay disparity  
23 exists, the task force shall develop recommendations to eliminate  
24 the disparity.

25 (j) The task force shall develop and submit a written report  
26 on the study and recommendations developed by the task force to the  
27 governor, the lieutenant governor, the speaker of the house of

1 representatives, and each member of the legislature not later than  
2 November 1, 2026.

3 (k) The task force is abolished and this Act expires June 1,  
4 2027.

5 SECTION 2. Not later than the 30th day following the  
6 effective date of this Act, the governor, the lieutenant governor,  
7 and the speaker of the house of representatives shall appoint the  
8 members of the Texas Pay Equity Task Force as established by this  
9 Act.

10 SECTION 3. This Act takes effect immediately if it receives  
11 a vote of two-thirds of all the members elected to each house, as  
12 provided by Section 39, Article III, Texas Constitution. If this  
13 Act does not receive the vote necessary for immediate effect, this  
14 Act takes effect September 1, 2025.