

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 84TH LEGISLATIVE REGULAR SESSION

April 8, 2015

TO: Honorable Gary Elkins, Chair, House Committee on Government Transparency & Operation

FROM: Ursula Parks, Director, Legislative Budget Board

IN RE: **HB2995** by Walle (Relating to overtime pay for certain information technology state employees.), **As Introduced**

Depending upon the number of state agencies that would authorize payment at the employee's regular rate of pay for compensatory time accrued by an employee who works in an information technology position requiring skills in high demand, there could be an indeterminate cost to the state.

The bill would amend Government Code to allow state employees to be paid a regular rate of pay instead of compensatory time for work in an information technology position requiring skills in high demand in the information technology labor market.

The fiscal impact of this bill cannot be determined because several factors are unknown, including: a definition and differentiation of "high demand" skills in the information technology labor market, the amount of compensatory time earned statewide in high demand information technology positions, and the regular rate of pay for employees in high demand information technology positions.

The Uniform Statewide Payroll / Personnel System (USPS) can provide the number of compensatory hours worked in fiscal year 2014 by information technology employees at select state agencies, but this is not a statewide total and does not differentiate high demand positions. The Electronic Classification Analysis System (E-Class) can provide a fiscal year 2014 average annual salary for information technology staff, from which an hourly regular rate of pay can be derived, but this is not specifically for high demand positions.

The bill would take effect September 1, 2015.

Local Government Impact

No fiscal implication to units of local government is anticipated.

Source Agencies: 304 Comptroller of Public Accounts, 308 State Auditor's Office, 313 Department of Information Resources

LBB Staff: UP, FR, EP, KFa, LCO