

BILL ANALYSIS

Senate Research Center
87R2934 RDS-F

H.B. 2743
By: Metcalf; Pacheco (Paxton)
Business & Commerce
5/14/2021
Engrossed

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

The State of Texas position classification plan is designed to ensure that state employees are classified appropriately and consistently while helping to promote salary parity for similar positions across agencies. It has been suggested that statute does not currently provide agencies with adequate flexibility to set salaries in cases in which qualified employees transfer internally to a new position within the same salary group. H.B. 2743 seeks to provide greater flexibility to applicable state agencies to adjust the annual salary rate for an employee after the employee has transferred within the agency between two classified positions that are allocated to the same salary group and have the same position title.

H.B. 2743 amends the Government Code to authorize the annual salary rate of an executive or judicial branch state agency employee to be set immediately after a transfer at any rate in the appropriate salary group if the employee does the following:

- transfers within an agency between two classified positions that are allocated to the same salary group and have the same position title as listed in the General Appropriations Act;
- transfers to a position for which the employment opening is publicly listed with the Texas Workforce Commission;
- voluntarily applies for the position to which the employee transfers; and
- agrees to accept the position to which the employee transfers at the publicly listed salary.

H.B. 2743 amends current law relating to the salary of certain employees who transfer within a state agency.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Subchapter K, Chapter 659, Government Code, by adding Section 659.2532, as follows:

Sec. 659.2532. TRANSFER WITHIN AGENCY BETWEEN CLASSIFIED POSITIONS WITH SAME POSITION TITLE WHEN EMPLOYEE IS COMPETITIVELY SELECTED. (a) Defines, in this section, "classified position."

(b) Authorizes a state employee's annual salary rate immediately after a transfer to be set at any rate in the appropriate salary group if the employee:

(1) transfers within a state agency between two classified positions that are allocated to the same salary group and have the same position title as listed in the General Appropriations Act;

(2) transfers to a position for which the employment opening is publicly listed in accordance with Chapter 656 (Job Notices and Training);

(3) voluntarily applies for the position to which the employee transfers;
and

(4) agrees to accept the position to which the employee transfers at the
publicly listed salary.

SECTION 2. Makes application of Section 659.2532, Government Code, as added by this Act,
prospective to September 1, 2021.

SECTION 3. Effective date: September 1, 2021.