

BILL ANALYSIS

H.B. 2743
By: Metcalf
State Affairs
Committee Report (Unamended)

BACKGROUND AND PURPOSE

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.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

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.

EFFECTIVE DATE

September 1, 2021.