

By: Guillen

H.B. No. 3427

A BILL TO BE ENTITLED

AN ACT

relating to a salary career ladder for certain state employees.

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

SECTION 1. Subchapter B, Chapter 659, Government Code, is amended by adding Section 659.0111 to read as follows:

Sec. 659.0111. SALARY CAREER LADDER FOR CERTAIN STATE EMPLOYEES. (a) This section applies only to a state employee who is employed by a state agency in a position classified under Chapter 654 and whose annual salary is less than \$75,000.

(b) The executive director or governing body of a state agency shall adopt a salary career ladder for agency employees described by Subsection (a). The salary career ladder must base a state employee's salary on the employee's designated classification in the position classification plan under Chapter 654 and years of service with the agency.

(c) A state employee to whom the salary career ladder applies is entitled to an annual salary increase during each of the employee's first 10 years of service in a designated classification in the position classification plan under Chapter 654 if the employee receives an overall evaluation of at least satisfactory in the employee's most recent annual evaluation. The salary increase must be equal to one-tenth of the difference between:

(1) the minimum annual salary of a state employee in the employee's current classification; and

1 (2) the minimum annual salary of a state employee in
2 the next highest classification.

3 SECTION 2. As soon as practicable after the effective date
4 of this Act, but not later than October 1, 2021, the executive
5 director or governing body of each state agency subject to Section
6 659.0111, Government Code, as added by this Act, shall adopt a
7 salary career ladder for state employees as required by that
8 section. Beginning the first day of the month following the date on
9 which the executive director or governing body adopts the salary
10 career ladder, each state employee to whom the salary career ladder
11 applies and who receives an overall evaluation of at least
12 satisfactory in the employee's most recent annual evaluation is
13 entitled to a salary in an amount that meets or exceeds the amount
14 determined according to the salary career ladder for the employee's
15 classification and years of service with the agency.

16 SECTION 3. This Act takes effect September 1, 2021.