

SUBJECT: Establishing salary guidelines for internal state employee transfers

COMMITTEE: State Affairs — favorable, without amendment

VOTE: 12 ayes — Paddie, Hernandez, Deshotel, Harless, Howard, Hunter, P. King, Metcalf, Raymond, Shaheen, Slawson, Smithee

0 nays

1 absent — Lucio

WITNESSES: For — None

Against — None

On — Rob Coleman, Texas Comptroller of Public Accounts

BACKGROUND: Concerns have been raised that current statute does not provide adequate flexibility to set salaries in cases in which qualified employees transfer to a new position within the same agency and in the same salary group.

DIGEST: HB 2743 would allow a state employee's salary rate to be set at any rate in the appropriate salary group if the employee:

- transferred within a state agency between two classified positions that were allocated to the same salary group and had the same title as listed in the general appropriations act;
- transferred to a position for which the employment opening was publicly listed with the Texas Workforce Commission;
- voluntarily applied for the position to which the employee transferred; and
- agreed to accept the position to which the employee transferred at the publicly listed salary.

The bill would take effect September 1, 2021, and would apply only to a

transfer of position that took effect on or after that date.