

BILL ANALYSIS

Senate Research Center

S.C.R. 31
By: Barrientos
Finance
4/17/2003
As Filed

DIGEST

The State of Texas is committed to providing a total compensation package that enables the State to attract, motivate, and retain highly skilled and talented employees. A competitive total compensation package includes an effective salary administration program, a comprehensive benefits package, and an employee retirement system.

PURPOSE

Provides that the 78th Legislature of the State of Texas hereby formalizes the State of Texas Compensation Philosophy as stated herein. Provides that the state uses the Position Classification Plan (plan) to pay employees performing similar jobs across agencies at similar rates. Provides that the plan outlines specific job titles and occupational groups and establishes salary groups for each job title. Provides that the legislature sets not-to-exceed rates for a limited number of high-level, executive positions, which are exempt from the plan. Provides that the state uses three salary schedules, which define certain salary ranges for certain job titles. Authorizes the legislature, to the extent funds are available, to increase the salary ranges of Salary Schedules A and B so that they fall within 10 percent of the market, based on the midpoints of the salary groups. Authorizes the legislature, to the extent funds are available, to increase Salary Schedule C actual salaries so that they fall in line with the average salaries of Texas' city police departments. Authorizes the legislature, to the extent funds are available, to fund across-the-board increases for employees in Salary Schedules A and B at not less than 75 percent of the Consumer Price Index for the preceding calendar year as reported by the United States Bureau of Labor. Authorizes the legislature, to the extent funds are available, to set aside a pool of money to be used by agencies that meet certain performance levels as outlined in the General Appropriations Act. Authorizes qualifying agencies to use this money to grant lump-sum rewards to employees with outstanding performance that contributed to the agencies' success. Authorizes the legislature, to the extent funds are available, to provide funding to agencies to encourage granting merit and one-time merit increases to employees with high performance in order to move employees' base pay throughout their salary ranges. Authorizes the legislature, to the extent funds are available, to provide certain correctional positions at the Department of Criminal Justice and the Youth Commission with automatic salary increases based on the length of time worked in their position. Provides that the State of Texas will offer a comprehensive benefits package, including an insurance program, deferred compensation system, and tax-deferred spending accounts. Provides that to the extent funds are available, the legislature will fund 100 percent of employees' health insurance coverage and 50 percent of dependent coverage. Provides that the state will offer a defined benefit retirement program that provides an annuity to employees who have reached certain age and years-of-service requirements. Provides that the state will pay health insurance premiums for retirees and their dependents after the retiree has 10 years of state service. Provides that employees are eligible for disability retirement if they become disabled while performing their work, regardless of age or length of service. Authorizes employees' beneficiaries to receive certain benefits if the employee dies before retirement.