



STATE EMPLOYEE PAY RAISE: \$6000

We have earned it - TEXAS NEEDS IT!

A \$6000 pay raise is a down payment to restore state employees to 1987 purchasing power

- State employee pay has not kept up with the cost-of-living for over 30 years. State employees and retirees have been facing severe problems for decades as the cost of living has increased faster than pay almost every year. It would take a pay increase of about \$15,000 to bring the buying power of the median state employee salary back to the level of 1987. This is just the amount to offset the increased cost of living not covered by pay increases we have received. State employees have not had a meaningful pay raise since 2007. University workers have been left out of statewide pay raises since 2003. Every year without a pay raise is a year we really see a pay cut.

This raise will move to restore our standard of living and help reduce employee turnover

- In some agencies, turnover of key front-line staff ranges from 20% to over 30% per year. Turnover costs hundreds of millions of dollars in hiring and training, and it threatens the ability of state agencies and universities to fulfill their commitments to the people of Texas. An across-the-board \$6000 raise would help all state employees and assure that employees at the low end of the pay scale get a real raise that will make a difference in their lives.

PAY RAISE 2017: Don't leave out university workers - appropriate funds for a university worker pay raise AND repeal provisions that would eliminate across the board pay raises!

- University employees have been left out of statewide pay raises for over a decade. While the university systems claim that university employees have received similar raises via merit raise and "pay for performance" schemes, the Legislature has not appropriated any funds for university pay increases. In 2003, the legislature passed SB 1652, which includes language that makes across-the-board pay raises almost impossible for university employees.

NEEDS TO BE REPEALED: SB 1652 (78th Texas Legislature, 2003) SECTION 2.07. Amends Subchapter A, Chapter 51, Education Code, by adding Section 51.0065, as follows: Sec. 51.0065. APPLICABILITY OF ACROSS-THE-BOARD SALARY INCREASE.

- Entitles an institution of higher education that has adopted a pay-for-performance program that is in effect when an across-the-board salary increase for state employees made by an appropriation act of the legislature takes effect to receive any appropriation made for purposes of the across-the-board salary increase, and authorizes the use of the amount appropriated for an across-the-board salary increase or for increases in compensation under the institution's pay-for-performance program.