

March 5, 2025

State Agencies Need the Flexibility to Set Their Own Remote Work Policy

Texas Public Employees Association has issued the following statement on the topic of remote work.

Austin, TX, March 5, 2025 -- TPEA's position in this session remains the same as the last session; state agencies need the flexibility to set the remote work policies that are most effective and productive for them and their staff (*within the State guidelines*). Since 2015, Texas has experienced a population increase of over 15% while maintaining the same workforce size. Thus, it is reasonable to conclude that productivity has remained stable, even productive.

A recent [survey](#) by the Legislative Budget Board showed that state agencies have seen a positive fiscal impact, improved recruitment and retention, and positive employee productivity when implementing flexible work policies.

"Returning to the office full-time effectively reduces the pay for state employees, as inflation is generally rising across nearly all areas", said Suzanha Pena, TPEA's Director of Communications. *"For instance, gas prices have surged by approximately 22% in the last five years, and with many state employees commuting to their office from nearby regions using the toll road during rush hour can reach \$20 per day. This situation increases the impact of inflation."* (This is all assuming the employee owns a car.)

Additionally, state employee salaries are about 7% less than those in equivalent private sector roles, combined with the expenses of commuting to their office and the high inflation rates, it becomes more challenging for a state employee to maintain their position with the state.

TPEA will continue to work with State leaders to foster efficiency in Texas State government by promoting, developing and maintaining a responsive, well-trained, and professional workforce of public servants.

About TPEA:

Founded in 1946 by dedicated state employees, the Texas Public Employees Association (TPEA) has advocated for 79 years to promote and preserve the salaries and benefits for state employees and retirees—these benefits make it possible for Texans to devote themselves to careers in keeping Texas prosperous and growing. Today, TPEA is one of the largest associations for active and retired state employees, and it's also the only nonunion, nonpartisan association serving state employees during and after their careers. TPEA was instrumental in the creation of the Employees Retirement System (ERS) pension fund, and it successfully lobbied the Legislature to offer health insurance to state employees and retirees.

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