



SECURING A PAY RAISE FOR STATE WORKERS IN THE 88TH LEGISLATURE

For 76 years, the Texas Public Employees Association (TPEA) has protected the financial security of current and former state workers.

This year, we are working directly with lawmakers to secure a pay raise for the 140,000-plus state employees across every region who keep Texas running. These are the Texans who serve vulnerable children and the elderly; regulate and investigate complaints in the financial, medical, and other industries; and build and maintain the public infrastructure that allows our state to grow and prosper.

But they are leaving their jobs and the state workforce in record numbers.

Historic inflation and higher salaries in the private sector have driven too many of them out of the state workforce in recent years. This record turnover can seriously impact state agency operations and public services as positions go unfilled for long stretches in this competitive job market.

If state agencies don't have qualified workers, our roads and parks can't be maintained, unemployment claims can't be processed, complaints can't be investigated, and state operations can't run smoothly

Texas' growing budget surplus gives lawmakers an unprecedented opportunity to support our dedicated state employees and stem the rapid turnover.

WHAT TEXAS IS FACING:

State of Texas Employees and State Agencies Have Been Hit Hard by Inflation

- 22.7% turnover rate among state workers
- No general pay raise for state employees since 2014
- The classification plan for state employees does not provide market-competitive salary ranges – and has not changed in almost a decade
- “Better pay/benefits” was the top reason cited by those who left state agency employment
- There are fewer state employees today than 20 years ago – serving a much larger population

WHAT THE LEGISLATURE CAN DO:

With a \$33 Billion Budget Surplus, the Legislature Has the Resources to Support State Employees

- Provide general pay raises to all state workers
- Fulfill individual agencies' requests for targeted salary enhancements
- Address critical staffing needs

TEXAS PUBLIC
EMPLOYEES ASSOCIATION



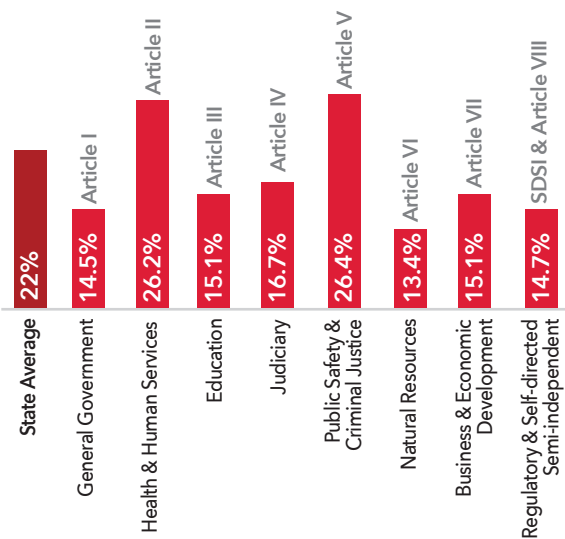
LEARN THE FACTS ABOUT WHY A PAY RAISE IS NEEDED

"I may be forced to quit my job with the state to find something paying more, just so we can have a roof over our head. I don't want to do that. I love my job and I love working for the people of Texas. I know we're all feeling the pain at the pump and grocery stores. In most cases, I must depend on the food pantry."

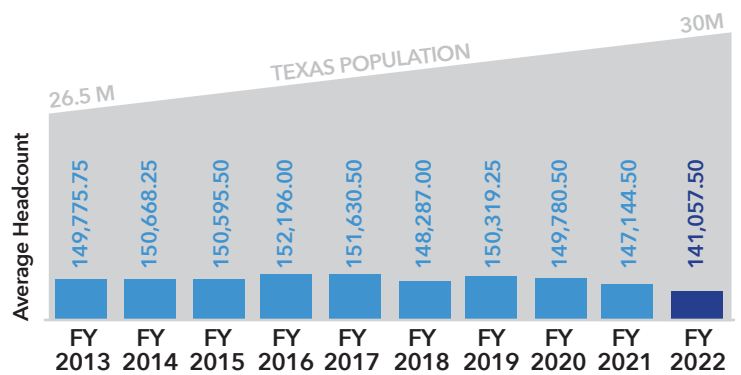
- LaToya, Dallas

EMPLOYEE TURNOVER BY ARTICLE IN THE TEXAS BUDGET

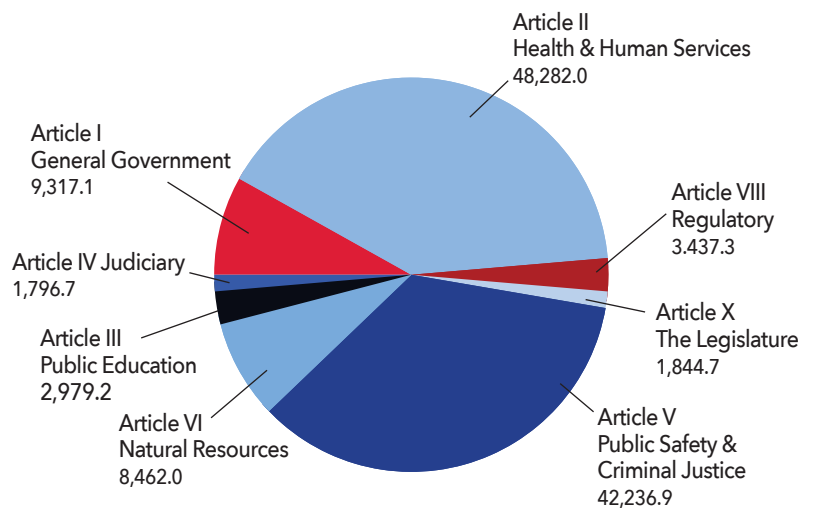
Employee Turnover Rate by General Appropriations Act Article*



A GROWING POPULATION, A SHRINKING STATE WORKFORCE: TEN-YEAR POPULATION AND EMPLOYEE HEADCOUNT



NON-HIGHER EDUCATION EMPLOYEES BY ARTICLE IN THE TEXAS BUDGET



Since the 1940s, TPEA has worked at the Capitol to establish ERS, secure fair wages, and protect public employee insurance benefits. In 2023, we are just as committed to helping today's state workers secure the pay raises they deserve.