



November 21, 2023

To: CFOStakeholderFeedback@hhs.texas.gov  
Subject: TPEA comments for agency LAR to be submitted 2024

I submit these comments on behalf of the Texas Public Employees Association (TPEA), the oldest state employee and retiree organization. Please note that TPEA is non-partisan and is not a union.

TPEA urges your agency to continue bolstering your workforce by providing pay increases both across the board and targeted. We note the success of many agencies in the past budget cycle in getting the targeted pay hikes they asked for in their respective Legislative Appropriations Requests (LARs). We also have at least anecdotal evidence that the severe turnover among employees in your agency, especially among medical and direct care workers, has abated somewhat due to the across-the-board increases granted by the Legislature for both years of the current biennium.

TPEA therefore asks that HHSC, in your LAR for the coming biennium, address the need to continue across the board pay increases and specify where targeted pay hikes would be most appropriate and impactful.

The positive effects on employee morale, retention, and productivity are well established. Furthermore, the families of your clients and the citizens of the state of Texas will benefit from such a robust, productive workforce.

Thank you for your consideration and all you do to make Texas a great state.

Respectfully,

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