

BILL SUMMARY
1st Session of the 59th Legislature

Bill No.:	HB1798
Version:	FULLPCS1
Request Number:	7216
Author:	Rep. Osburn
Date:	2/20/2023
Impact:	Impact beginning FY-25: see analysis below

Research Analysis

The proposed committee substitute for HB 1798 creates a pay structure that gradually increases state employee compensation over three fiscal years until such employees are at a level of at least 90 percent of compensation for comparable private sector positions. The pay structure is set as follows: 85 percent for FY 25, 87 percent for FY 26, and 90 percent for FY 27. The measure also requires market based pay studies to be performed every four years. These studies are to be the basis for compensation levels, analyze the overall state workforce, and make recommendations for the increase or decrease of the workforce.

Prepared By: Keana Swadley

Fiscal Analysis

HB 1798 in its current form, provides for the implementation of a specific pay study for state employees. The bill specifies that pay bands established by the Office of Management and Enterprise Services, (OMES), will begin being implemented in Fiscal Year 2025. There is no anticipated fiscal impact for FY-24; however, appropriations to various state agencies to cover the cost of increased salaries will likely be needed beginning FY-25 and such amounts will need to be increased in FY-26, FY-27, and maintained and adjusted periodically in the fiscal years thereafter.

Prepared By: John McPhetridge, House Fiscal Staff

Other Considerations

None.