



89th Legislature - TPEA Supports TDCJ

TPEA Achievements for TDCJ in the 2025 Legislative Session

TPEA played a pivotal role in advocating for raises by actively engaging in every phase of the budgetary process. This involved presenting compelling testimony at joint budget hearings, where TPEA representatives expressed the critical need for salary adjustments for state employees. TPEA ensured that the voices of public employees were heard and considered at each crucial juncture of the legislative process. Here are the achievements of TPEA for the Texas Department of Criminal Justice (TDCJ) during the 2025 Legislative Session (89th Session).

COMPENSATORY
TIME

SALARY AND
FUNDING

ERS PENSION FUND
& HEALTHCARE
INSURANCE

Compensatory Time for TDCJ:

In fiscal year 2023, TDCJ staff forfeited 95 years of compensatory time, resulting in unpaid labor without benefits. The Sunset Commission did not address this issue. Therefore, TPEA successfully petitioned the Legislature to include language allowing for the conversion of compensatory time off into accumulated vacation leave, addressing the inability of employees to utilize this time due to staffing shortages. The language was added to the Sunset bill that passed.

Salary Highlights:

- A 10% salary increase for all Correctional Officers.
- A 15% salary increase for all Parole Officers within TDCJ.
- \$20 million in General Revenue to fund targeted salary increases for certain positions.

5. Targeted Salary Adjustments Senate provides \$50.0 million in General Revenue to fund targeted salary increases for certain positions.	\$ 50,000,000	\$ 50,000,000	\$ -	\$ -	\$ 20,000,000	\$ 20,000,000	SENATE AS AMENDED
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Major Funding Increase:

Funding for TDCJ for the 2026–27 biennium totals \$9.75 billion in All Funds, which would be an increase of \$1.05 billion, or 12.1 percent from the 2024–25 biennial expenditure levels.

The increase is attributable primarily to:

- funding for salary increases for correctional and parole officers (\$362.6 million);
- the resumption of services at previously idled units and to fund per diem rate increases at contracted facilities (\$313.0 million);
- additional funding to address increasing correctional managed healthcare costs (\$259.0 million);
- additional funding to address increasing operational costs (\$150.0 million);
- increased funding for local community supervision and corrections departments to address increasing costs and provide salary increases (\$46.4 million);
- the operation of the Dalby Correctional Facility in Post (\$41.2 million);
- targeted salary increases for TDCJ staff (\$20.0 million);
- increased infirmary capacity (\$19.3 million); training and retention initiatives (\$15.6 million);
- increased operating expenses and expanded capacity at the Texas Correctional Office on Offenders with Medical or Mental Impairment (\$9.0 million);
- and IT staffing enhancements (\$7.0 million).

In addition, House Bill 500 includes:

- supplemental funding for the construction of expansion dormitories (\$301.0 million);
- major repair and restoration projects (\$226.3 million);
- and the purchase of the Dalby Correctional Facility (\$110.0 million).

Insurance Premiums Increase

In collaboration with the Employees Retirement System (ERS), TPEA successfully secured an additional \$770+ million in funding to cover the increase in ERS insurance premiums. This crucial financial support ensured that the burden of rising insurance costs did not fall on the employees, who would have otherwise faced higher out-of-pocket expenses or been forced to accept health insurance plans with reduced benefits. By obtaining this funding, we safeguarded the financial well-being of State employees and maintained the quality of their health insurance coverage.

ERS Pension Fund

The Legislature continue to allocate a substantial \$1.02 billion towards legacy pension payments, which are essential for maintaining the stability of the pension funds. By securing these funds, the Legislature has taken proactive measures to guarantee that state employees can rely on a dependable and funded pension system upon their retirement, thereby providing state employees with peace of mind and financial assurance for their post-employment years.



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