

May 2019



Dear Legislator,

As you determine the legislative priorities for this session, we ask that you give serious consideration to providing an across-the-board pay raise for state employees. The last time state employees were awarded an increase in take-home pay was during the 83rd legislative session, six years ago. According to a report published by the State Auditor's Office, other than retirement, compensation is the number one reason employees leave state government. Consequently, the state has seen a 19% employee turnover rate across all state agencies, while the average turnover rate in Texas' private sector is hovering around 3%. For employees with less than two years of service, the rate skyrockets to 41%.

High turnover at state agencies ultimately has a negative impact on the private sector by creating a void in the workforce that oversees the regulatory functions of major businesses, maintains the state's infrastructure, ensures public safety, and preserves an equitable tax collection. If state agencies retained their workforce through competitive salaries, private industry would not be subject to the disruptions in their business operations caused by employee vacancies or inexperienced personnel within the agencies. Texas needs to retain hardworking, valuable employees for our future. No business can function efficiently while challenged with constant recruiting and re-training in its efforts to field a stable and experienced workforce.

From our vantage point, hiring and retaining valuable staff with institutional knowledge is essential to the private sector's ability to conduct business in the State of Texas. The state must strike a competitive balance with private industries' employee salaries, even if only to account for inflation. We are grateful for the pro-business climate our state leaders have fostered. However, we ask that you take steps to ensure stability in the state's workforce so that we can continue to grow.

In short, what is good for the Texas workforce is good for Texas business. We understand the fiscal challenges that lie ahead for the 2019 Legislative Session, but ask that you support an across-the-board pay raise for state employees.

Thank you for your consideration.

