

SUBJECT: Adjusting vacation leave policy for TDCJ employees

COMMITTEE: Corrections — committee substitute recommended

VOTE: 8 ayes — Herrero, Kacal, Allen, V. Jones, Lopez, Sherman, Swanson, Toth
0 nays
1 absent — Murr

WITNESSES: For — Jeff Ormsby, Texas Correctional Employees Council; Ann Bishop, Texas Public Employees Association (*Registered, but did not testify*: Joe Morris, Texas Game Warden Peace Officers Association; John Wilkerson, Texas Municipal Police Association; Renee Monroe, TxCURE Inc; Susan Stewart)
Against — None
On — Jason Clark, Texas Department of Criminal Justice

BACKGROUND: Some have suggested that authorizing the Texas Department of Criminal Justice (TDCJ) to facilitate additional compensation options for employees, such as receiving lump-sum payments instead of taking vacation time, could assist in staff retention.

DIGEST: CSHB 1832 would allow TDCJ to adopt a policy that permits employees to elect to receive a lump-sum payment for accumulated vacation leave in lieu of taking the leave.

The payment amount would be computed by multiplying the employee's hourly compensation rate, as of the date the employee notified the department, by the hours of accumulated vacation leave. The number of hours elected to be paid could not exceed 40 hours, or all of the employee's accumulated vacation leave, whichever was less. The number of hours paid would be deducted from the employee's accumulated

vacation leave balance.

The bill would take effect September 1, 2023.

NOTES:

According to the Legislative Budget Board, HB 1832 as introduced would have a negative impact of \$49,452,200 through the biennium ending August 31, 2025.