

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB3024</b>
<b>Version:</b>	<b>FULLPCS1</b>
<b>Request Number:</b>	<b>16275</b>
<b>Author:</b>	<b>Rep. Lowe</b>
<b>Date:</b>	<b>3/02/2026</b>
<b>Impact:</b>	<b>Please see previous summary of this measure</b>

**Research Analysis**

The proposed committee substitute for HB3024 establishes a 10 percent limit on salary increases and bonuses for state employees in executive branch agencies. An agency may bypass the salary increase limit by getting approval from the cabinet secretary overseeing the agency or if the increase is from the result of a performance review, a change in job duties or title, or a substantial modification of job responsibilities. Furthermore, these limits do not apply to the following:

- agency executive directors or CEOs;
- positions that require advanced degrees, licensing or accreditation such as medical doctors, accountants, and engineers;
- employees of non-appropriated agencies; or
- higher education, school district and career technology district employees.

The measure requires all salary increase and bonuses to be documented using forms prescribed by the Office of Management and Enterprise Services.

The measure also directs agencies to adopt permanent rules that outline the maximum authorized bonus amounts and performance metrics for each position or job category at the agency. Wholly non-appropriated agencies are exempt from this requirement.

Prepared By: Quyen Do

**Fiscal Analysis**

The measure is currently under review and impact information will be completed.

Prepared By: House Fiscal Staff

**Other Considerations**

None.