

BILL SUMMARY
2nd Session of the 60th Legislature

Bill No.:	HB 3024
Version:	Introduced
Request Number:	13914
Author:	Rep. Lowe
Date:	2/2/2026
Impact:	\$0

Research Analysis

HB3024, as introduced, 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 agency directors or higher education, school district and career technology district employees.

All salary increase and bonuses must 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.

Prepared By: Quyen Do

Fiscal Analysis

House Bill 3024 creates new law limiting salary increases and bonuses for state employees and requiring agencies to adopt related rules. The measure does not authorize new appropriations, additional staffing, or revenue changes. Any administrative workload associated with rulemaking is expected to be handled within existing agency resources. Therefore, the measure is not anticipated to have a direct fiscal impact on the state budget or appropriations.

Prepared By: Zach Lein, House Fiscal Staff

Other Considerations

None.