

# We Can Prioritize Texan Families Through High Quality State Services:

## The Texas Legislature should invest in all of us



Whether accessing a driver's license, supporting a foster child, or accessing food security during a family crisis, Texans of all backgrounds are worth high quality public services. Unfortunately, the Texas Legislature's systemic underfunding of our state government and public services undermines all of us. Together, we can fully fund our state workforce and get the high quality services we all deserve.

Here's how:

- 1) **Raise state employees' wages with a \$10,000 across the board pay raise** that includes university workers. State salaries lag behind the private market and haven't kept pace with inflation causing high turnover.
- 2) **Fully staff state agencies to meet Texas' potential.** Most agency average headcounts are far behind what is needed to adequately provide high quality public services to Texas' 30 million plus residents.
- 3) Treat retired state workers with the same dignity they provide to us through their public service. **Give retirees a COLA that begins to restore the buying power that has been lost due to inflation and a rising cost of living.**

# The State Budget Must Prioritize Texans' Common Good:

## Texans are Worth a Fully-Staffed & Fairly-Compensated Workforce



### Population vs. State Agency Workforce Percent Growth Since 2004

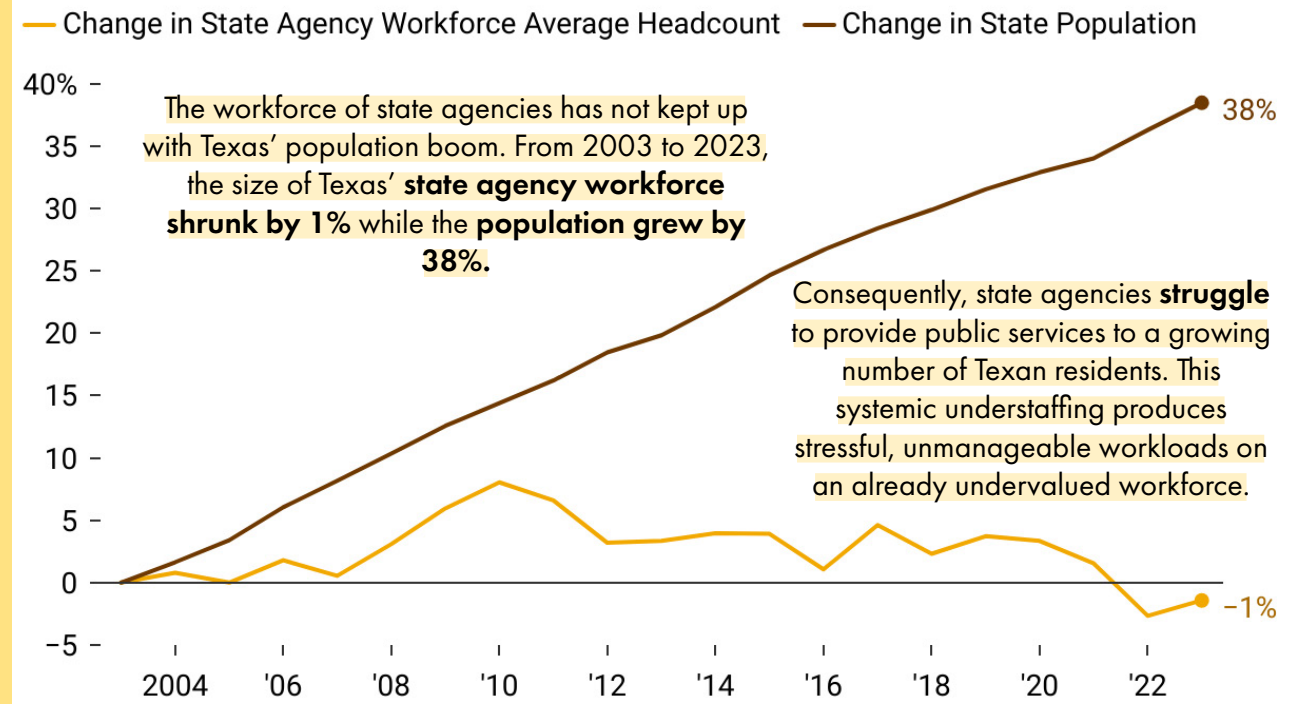


Chart: Every Texan

Notes: Population data is from the US Census. State workforce data is from the Texas State Auditors Office (SAO) and based on average annual state agency headcounts. Every Texan calculated the percent change since 2004 for each year.



EVERY TEXAN



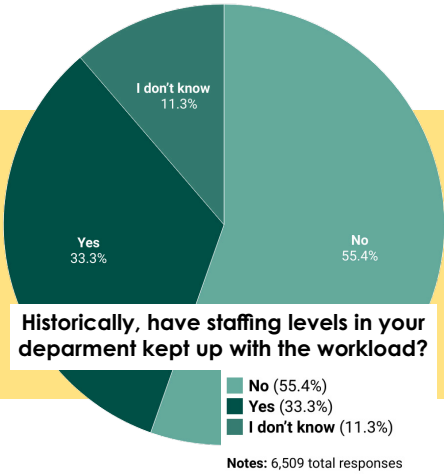
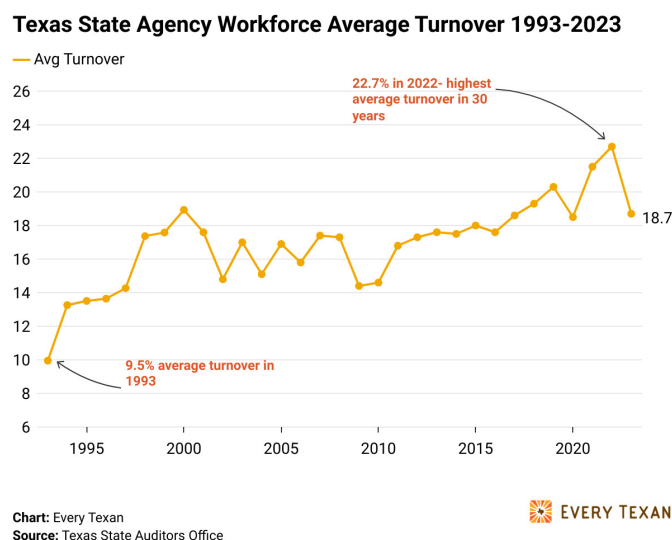
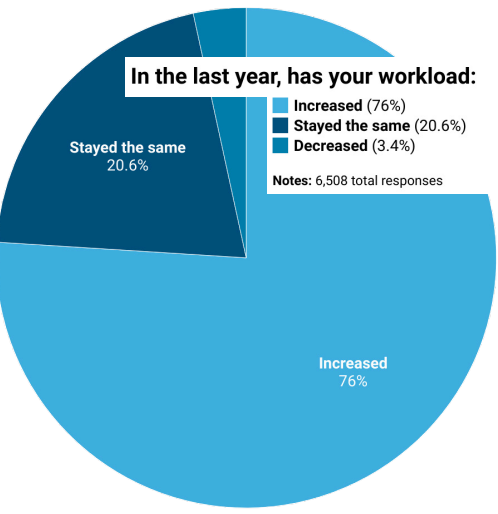
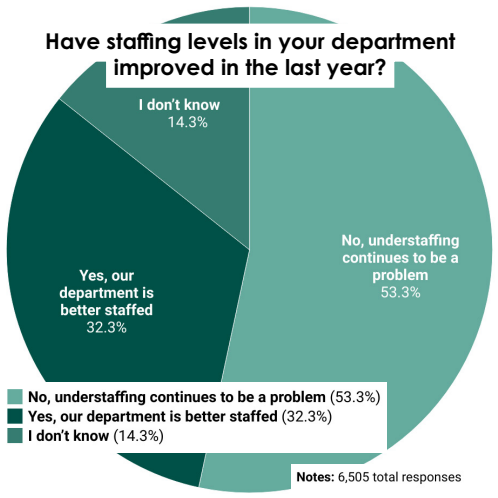
EVERY TEXAN



# Texas' State Workforce is Severely Understaffed

The data that follows is derived from a Texas State Employees Union and Every Texan survey distributed to state agency workers in 2024. Approximately 6,500 state employees chose to respond to the survey.

Despite the drop in average turnover from 2022 to 2023, 53.3% of survey respondents state that understaffing continues to be a problem and 76% of respondents have experienced an increase in their workload.

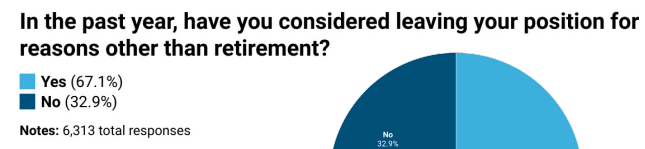


55.4% of respondents state that historically staffing levels have not kept up with the workload indicating insufficient staffing precedes high turnover. State agencies do not have enough staff; this issue is exacerbated by high turnover.

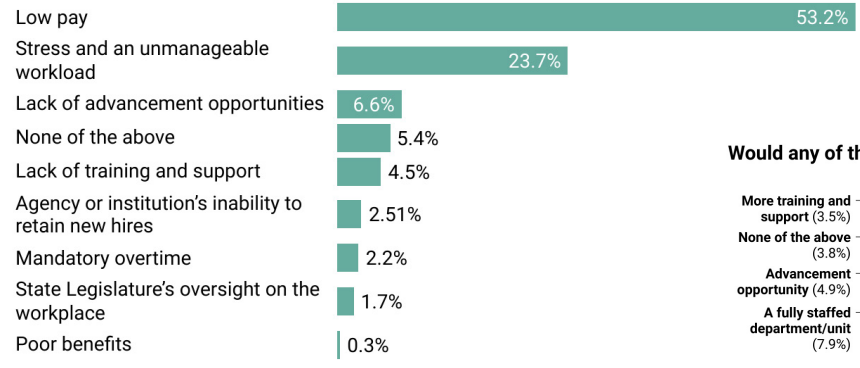
# Low Pay Drives High Turnover: The People of Texas Pay the Price

For too long, the Texas Legislature has not kept state workforce salaries competitive with the broader market. The Legislature passed a 5% across the board raise in 2023, the first such raise since 2013-2014. The Texas Comptroller State Employee Workforce report shows employees' salaries are at least 12 percent behind the private sector. State employees consistently report low pay as the central driver of agencies' high turnover crisis.

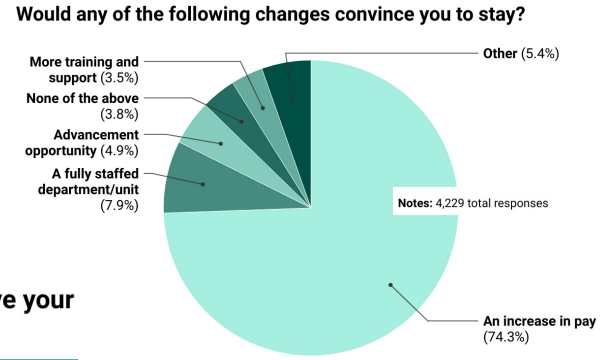
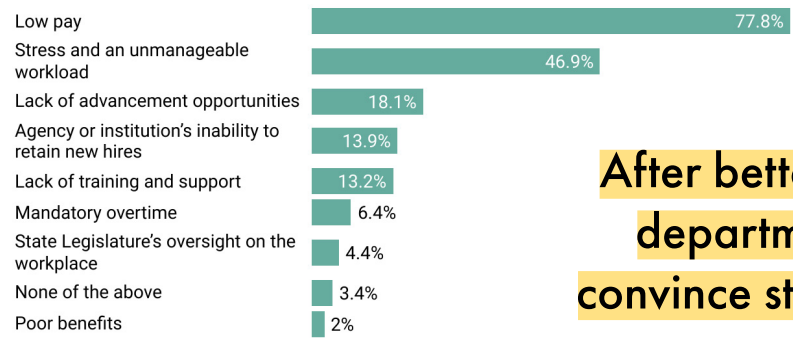
State employees' low pay and stressful or unmanageable working conditions mean that 67.1% of respondents have considered leaving their job in the past year.



## What is the top concern affecting your decision to leave?



## What do you think are the primary 2 reasons employees leave your workplace?



After better pay, a fully staffed department is most likely to convince state employees to stay.