STANDARD ADMINISTRATIVE PROCEDURE

31.01.01.M7.01 Retroactive Pay Increases

Approved July 5, 1995
Revised February 4, 2009
Revised October 5, 2011
Next Scheduled Review: May 19, 2021

Standard Administrative Procedure Statement

This SAP is provided to clarify state law as it relates to retroactive pay increases.

Official SAP

The Office of General Counsel has researched retroactive pay increases and concluded that there is no authorization by the State of Texas to grant such increases based on:

   Article III, Section 53 of the Texas Constitution prohibits the payment of retroactive increases to State employees. It states there is no power to grant any extra compensation to an individual after the service has been rendered.

Increases may be effective on the first day of the pay period in which the individual authorized to approve salary increases signed the approval document.

Related Statutes, Policies, or Requirements

Supplements System Policy 31.01, System Regulation 31.01.01 and 33.99.01, and University Rule 31.01.01.M7

Contact Office

For additional information, contact Payroll Services at payroll@tamu.edu.

OFFICE OF RESPONSIBILITY: Payroll Services