

STANDARD ADMINISTRATIVE PROCEDURE

31.01.01.M7.01 Retroactive Pay Increases

Approved July 5, 1995

Revised February 4, 2009

Revised October 5, 2011

Revised April 13, 2021

Next Scheduled Review: April 13, 2026

Standard Administrative Procedure Statement

This procedure is set forth to provide clarification on state law as it relates to retroactive pay increases.

Procedure and Responsibilities

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 all required approvals are completed.

Related Statutes, Policies, or Requirements

[System Policy 31.01, Compensation](#)

[System Regulation 31.01.01, Compensation Administration](#)

[System Regulation 33.99.01, Employment Practices](#)

Contact Office

For information or clarification on this Rule, contact [Human Resources and Organizational Effectiveness, Classification & Compensation](#) at (979) 845-4170 or by email at hrcomp@tamu.edu.

OFFICE OF RESPONSIBILITY: [Human Resources and Organizational Effectiveness](#)