

# 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*

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### **Standard Administrative Procedure Statement**

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

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### **Official SAP**

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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.

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### **Related Statutes, Policies, or Requirements**

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*Supplements [System Policy 31.01](#), [System Regulation 31.01.01](#) and [33.99.01](#), and [University Rule 31.01.01.M7](#)*

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### **Contact Office**

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For additional information, contact Payroll Services at [payroll@tamu.edu](mailto:payroll@tamu.edu).

**OFFICE OF RESPONSIBILITY:** [Payroll Services](#)