

## HB223 INTRODUCED



1      HB223  
2      CXEBPJJ-1  
3      By Representatives Givens, Reynolds, Hall  
4      RFD: Ways and Means General Fund  
5      First Read: 14-Jan-26

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## 4     SYNOPSIS:

5                   This bill would provide a cost-of-living  
6                   increase for state employees for the fiscal year  
7                   beginning October 1, 2026.

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## A BILL

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TO BE ENTITLED

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AN ACT

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13                  To provide a cost-of-living increase for state  
14                  employees for the fiscal year beginning October 1, 2026.

15 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

16                  Section 1. Beginning with the first pay day on or after  
17                  October 1, 2026, all state employees who are listed in the  
18                  classified and unclassified service of the state as defined in  
19                  Section 36-26-10, Code of Alabama 1975, and all other state  
20                  employees and hourly employees of the state, and all judicial  
21                  personnel, officers, and employees, and all legislative  
22                  personnel, officers, and employees, whether subject to the  
23                  State Merit System or not, and all employees of the county  
24                  health departments who are employed subject to the State Merit  
25                  System and whose compensation is paid out of a budget provided  
26                  and agreed upon by the state, county, or other contributing  
27                  agency under the direction of the State Board of Health shall  
28                  receive a salary increase of two percent.

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29           Section 2. (a) Any cost-of-living increase granted  
30       under this act shall in no way apply to any local supplement  
31       provided to any judges or to any other local employee whose  
32       salary is tied to that of any state employee.

33           (b) This act shall not apply to any Merit System  
34       employee or hourly employee whose service or rate of pay is  
35       covered by any labor agreement or contract.

36           Section 3. The Director of the State Personnel  
37       Department shall revise the schedule of rates set forth in the  
38       pay plan for state employees and shall send the same to the  
39       State Comptroller, who shall issue warrants in accordance  
40       therewith. With respect to all court officials and employees  
41       within the Unified Judicial System who serve the trial and  
42       appellate courts of the state and the Administrative Office of  
43       Courts, the Administrative Director of Courts shall revise the  
44       schedule of rates set forth in the pay plan for these court  
45       officials and employees to reflect the increase provided in  
46       this act, and shall certify the same to the State Comptroller,  
47       who shall issue warrants in accordance therewith. With respect  
48       to employees of the Legislature, the Secretary of the Senate  
49       for employees of the Senate, the Clerk of the House of  
50       Representatives for employees of the House and the Director of  
51       the Legislative Services Agency for employees of the  
52       Legislative Services Agency shall revise the schedule of rates  
53       set forth in the pay plan for their employees to reflect the  
54       increase provided in this act and shall certify the same to  
55       the State Comptroller, who shall issue warrants in accordance  
56       therewith.

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57           Section 4. It is not the intent of this act to make  
58   appropriations, but the appropriations required by this act  
59   shall be made in the annual budget act for the affected  
60   entities.

61           Section 5. This act shall become effective immediately  
62   upon its passage and approval by the Governor, or upon its  
63   otherwise becoming a law.