

## 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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9                           A BILL  
10                          TO BE ENTITLED  
11                          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.