

Information Regarding Staff Compensation

Authority

Form Authority: House Bill 12, 83rd Legislature, R.S., Texas Government Code, Section 659.026

Employees: 124.7 Full time equivalent employees authorized

Legislative
Appropriations: FY 2014 - \$ 8,922,259
FY 2015 - \$ 8,922,259
FY 2016 - \$11,903,097

Compensation

Methodology: The salary for the agency's Executive Director, which is a Group 3 Exempt position, is set by the Board, either at or below the amount set in the General Appropriations Act.

The salaries for executive staff in classified positions are set by the Executive Director with the minimum and maximum salary range specified for the position in the State's Position Classification Plan. The State of Texas Position Classification Plan is designed to ensure that state employees are classified appropriately and consistently according to their education, work experience, skill, and work performed, and that the salary ranges for positions are competitive with similar positions in the public and private sector.

Various factors are used to determine executive staff compensation, such as education, work experience, skills, work performed, longevity, efficiency, innovation, output, cooperative ability, etc. The agency also relies upon the regularly published SAO reports regarding executive staff compensation, e.g. Legislative Workforce Summary and Report on Executive Compensation at State Agencies, when setting executive staff compensation.

Salary Supplement: The agency's executive staff are not eligible for a salary supplement.

Market Averages: Market average for salary of similar executive staff in private and public sectors:
 Executive Director: \$162,071
 General Council: \$134,749
 Division Director: \$106,070

Non-Executive Staff: Average agency salary for non-executive staff: \$50,645

Comparison of legislative appropriations and compensation of executive staff over 5 years

Fiscal Year	Amount Appropriated	Percentage of Increase (Decrease)
FY 2016	\$11,903,097	33.41%
FY 2015	\$8,922,259	0%
FY 2014	\$8,922,259	(3.98%)
FY 2013	\$9,292,064	(.07%)
FY 2012	\$9,299,030	7.77%

	Executive Director	General Council	Division Director
FY 2016	17.30%	8.65%	8.65%
FY 2015	0%	7.10%	8.12%
FY 2014	29.59%	1.00%	1.00%
FY 2013	0%	6.80%	6.00%
FY 2012	0%	0%	0%

Notes:

Term "executive staff" is defined by Tex. Gov't. Code Ann. Sec. 659.026(a)(2).

The Board does not receive funding to conduct its own analysis to determine market averages for executive staff compensation, therefore the figures have been obtained from State Auditor's Office: SAO Report No. 16-706, A Report on Executive Compensation at State Agencies and SAO Report No. 15-701, A Biennial Report on the State's Position Classification Plan for the 2016-2017 Biennium.