

## **FY 18/19 Update - HB12 Reporting Requirements**

Pursuant to House Bill (HB) 12, 83rd Legislature, Regular Session, Government code section 659.026 (b) was amended.

Effective immediately, a state agency shall make certain information available to the public by posting on the agency's internet website.

HB12 Required Information:

Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATION. (a) Defines "compensation," "executive staff," and "state agency" in this section.

(b) Requires a state agency, at the time and in the manner provided by the state auditor, to make available to the public by posting on the agency's Internet website:

- (1) the number of full-time equivalent employees employed by the agency;
- (2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;
- (3) the agency's methodology, including any employment market analysis, for determining the compensation of executive staff employed by the agency, along with the name of the person and the person's position who selected the methodology;
- (4) whether executive staff are eligible for a salary supplement;
- (5) the market average for compensation of similar executive staff in the private and public sectors;
- (6) the average compensation paid to employees employed by the agency who are not executive staff; and
- (7) the percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years.

1. The number of full-time equivalent employees employed by the agency (FTE cap) for the FY18-19 Biennium:

FY18: 21 FTEs

FY19: 21 FTEs

Source: General Appropriations Act (GAA) for FY18/19.

2. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium:

FY18: \$1,312,833

FY19: \$1,308,034

Source: General Appropriations Act (GAA), SB1 85<sup>th</sup> Legislative Regular Session for FY18/19.

3. The agency's methodology for determining executive staff compensation is to select a job class title and commensurate salary group that best reflects the duties of the prospective staff

candidate and to seek out the best qualified person for the position.

The Executive Director's salary is capped at the amount set forth by the Legislature in the General Appropriations Act for the biennium. The Commission's board members, appointed by the Governor, determine the compensation amount up to the amount set forth by the Legislature.

The methodology for staff members that report to the Executive Director has always been selected by the Executive Director. The current Executive Director for the agency is Brandon Wood.

4. The members of the executive staff are not eligible for a salary supplement; additionally the salary of the Executive Director is limited to the amount listed in the General Appropriations Act. The Executive Director is not eligible for a salary supplement.

5. The market average for compensation of similar executive staff in the private and public sector:

FY18 Salary \$108,469

Market Average \$110,994

Current Salary Group 1

Recommended Salary Group 2

Current Salary Range \$70,000 to \$110,000

Recommended Salary Range \$80,500 to \$126,600

Annual Cost to Move Executive Officer to

Minimum of New Salary Group: N/A

6. The average compensation paid to employees that are not members of the executive staff is \$38,037 per year.

7. The percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years are as follows:

**Position FY 2013 - FY 2017**

Executive

Director

\$75,350-\$101,780 (35% increase)

Manager \$50,184 - \$51,204 (2% increase)

Research Specialist \$36,768 \$37,683 (2.5% increase)

Planner \$36,720 - \$36,720

Staff Services Officer \$51,125 – 54,168 (6% increase)

**FY 2013 – FY2017**

TCJS appropriations \*

\$925,055- \$959,452

% of increase – 3.5% increase

Source: General Appropriations Acts (GAA) for each respective biennium.