

# Information Regarding Staff Compensation

## Authority

**Form Authority:** House Bill 12, 83<sup>rd</sup> Legislature, R.S., Texas Government Code, Section 659.026

**Employees:** 20 Full time equivalent employees authorized

**Legislative Appropriations:** FY 2016 - \$1,289,810  
FY 2017 - \$1,289,812

## 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.