

Texas Civil Commitment Office
Report of Staff Compensation, Pursuant to House Bill 12, 83rd Legislature

Number of Authorized FTEs

FY 2016:	35
FY 2017:	35

Legislative Appropriations

FY 2016:	\$ 13,904,947
FY 2017:	\$ 16,091,977

Average Compensation of Non-Executive Staff

FY 2016:	\$ 49,247
FY 2017:	\$ 50,148 As of December 31, 2016

Agency's methodology, including any market analysis, for determining the compensation of executive staff, along with the name and position of the person who selected the methodology.

The salary for the agency's Executive Director is determined by the Texas Civil Commitment Office five member Governing Board. Salaries for other executive staff are determined by the Executive Director, Marsha McLane. All agency positions, including the Executive Director's, are classified positions in the State's Position Classification Plan. When determining the salaries for executive staff, various factors are considered including individual performance and job responsibilities in carrying out the agency mission. The agency also uses the State Auditor's Office reports on Executive Compensation at State Agencies and the State's Position Classification Plan (see links below) as well as comparisons of equivalent positions at other state state agencies.

<http://www.sao.state.tx.us/reports/main/14-705.pdf>
<http://www.sao.state.tx.us/reports/main/15-701.pdf>

Whether executive staff are eligible for a salary supplement

Texas Government Code Section 659.020 states: "A state employee employed by a state agency as defined by Section 658.001 whose exempt position is classified under Chapter 654 or whose position is funded by the General Appropriations Act may not receive a salary supplement from any source unless a specific grant of authority to do so is provided by the General Appropriations Act or other law."

Texas Civil Commitment Office executive staff are not eligible for and do not receive any salary supplements.

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Market average for compensation of similar executive staff in the private and public sectors

Resources for determining market averages for compensation of similar executive staff are below:

- 1) Executive Compensation at State Agencies - <http://www.sao.state.tx.us>
- 2) The State's Position Classification Plan - <http://www.sao.state.tx.us>
- 3) Legislative Workforce Summaries for State Agencies - <http://www.hr.sao.state.tx.us>
- 4) Government Salaries Explorer, The Texas Tribune - <https://salaries.texastribune.org>

Increase in compensation of executive staff and increase in legislative appropriations for the three preceding fiscal years.

Salaries of Executive Management

<u>Title</u>	<u>FY 2014</u>	<u>% Inc</u>	<u>FY 2015</u>	<u>% Inc</u>	<u>FY 2016</u>	<u>% Inc</u>
Executive Director	\$ 95,000	N/A	\$ 136,852	44%	\$ 150,000	10%
Deputy Director	\$ 84,000	N/A	\$ 91,506	9%	\$ 91,506	0%
Budget Director	\$ 80,000	N/A	\$ 87,149	9%	\$ 93,075	7%
General Counsel	\$ 74,859	N/A	\$ 82,356	10%	\$ 84,415	2%

Appropriated Funds

<u>Title</u>	<u>FY 2014</u>	<u>% Inc</u>	<u>FY 2015</u>	<u>% Inc</u>	<u>FY 2016</u>	<u>% Inc</u>
Appropriations	\$ 6,029,249	26%	\$ 6,902,262	14%	\$ 13,904,947	101%