

Section 659.026 Information

As required by Section 659.026 of the Texas Government Code, certain executive and non-executive compensation information must be made available to the public on the agency's internet website. To comply with this requirement, the following compensation information on State Securities Board (SSB) employees is reported.

1. Number of full-time equivalent employees employed by the agency.

As of August 31, 2019, SSB employed 80.75 full-time equivalent employees. A full-time equivalent (FTE) is a unit equivalent to an employee working an eight-hour day. The total work hours used to calculate FTEs may come from full-time or part-time positions. The total number of FTEs is subject to limitations on state employment levels in the General Appropriations Act (GAA).

2. Amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.

As reported in Article VIII of the GAA, the SSB received the following legislative appropriations for the current state fiscal biennium of \$7,742,826 for the fiscal year ending August 31, 2020 and \$7,797,290 for the fiscal year ending August 31, 2021.

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 and position of the person who selected the methodology.

The annual compensation for the Securities Commissioner, Travis J. Iles, is legislatively set in Article VIII of the GAA at \$162,491 annually for FY 2020 and FY 2021 and falls within Salary Group 5 (for positions exempt from the State's Classification Plan). As reported in the State Auditor's (SAO) "A Report on Executive Compensation at State Agencies" (August 2018, Report No. 18-705), the SAO provides the legislature with recommended salary ranges for executive officer positions. Through this methodology, the SAO reported the market average for the Securities Commissioner position as \$171,043.

The salaries for executive staff in classified positions are set by the Securities Commissioner within the minimum and maximum salary range specified for the position in the State's Position Classification Plan (Plan) in Article IX of the GAA. The Plan is designed to ensure that state employees are classified appropriately and consistently according to their education, work experience, skills, 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 by the Commissioner to determine the executive staff compensation, such as education, work experience, skills, work performed, efficiency, innovation, output, cooperative ability, oversight, comparable positions within the agency, etc. The agency also relies on the regularly published SAO reports regarding executive staff compensation, e.g. "A Biennial Report on the State's Position Classification Plan for the 2020-2021 Biennium" (October 2018, Report No. 19-702), when setting executive staff compensation.

4. Whether executive staff are eligible for a salary supplement.

SSB executive staff are not eligible for a salary supplement as described in Texas Government Code, Section 659.0201.

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

The following table provides the annual state and national wages for public and Chief Executives based on the Bureau of Labor Statistics (BLS) data for Standard Occupational Code (SOC Code) 11-1011.00, Chief Executives:

Location	May 2018 Salary Data				
	10%	25%	Average (Mean) Salary	75%	90%
United States	\$68,360	\$115,960	\$200,140	\$208,000+	\$208,000+
Texas	\$108,040	\$167,070	\$239,680	\$208,000+	\$208,000+

The following table provides market average data for state agency executive staff in Texas, based on March 2019 data provided by state agencies to the Texas Tribune:

Positions (8/2019)	Lowest Salary	Average (Mean) Salary	Highest Salary
Director IV	94,700	130,205	156,256
Director VI	114,000	155,738	239,100
General Counsel VI	141,988	169,417	198,164

6. The average compensation paid to employees employed by the agency who are not executive staff.

Average salary without longevity and BRP was \$66,037.83 at August 31, 2019.

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.

Percentage Increase in Compensation for Executive Staff (FY 2015 - FY 2019)

Fiscal Year	Percentage Increase
FY 2015 ¹	2.18%
FY 2016 ¹	7.56%
FY 2017 ¹	(2.75%)
FY 2018	2.32%
FY 2019	7.49%

Percentage Increase in Legislative Appropriations

Appropriation	Percentage Change
FY 2015	1.45%
FY 2016	2.17%
FY 2017	(0.16%)
FY 2018	(3.88%)
FY 2019	0.0%

¹ So that the figures between the years are comparable, these numbers do not include the position of Director of Registration that existed in FY 2015-2017.