

House Bill 12 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, 2015, SSB employed 94.25 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 \$7,182,560 for the fiscal year ending August 31, 2016 and \$7,182,561 for the fiscal year ending August 31, 2017. In addition, the SSB received funds for the statewide salary increases of \$138,759 for the fiscal year ending August 31, 2016, and is expected to receive approximately \$138,759 for the fiscal year ending August 31, 2017.

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, John Morgan, is legislatively set in Article VIII of the GAA at \$139,443 annually for FY 2016 and FY 2017 and falls within Salary Group 5 (for positions exempt from the State's Classification Plan). As reported in the State Auditor's (SAO) Report on Executive Compensation at State Agencies (August 2014, Report No. 14-705), 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 \$154,937.

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. "Biennial Report on the State's Position Classification Plan for the 2016-2017 Biennium" (September 2014, Report No. 15-701), when setting executive staff compensation.

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

No. 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 2014 Salary Data				
	10%	25%	Median Salary	75%	90%
United States	\$72,7500	\$110,760	\$173,320	\$187,199+	\$187,199+
Texas	\$75,990	\$119,060	\$187,199+	\$187,199+	\$187,199+

The following table provides market average data for state agency executive staff in Texas, based on February 2015 data provided by state agencies to the Texas Tribune:

Position	Lowest Salary	Highest Salary	Median Salary
Director III	\$17,300	\$138,587	\$108,171
Director IV	\$67,609	\$171,600	\$122,418
Director V	\$111,793	\$180,285	\$145,000
Director VI	\$127,504	\$193,800	\$165,240
General Counsel V	\$16,446	\$169,983	\$134,956

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

Average salary without longevity and BRP was \$57,269.58 at August 31, 2015.

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 2011 - FY 2015)

Fiscal Year	Percentage Increase
FY 2011	(1.41)%
FY 2012 ¹	0.13%
FY 2013 ¹	0.84%
FY 2014	7.15%
FY 2015	2.15%
FY 2016	5.49% (budgeted)

Percentage Increase in Legislative Appropriations

Appropriation	Percentage Change
FY 2011	(13.92)%
FY 2012	14.68%
FY 2013	(5.78)%
FY 2014	9.42%
FY 2015	1.45%
FY 2016	2.34%

¹ So that the figures between the years are comparable, these numbers do not include the position of Director of Budget and Planning that existed from April to October 2012.