

Texas Civil Commitment Office

Report of Staff Compensation, Pursuant to Texas Government Code Section 659.026

Authorized FTEs		Legislative Appropriations		Average Compensation of Non-Executive Staff	
FY 2018:	35	FY 2018:	\$16,775,731	FY 2018:	\$51,552
FY 2019:	35	FY 2019:	\$16,310,808	FY 2019:	\$51,053
FY 2020:	35	FY 2020:	\$17,985,957	FY 2020:	\$53,303
FY 2021:	35	FY 2021:	\$19,781,089	FY 2021:	\$54,236

Agency's Methodology for Determining the Compensation of Executive Staff

The salary for the agency's Executive Director is determined by the five-member governing board of the Texas Civil Commitment Office. Salaries for other executive staff are determined by the Executive Director. 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, experience 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 agencies.

<https://sao.texas.gov/Reports/Main/20-706.pdf>
<http://www.sao.texas.gov/Reports/Main/19-702.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.

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.texas.gov>
- 2) The State's Position Classification Plan - <http://www.sao.texas.gov>
- 3) Legislative Workforce Summaries for State Agencies - <http://www.hr.sao.texas.gov>
- 4) General Appropriations Act Schedule of Exempt Positions of multiple state agencies - <http://lbb.texas.gov>

Increase in Compensation of Executive Staff and Increase in Legislative Appropriations for the Five Preceding Fiscal Years

Salaries of Executive Management

Title	FY 2017	% Inc	FY 2018	% Inc	FY 2019	% Inc	FY 2020	% Inc	FY 2021	% Inc
Executive Director	\$165,000	10	\$180,000	9	\$207,000	15	\$207,000	0	\$207,000	0
Deputy Director	\$91,506	0	\$90,000	-2	\$80,000	-11	\$101,823	27	\$106,825	5
Chief Financial Officer	\$93,075	0	\$116,344	25	\$90,000	-23	\$96,000	7	\$96,000	0
General Counsel	\$84,415	0	\$98,857	17	\$98,857	0	\$86,670	-12	\$100,000	15

Appropriated Funds

FY 2017	% Inc	FY 2018	% Inc	FY 2019	% Inc	FY 2020	% Inc	FY 2021	% Inc
\$16,091,977	16	\$16,775,737	4	\$16,310,808	-3	\$17,985,957	10	\$19,781,089	10