

TEXAS STATE BOARD OF DENTAL EXAMINERS

Information Regarding Staff Compensation

House Bill 12, 83rd Legislative, Regular Session

Texas Government Code Section 659.026 provides, in part that: (b) A state agency shall make available to the public by posting on the agency's internet website: (1) the number of full-time equivalent employees employed by the agency; (2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium; (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; (4) whether executive staff are eligible for a salary supplement; (5) the market average for compensation of similar executive staff in the private and public sectors; (6) the average compensation paid to employees employed by the agency who are not executive staff; and (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.

Number of FTE Employed by the Board	As of September 1, 2015, the Board employed 55.4 FTEs.
Amount of Legislative Appropriations for Each Fiscal Year of the Current Biennium	FY2016 - \$4,336,061 FY2017 - \$4335,451
Methodology Used to Determine Compensation of Executive Staff	<p>The salary for the agency's Executive Director, which is a Group 2 - Exempt Positions, is set by the Board. The Texas Legislature determines the agency's Executive Director salary group level and established the maximum salary level in Article VIII of the General Appropriations Act at \$111,683 for FY 2016 .</p> <p>The State Auditor's Office (SAO) reviewed data to determine the market average compensation for similar executive positions on <i>A Report on Executive Compensation at State Agencies</i> issued August 2014, Report No. 14-705. This analysis considered many factors to include the agency size, agency appropriations, and authorized full-time equivalent employee levels. Through this methodology, the SAO reported the market average for the TSBDE Executive Director as \$121,066 and a recommended Salary Group 3.</p> <p>The salaries for the executive staff in classified positions are set by the Executive Director within 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, skills, and work performed, and that the salary ranges for positions are competitive with similar positions in the public and private sector. Various factors were used to determine executive staff compensation, such as education, work experience, skills work performed, longevity, efficiency, innovation, output, cooperative ability, etc. The General Appropriations Act precludes classified staff from being eligible for a salary supplement.</p>

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Average Compensation paid to Non-Executive Staff Employees	The average agency salary for non-executive staff in FY2015 is \$40,798.26.			
Percentage Increase in Executive Staff Compensation for each of the Past Five Years	Fiscal Year	Percentage Increase		
	FY2015	14.68%		
	FY2014	30.33%		
	FY2013	-9.09%		
	FY2012	63.67%		
	FY2011			
Percentage Increase in Legislative Appropriations for each of the Past Five Years	Fiscal Year	Amount Appropriated	Percentage Increase	
	FY2016	\$4,336,061	6.22%	
	FY2015	\$4,082,280	-2.12%	
	FY2014	\$4,170,566	89.49%	
	FY2013	\$2,200,912	0.13%	
	FY2012	\$2,198,001	1.07%	