

Texas Government Code, Chapter 659, as amended by HB 12 (83R Legislature, Regular Session)

The following information is provided to fulfill the requirements of House Bill 12 83rd Texas Legislature Government Code Section 659.026 (b)

Texas Government Code, Section 659.0201-Gifts, Grants, and Donations for Salary Supplement; Reporting

Reporting under Texas Government Code, Section 659.0201 is not applicable as the Department of Information Resources (Department) does not accept gifts, grants, donations or other considerations from a person that the person designates to be used as a salary supplement for an employee of the DIR.

Section 659.026(3)(b) (1)-Full-time Equivalent Employees

The number of full-time equivalent employees employed by the Department.

FTEs Appropriated	
FY 2017	198
FY 2016	198

Current FTEs: 191

Section 659.026 (3)(b) (2) - Legislative Appropriations to the Agency

The amount of legislative appropriations to the Department for each fiscal year of the current state fiscal biennium.

FY Appropriations	
FY 2017	\$373,421,533
FY 2014	\$360,658,520

Section 659.026(3)(b) (3)- Executive Staff Compensation

The Department uses the State of Texas Position Classification Plan (Plan) as compensation methodology. The Plan is designed to ensure that executive staff are classified appropriately and consistently according to their education, work experience, skills, and work performed. Additional consideration is given so that the salary ranges for positions are competitive with similar positions in the public and private sector. The Plan helps to promote salary parity for similar positions across agencies, allows agencies to recruit and retain employees, and provides salary administration guidelines for similar positions across agencies to make individual pay decisions. The Department is statutorily required to follow the Plan for all agency employees.

The maximum salary for the Department's Executive Director is established in the General Appropriations Act (GAA). The Department's Board is authorized by statute to conduct a performance review on the Executive Director to allow for compensation changes up to the maximum established in the GAA. Considerations during the performance review consist of experience, leadership abilities, market analysis of relatable private sector occupations and comparable sized agencies.

When setting salaries for all other executive staff, the Executive Director considers an individual's performance, experience, education, licenses, certifications, and Department's budget.

Section 659.026(3)(b) (4)-Executive Staff Supplement Eligibility

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

Section 659.026(3) (b) (5)-Market Average Compensation for Similar Executive Staff

Due to the unique nature of the duties and responsibilities of the DIR, reliable and accurate private sector market averages for compensation of similar executive staff is not available. For information on compensation of similar executive staff in the public sector, please see the August 2016, State Auditor's Office report entitled "A Report on Executive Compensation at State Agencies" (Report Number 16-706) available at: <http://www.sao.texas.gov/reports/main/16-706.html>.

Section 659.026(3) (b) (6)-Average Compensation Paid to Non- Executive Staff

The average monthly base pay compensation paid to non-executive staff employees is \$6773.21.

Section 659.026(3) (b) (7)-Percentage Increase in Compensation of Executive Staff and the Percentage Increase in Legislative Appropriations

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.

Percent Increase in Compensation of Executive Staff

Fiscal Year	Percent Increase
FY 2016	-1.5%
FY 2015	-46.0%
FY 2014	8.9%
FY 2013	22.1%
FY 2012	122.1%

*Note: The fluctuating numbers reflect organizational changes.

Percent Increase in Legislative Appropriations per GAA

Fiscal Year	Percent Increase
FY 2016	22.2%
FY 2015	1.5%
FY 2014	-11.5%
FY 2013	-7.3%
FY 2012	10.1%