

TEXAS STATE BOARD OF PHARMACY
 INFORMATION REGARDING STAFF COMPENSATION

HB12 (83R) Session - Staff/Executive Compensation Information:

Texas Government Code §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 Employees Employed by the Board	As of September 1, 2019, the Board employed 89 FTEs.
Amount of Legislative Appropriations for Each Fiscal Year of the Current Biennium	FY2020 - \$10,500,683 FY2021 - \$10,501,248
Methodology Used to Determine Compensation of Executive Staff, Along with Name and Position of the Individual that Selected the Methodology	The salary for the agency's Executive Director, which is a Group 4 – Exempt Position, is set by the Board. The Texas Legislature determines the agency's Executive Director's salary group level. 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 agency also relies upon the regularly published SAO reports regarding executive staff compensation, e.g. <i>Legislative Workforce Summary</i> and <i>Report on Executive Compensation at State Agencies</i> , when setting executive staff compensation.
Executive Staff Eligibility for a Salary Supplement	The agency's executive staff is not eligible for a salary supplement. Classified employees are eligible for merit raises or bonuses per the agency's policy.

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Average Compensation paid to Non-Executive Staff Employees			As of September 1, 2019, the average agency salary for non-executive staff is \$54,774.61								
Percentage Increase in Compensation of Executive Staff for Each of the Five Prior Fiscal Years, and the Percentage Increase in Legislative Appropriations for Each of the Five Prior Fiscal Years.		Ex. Dir.	Dir of Enforcement	General Counsel IV	Dir of Admin & Licensing	Staff Services Officer	Chief of Compliance	Manager of Prescription Monitoring Program	Dir of Info Tech	Licensing Manager	Financial Services Manager
	FY2019	0.0%	-3.7%	5.0%	-4.4%	4.5%	0.0%	7.92%	0.0%	6.1%	14.1%
	FY2018	1.6%	-3.6%	17.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	FY2017	0.0%	0.0%	0.0%	0.0%				-2.0%		
	FY2016	18.9%	6.0%	6.0%	3.44%				6.0%		
	FY2015	2.0%	2.0%	2.0%	2.0%				2.0%		
		Amount Appropriated					Percentage of Increase				
	FY2019	\$8,135,461					-2.82%				
	FY2018	\$8,371,680					-11.2%				
	FY2017	\$9,424,411					12.23%				
	FY2016	\$8,397,463					24.86%				
	FY2015	\$6,725,329					4.00%				