

## Information Regarding TFSC Staff Compensation

Pursuant to Tex. Gov. Code Ann. §659.026, the Texas Funeral Service Commission hereby discloses the following information regarding staff compensation.

1.	Number of Full-Time Employees	<ul style="list-style-type: none"> <li>• 12</li> </ul>
2.	Amount of total legislative appropriations for each fiscal year of the current biennium (all funds)	<ul style="list-style-type: none"> <li>• FY2014 - \$812,623</li> <li>• FY2015 - \$812,531</li> </ul>
3.	Methodology used to determine compensation of executive staff, along with the name and position of the individual that selected the methodology	<ul style="list-style-type: none"> <li>• The salary for the agency's Executive director, which is a Group 1 Exempt Position, is set by the Commission, either at or below the not-to-exceed-rate set out in the Commission's bill pattern within the General Appropriations Act.</li> <li>• The salaries for executive staff in classified positions are set by the Executive Director within the salary range specified for the position in the State's Position Classification Plan.</li> <li>• Various factors are used to determine executive staff compensation, such as education, work experience, longevity, efficiency, output, etc. The agency also relies on regularly published reports from the State Auditor's Office when setting compensation.</li> </ul>
4.	Executive staff eligibility for a salary supplement	<ul style="list-style-type: none"> <li>• The agency's executive staff is not eligible for a salary supplement.</li> </ul>
5.	Market average for compensation of similar executive staff in private and public sectors.	<ul style="list-style-type: none"> <li>• The market average for compensation of the Executive Director is \$99,829 according to SAO Report No. 14-705.</li> <li>• According to SAO Report No. 15-701, the market averages for the following classified executive staff are: <ul style="list-style-type: none"> <li>○ Executive Assistant I - \$48,031</li> <li>○ Attorney III - \$78,250</li> <li>○ Investigator V - \$49,749 (According to SAO 10-708)</li> </ul> </li> </ul>

6.	Average compensation paid to non-executive staff employees	<ul style="list-style-type: none"> <li>The average agency salary for non-executive staff is \$40,339</li> </ul>																																																			
7.	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	<table border="1" data-bbox="764 305 1860 532"> <thead> <tr> <th></th> <th>Ex. Dir.</th> <th>Ex. Asst. I</th> <th>Attorney III*</th> <th>Inv. V</th> </tr> </thead> <tbody> <tr> <td>FY 2016</td> <td>16%</td> <td>2.5%</td> <td>8.65%</td> <td>8.65%</td> </tr> <tr> <td>FY 2015</td> <td>0%</td> <td>14.28%</td> <td>2%</td> <td>-8.35%</td> </tr> <tr> <td>FY 2014</td> <td>8.64%</td> <td>1.33%</td> <td>n/a</td> <td>1.23%</td> </tr> <tr> <td>FY 2013</td> <td>0%</td> <td>0%</td> <td>n/a</td> <td>0%</td> </tr> <tr> <td>FY 2012</td> <td>0%</td> <td>0%</td> <td>n/a</td> <td>0%</td> </tr> </tbody> </table> <table border="1" data-bbox="764 570 1801 797"> <thead> <tr> <th></th> <th>Amount Appropriated</th> <th>Percentage of Increase</th> </tr> </thead> <tbody> <tr> <td>FY 2017</td> <td>\$837,580</td> <td>0%</td> </tr> <tr> <td>FY 2016</td> <td>\$837,631</td> <td>3.09%</td> </tr> <tr> <td>FY 2015</td> <td>\$812,531</td> <td>0%</td> </tr> <tr> <td>FY 2014</td> <td>\$812,623</td> <td>10.83%</td> </tr> <tr> <td>FY 2013</td> <td>\$733,213</td> <td>9%</td> </tr> </tbody> </table> <p data-bbox="764 837 1251 865">* Attorney III position new effective FY2014</p>					Ex. Dir.	Ex. Asst. I	Attorney III*	Inv. V	FY 2016	16%	2.5%	8.65%	8.65%	FY 2015	0%	14.28%	2%	-8.35%	FY 2014	8.64%	1.33%	n/a	1.23%	FY 2013	0%	0%	n/a	0%	FY 2012	0%	0%	n/a	0%		Amount Appropriated	Percentage of Increase	FY 2017	\$837,580	0%	FY 2016	\$837,631	3.09%	FY 2015	\$812,531	0%	FY 2014	\$812,623	10.83%	FY 2013	\$733,213	9%
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