

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 Authorized	<ul style="list-style-type: none"> • 12
2.	Amount of total legislative appropriations for each fiscal year of the current biennium (all funds)	<ul style="list-style-type: none"> • FY2018 - \$820,766 • FY2019 - \$820,767
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"> • 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. • 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. • 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.
4.	Executive staff eligibility for a salary supplement	<ul style="list-style-type: none"> • The agency’s executive staff is not eligible for a salary supplement.
5.	Market average for compensation of similar executive staff in private and public sectors.	<ul style="list-style-type: none"> • The market average for compensation of the Executive Director is \$104,969 according to SAO Report No. 18-705. • According to SAO Report No. 17-701, the market averages for the following classified executive staff are: <ul style="list-style-type: none"> ○ Attorney III - \$75,915 ○ Investigator V - \$47,014

6.	Average compensation paid to non-executive staff employees	<ul style="list-style-type: none"> The average agency salary for non-executive staff is \$42,300 																																																							
7.	Percentage change in compensation of executive staff for each of the five prior fiscal years and the percentage change in legislative appropriations for each of the five prior fiscal years	<table border="1" data-bbox="772 305 1864 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 2018</td> <td>8.38%</td> <td>n/a</td> <td>5.24%</td> <td>9.67%</td> </tr> <tr> <td>FY 2017</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>FY 2016</td> <td>16%</td> <td>2.5%</td> <td>7.6%</td> <td>8.65%</td> </tr> <tr> <td>FY 2015</td> <td>0%</td> <td>14.28%</td> <td>14.6%</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> </tbody> </table> <table border="1" data-bbox="772 570 1801 834"> <thead> <tr> <th></th> <th>Amount Appropriated</th> <th>Percentage Changed</th> </tr> </thead> <tbody> <tr> <td>FY 2019</td> <td>\$820,767</td> <td>0%</td> </tr> <tr> <td>FY 2018</td> <td>\$820,766</td> <td>-2.01%</td> </tr> <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> </tbody> </table> <p data-bbox="772 873 1205 899">* Ex. Asst. I position eliminated FY2017</p> <p data-bbox="772 906 1205 932">** Attorney III position created FY2014</p>						Ex. Dir.	Ex. Asst. I*	Attorney III**	Inv. V	FY 2018	8.38%	n/a	5.24%	9.67%	FY 2017	0%	0%	0%	0%	FY 2016	16%	2.5%	7.6%	8.65%	FY 2015	0%	14.28%	14.6%	-8.35%	FY 2014	8.64%	1.33%	n/a	1.23%		Amount Appropriated	Percentage Changed	FY 2019	\$820,767	0%	FY 2018	\$820,766	-2.01%	FY 2017	\$837,580	0%	FY 2016	\$837,631	3.09%	FY 2015	\$812,531	0%	FY 2014	\$812,623	10.83%
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