

## House Bill 12 - Information Regarding Staff Compensation

Texas Medical Board (2013)

House Bill 12 passed by the 83rd Legislature (2013) , Regular Session, requires each agency, including the Texas Medical Board (TMB) to post specific information about staff compensation on its website.

|  | <b>FY 2014</b> | <b>FY 2015</b> |
|--|----------------|----------------|
| <u>The Number FTEs Employed by the Agency (authorized positions):</u>    | 172.5          | 172.5          |
| <u>The Agency's Appropriations for each Fiscal Year of the Biennium:</u> | \$ 11,512,504  | \$ 11,523,697  |

The Percentage Increase in Appropriations for each of the Past Five Fiscal Years:

| <b>Fiscal Year</b> | <b>Percentage Increase</b> |
|--------------------|----------------------------|
| FY 2009            | -3%                        |
| FY 2010            | 21%                        |
| FY 2011            | 0%                         |
| FY 2012            | 2%                         |
| FY 2013            | 0%                         |

|  |                             |
|--|-----------------------------|
| <u>Average Compensation Paid to Employees who are not Executive Staff:</u> | <b>FY 2013</b><br>\$ 41,443 |
|--|-----------------------------|

Methodology for Determining Executive Staff Compensation (including eligibility for salary supplements and market average compensation):

Because the methodology for determining the executive director's compensation is different from that of the remaining executive staff, they are presented separately below.

### ***Executive Director***

|  |                           |                   |
|--|---------------------------|-------------------|
| The General Appropriations Act establishes Executive Director's Maximum Salary:  | <b>FY 2014</b>            | <b>FY 2015</b>    |
|  | \$ 122,210                | \$ 124,654        |
| The General Appropriations Act allows a salary supplement if the Executive Director is both a physician and an attorney: | \$ 12,000                 | \$ 12,000         |
|  | <b>Maximum \$ 134,210</b> | <b>\$ 136,654</b> |

Market Average for Compensation of Similar Executive Directors:

**Public Sector** In the General Appropriations Act, the TMB Executive Director is a Group 4 with a salary range of \$106,500 to 167,500.

TMB Executive Director salary with and without the supplement is below the salary midpoint for this group.

**Private Sector** The State Auditor's Office reports the "Market Average" salary for the TMB Executive Director as \$142,223.

Report is found at <http://www.sao.state.tx.us/reports/main/12-708.pdf>

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### **Other Executive Staff** (includes all managers directly reporting to Executive Director)

The General Appropriations Act establishes salary range for each executive staff position as follows:

| Classification     | FY 2014   |            |    | FY 2015 |            |
|--------------------|-----------|------------|----|---------|------------|
|                    | Minimum   | Maximum    |    | Minimum | Maximum    |
| General Counsel IV | \$ 90,579 | \$ 149,456 | \$ | 92,390  | \$ 152,445 |
| Director IV        | \$ 90,579 | \$ 149,456 | \$ | 92,390  | \$ 152,445 |
| Manager II         | \$ 54,102 | \$ 86,459  | \$ | 55,184  | \$ 88,188  |
| Manager III        | \$ 57,847 | \$ 92,511  | \$ | 59,004  | \$ 94,361  |
| Manger IV          | \$ 61,867 | \$ 98,987  | \$ | 63,104  | \$ 100,967 |
| Manager V          | \$ 68,054 | \$ 112,288 | \$ | 69,415  | \$ 114,534 |

The General Appropriations Act precludes this staff from being eligible for a salary supplement.

Market Average for Compensation of Similar Executive Staff:

**Public Sector** The General Appropriations Act establishes the minimum and maximum salary for each classification. A classification study published in February 2013 included data on other state agencies with employees holding the same classification as TMB executive staff. For the those classifications, the fiscal year 2013 minimum, maximum and average annual salary of each position is listed below.

| Classification     | FY 2013   | FY 2013    |    | Average Annual Salary |
|--------------------|-----------|------------|----|-----------------------|
|                    | Minimum   | Maximum    |    |                       |
| General Counsel IV | \$ 96,156 | \$ 124,147 | \$ | 110,764               |
| Director IV        | \$ 96,952 | \$ 147,976 | \$ | 115,771               |
| Manager II         | \$ 57,936 | \$ 63,103  | \$ | 59,839                |
| Manager III        | \$ 57,247 | \$ 73,672  | \$ | 68,979                |
| Manger IV          | \$ 70,000 | \$ 76,813  | \$ | 73,652                |
| Manager V          | \$ 70,002 | \$ 92,193  | \$ | 85,290                |

**Private Sector** The TMB does not have any current information on market compensation for similar executive staff in the private sector.

The Percentage Increase in Executive Staff Compensation for each of the Past Five Fiscal Years:

*\*Note: TMB underwent a substantial reorganization in FY 2010. Multiple levels of management were eliminated and the organization was streamlined with all managers reporting directly to the executive director. This increased the number of positions that are classified as "executive staff." Also in 2010, TMB hired a medical director since the executive director was an attorney, but not a physician. And, in FY 10, the Physician's Health Program was established and a medical director was hired. The addition of these two physicians significantly impacted the compensation levels.*

| Fiscal Year | Percentage Increase |
|-------------|---------------------|
| FY 2009     | -13%                |
| FY 2010*    | 165%                |
| FY 2011     | 11%                 |
| FY 2012     | 5%                  |
| FY 2013     | 11%                 |