



**STAFF COMPENSATION REPORT**  
 Government Code Section 659.026  
*September 1, 2021*

- 1. The number of full-time equivalent employees employed by the agency:**  
 FY22-23 Number of Authorized FTEs – 131.6.
- 2. The amount of legislative appropriation to the agency for each fiscal year of the current state fiscal biennium:**  
 The Office is authorized \$51,249,165 in FY22 and \$51,249,167 in FY23, including workers’ compensation claims costs, subject to final determination of the Board of Directors.
- 3. 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.**

**Non-Classified Executive Staff**

The annual compensation for the agency’s Executive Director is legislatively established in Article 1 of the General Appropriations Act at \$150,563 for FY 2022 and FY 2023, which falls within Salary Group 4 for positions exempt from the State’s Classification Plan. As reported in the State Auditor’s Office (SAO) Report on Executive Compensation at State Agencies (Report No. 20-706), the SAO reported the market average for the State Office of Risk Management’s Executive Director at \$158,816.

**Classified Executive Staff**

The Office uses the State of Texas Position Classification Plan (Plan) as its compensation methodology. Utilizing this Plan, compensation of executive staff in classified positions is determined by the Executive Director and is based on a number of factors, including the complexity of the work performed, skill requirements, experience requirements, education required, budget and staff oversight, and the internal relationship to comparable positions in the agency. The minimum and maximum salary ranges for these positions are specified in the State’s Position Classification Plan for the 2022-2023 Biennium (Report No. 21-701).

- 4. Whether executive staff are eligible for a salary supplement:**  
 A state employee employed by a state agency whose exempt position is funded by the General Appropriations Act may not receive a salary supplement from any source unless a specific grant of authority to do so is provided by the General Appropriations Act or other law.
- 5. Market average for compensation of similar executive staff in the private and public section:**  
 Reference Texas State Auditor Report Nos. 20-706 and 21-701.
- 6. Average compensation paid to employees employed by the agency who are not executive staff:**  
 Average agency non-executive compensation in FY21 is \$59,510.
- 7. Percentage increase in compensation of executive staff for five preceding fiscal years:**

Position	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Executive Director	0.0%	1.1%	0.0%	7.9%	0.0%
Deputy Executive Director	4.7%	0.9%	2.6%	0.0%	0.0%
Legislative Appropriations	0.1%	-0.4%	0.0%	7.4%	-0.5%