

Information Regarding Staff Compensation Texas Optometry Board

Authority

Form Authority: Texas Government Code Section 659.026

Employees: 7 Full time equivalent employees

Legislative Appropriations: FY2020 - \$462,946
FY2021 - \$462,947

Compensation

Methodology: The salary for the agency's Executive Director, which is a Group 1 Exempt Position, is set by the Board, either at or below the amount set in the General Appropriations Act.

The salaries for 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 are 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. Legislative Workforce Summary and Report on Executive Compensation at State Agencies, when setting executive staff compensation.

Salary Supplement: The agency's executive staff are not eligible for a salary supplement.

Market Averages: Market average for salary of similar executive staff in private and public sectors:
Executive Director: \$106,034
Executive Assistant II: \$59,025
Investigator III: \$40,601

Non-executive Staff: Average agency salary for non-executive staff: \$30,172

Appropriation vs. Salary

	Approp	% Change	Exec Dir	Exec As	Inves
FY2016:	\$435,195	2%	11%	1%	2%
FY2017:	\$435,162	0%	0.0%	(4%)	3%
FY2018:	\$448,674	3.1%	4.3%	1.7%	2.7%
FY2019:	\$447,674	0%	12.6%	0%	0%
FY2020:	\$462,946	3.1%	7.4%	3.6%	3.6%

Notes

Term "executive staff" is defined by Tex. Gov't Code Ann. §659.026(a)(2).

The Board does not receive funding to conduct its own analysis to determine market averages for executive staff compensation, therefore the figures have been obtained from State Auditor's Office: SAO Report No. 18-705, A Report on Executive Compensation at State Agencies; and SAO Report: A Biennial Report on the State's Position Classification Plan for the 2020-2021 Biennium.

Appropriation vs. Salary Table: Percent amounts for each executive staff member is the increase in compensation versus the preceding year's compensation.