

TEXAS REAL ESTATE COMMISSION AND TEXAS APPRAISER LICENSING & CERTIFICATION BOARD (AGENCY 329)

REPORT REGARDING STAFF COMPENSATION

The following information is provided to fulfill the requirements of House Bill 12 83rd Texas Legislature Government Code Section 659.026 (b).

Section 659.026(3)(b) (1)-Full-time Equivalent Employees (FTEs)

The number of full-time equivalent employees employed by TREC/TALCB as of the beginning of the fiscal year (September 1).

Full-time Equivalents (FTEs)	
FY 2019	112
FY 2018	105

Section 659.026 (3)(b) (2) - Legislative Appropriations to the Agency

TREC/TALCB is a Self-Directed/Semi-Independent (SDSI) agency and does not receive legislative appropriations.

Section 659.026(3)(b) (3) - Executive Staff Compensation

TREC/TALCB uses the State of Texas Position Classification Plan (Plan) as compensation methodology. The Plan is designed to ensure that executive staff are classified appropriately and consistently according to their education, work experience, skills, and work performed. Additional consideration is given so that the salary ranges for positions are competitive with similar positions in the public and private sector. The Plan helps to promote salary parity for similar positions across agencies, allows agencies to recruit and retain employees, and provides salary administration guidelines for similar positions across agencies to make individual pay decisions.

TREC/TALCB's Commission and Board conduct a performance review on the Executive Director to allow for compensation changes. Considerations during the performance review consist of experience, leadership abilities, and a market analysis of relatable public sector positions in other states.

When setting salaries for all other executive staff, the Executive Director considers an individual's performance, experience, education, licenses, certifications, information from the State Auditor's Office's E-CLASS system for similar positions, and TREC/TALCB's budget.

Section 659.026(3)(b) (4)-Executive Staff Supplement Eligibility

TREC/TALCB's executive staff are not eligible for a salary supplement as described in Texas Government Code, Section 659.0201.

Section 659.026(3) (b) (5)-Market Average Compensation for Similar Executive Staff

Information on compensation of similar executive staff in the public sector, is obtained via the August 2018 State Auditor's Office report entitled "[A Report on Executive Compensation at State Agencies](#)" (Report Number 19-702).

Section 659.026(3) (b) (6)-Average Compensation Paid to Non- Executive Staff

At the start of FY 2019, the average annual base pay compensation paid to non-executive staff employees was \$57,080.40, which represents a 6% increase from FY 2018.

Section 659.026(3) (b) (7)-Percentage Increase in Compensation of Executive Staff and the Percentage Increase in Legislative Appropriations

The percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years.

Percent Increase in Compensation of Executive Staff

Fiscal Year	Percent Increase
FY 2019	14%
FY 2018	6%
FY 2017	3%
FY 2016	10%
FY 2015	4%
FY 2014	8%

Percent Increase in Legislative Appropriations

As mentioned earlier, TREC/TALCB is a Self-Directed/Semi-Independent (SDSI) agency and does not receive legislative appropriations.

The following information is provided to fulfill the requirements of Texas Government Code, Section 659.0201-Gifts, Grants, and Donations for Salary Supplement; Reporting

Reporting under Texas Government Code, Section 659.0201 is not applicable as the Texas Real Estate Commission and Texas Licensing & Certification Board (TREC/TALCB) does not accept gifts, grants, donations or other considerations from a person that the person designates to be used as a salary supplement for any employee.