



**Texas
Commission
on the Arts**

Investing in a Creative Texas

House Bill 12 Requirements

83rd Texas Legislature

Introduction

Pursuant to House Bill (HB) 12, 83rd Texas Legislature, Regular Session, Government Code Section 659.026 (b) was amended. Effective immediately, a state agency shall make available to the public by posting on the agency's Internet website:

- (1) the number of full-time equivalent employees employed by the agency;
- (2) the amount of legislative appropriations to the agency for each fiscal year of the current state biennium;
- (3) the agency's 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;
- (4) whether executive staff is eligible for salary supplements;
- (5) the market average for compensation of similar executive staff in the private and public sectors;
- (6) the average compensation paid to employees employed by the agency who are not executive staff; and
- (7) 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.

This report fulfills the Texas Commission on the Arts' requirement to comply with HB12.

(1) the number of full-time equivalent employees employed by the agency;

Fiscal Year	2020	2021
FTE	14	14

Source: General Appropriations Act for the 2018-2019 Biennium

(2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

Fiscal Year	2020	2021
Legislative Appropriations	\$ 16,443,038	\$11,493,038

Source: General Appropriations Act for the 2018-2019 Biennium

(3) the agency's 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

The Executive Director is the agency's sole Exempt position, the salary for which is capped at the amount set forth by the Legislature in the General Appropriations Act for the biennium. The Commission's board members, appointed by the Governor, determine the compensation amount up to the amount set forth by the Legislature.

All other executive positions at the Texas Commission on the Arts (TCA) are classified positions under the State of Texas Position Classification Plan. The State of Texas Position Classification Plan (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. 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.

State agencies covered by the Plan are responsible for ensuring compliance with the Plan, as well as making decisions regarding an individual employee's salary rate. This methodology is mandated by the Position Classification Act, Texas Gov't Code, Ch. 654.

(4) whether the executive staff (Commissioners and their direct reports) are eligible for salary supplements;

TCA executive staff is not eligible for salary supplements.

(5) the market average for compensation of similar positions in the private and public sectors;

The State of Texas Position Classification Plan (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. 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.

Therefore, the Plan provides TCA with comparable market data when determining salaries for comparable positions in the private and public sectors.

(6) the average compensation paid to employees who are not executive staff, and;

As of 8/31/19, the average annual base compensation paid to TCA employees who are not executive staff is \$53,992.

(7) the percentage increase in executive staff's compensation for each FY of the five preceding fiscal years

Fiscal Year-Ended (FYE)	2015	2016	2017	2018	2019
% Change From Prior FYE	3.0	9.0	-	5.0	1.1

and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years;

Fiscal Year	2015	2016	2017	2018	2019
% Change From Prior Fiscal Year	1.5	72.7	(48.6)	5.9	0.1