

# TEXAS BOARD OF CHIROPRACTIC EXAMINERS

Information Regarding Staff Compensation  
House Bill 12, 83<sup>rd</sup> Legislative, Regular Session

Texas government Code Section 659.026 provides, in part that: (b) 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 appropriation to the agency for each fiscal year of the current state fiscal 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 are eligible for a salary supplement; (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.

Number of FTEs Employed by the Board.	As of September 1, 2015, the Board employed <b>13.5 FTEs.</b>
Amount of Legislative Appropriations for Each Fiscal Year of the Current Biennium.	<b>Fiscal Year 2016 - \$816,666.00</b> <b>Fiscal Year 2017 - \$814,260.00</b>
Methodology Used to Determine Compensation of Executive Staff.	The salary for the agency's Executive Director, which is a Group 1 – Exempt Position, is set by the Board. The Texas Legislature determines the agency's Executive Director salary group level and established the maximum salary level in Article VIII of the General Appropriations Act at \$90,681.00 for fiscal year 2016. The State Auditor's Office (SAO) reviewed data to determine the market average compensation for similar executive positions on <i>A Report on Executive Compensation at State Agencies</i> issued August 2014, Report No. 14-705. This analysis considered main factors to include the agency size, agency appropriation, and authorized full-time equivalent employee levels. Through this methodology, the SAO reported the market average for the TBCE Executive Director as <b>\$70,000.00 - \$110,000.00</b> and a recommended Salary Group 1.
Average Compensation paid to Non-Executive Staff Employees.	The average agency salary for non-executive staff in FY 2016 is <b>\$42,138.00</b>
Percentage Increase in Executive Staff Compensation for each of the Past Five Years.	The Executive Staff of the TBCE is the Executive Director.

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The percentage increase in compensation of the Executive Director for each fiscal year of the five preceding fiscal years.	<b>Fiscal Year - E.D. Salary - % of Increase</b>		
	<b>FY 2012</b>	<b>\$70,000.00</b>	
	<b>FY 2013</b>	<b>\$70,000.00</b>	<b>0.0%</b>
	<b>FY 2014</b>	<b>\$76,584.00</b>	<b>9.4%</b>
	<b>FY 2015</b>	<b>\$76,584.00</b>	<b>0.0%</b>
	<b>FY 2016</b>	<b>\$72,972.00</b>	<b>-4.7%</b>

The percentage increase in Legislative Appropriations to the agency each fiscal year of the five preceding fiscal years.	<b>Fiscal Year - Appropriation - % of Increase</b>		
	<b>FY 2012</b>	<b>\$611,539.00</b>	
	<b>FY 2013</b>	<b>\$611,539.00</b>	<b>0.0%</b>
	<b>FY 2014</b>	<b>\$788,622.00</b>	<b>29.0%</b>
	<b>FY 2015</b>	<b>\$758,343.00</b>	<b>-3.8%</b>
	<b>FY 2016</b>	<b>\$816,666.00</b>	<b>7.7%</b>