

INFORMATION REGARDING STAFF COMPENSATION
 for State Agency 575

Texas Department of Emergency Management
 provides the following information in accordance with Texas Government Code

1) Full-Time Equivalent Employees

FY 2020:	222.5
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(Source: Texas State Auditor’s Office, FTE Employee System)

2) Legislative Appropriations for Current Biennium

FY 2020:	\$ 1,440,889,292
FY 2021:	\$ 2,083,052,987

(Source: Texas Legislature General Appropriations Act, Article III; includes adjustments such as GR r

3) Methodology for Determining the Compensation of Executive Staff

The Texas A&M University System Board of Regents sets the initial salary and conditions of e Board-appointed positions. Such appointments are recommended by the Institution/Agency Chancellor, and confirmed by the Board. A university President shall appoint Vice-presidents member universities, and agency Directors shall appoint Deputy and Associate Directors of a salaries of these and other executive staff positions are established by the Institution/Agency based on multiple factors, which may include, but are not limited to: performance; complexit education and professional experience required for the position; scope of responsibility; and information is available, salaries for executive staff in similar positions at comparable institut

4) Executive Staff Eligible for a Salary Supplement

Executive staff are eligible for a salary supplement in accordance with TAMUS policy. supplements do not include gifts as defined by Texas Government Code Sec. 659.020

5) Market Average Comparison of Executive Staff

Members of the Texas A&M University System use multiple sources of readily availab data. A link to the College and University Professional Association (CUPA) for HR - Ad Higher Education salary survey is provided below:

<https://www.cupahr.org/surveys/>

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6) Average Compensation for Employees Who Are Not Executive Staff

FY 2018	\$ -
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(Source: Texas State Auditor's Office - FY 2018 Workforce Summary Document)

7) Percentage Increase in Compensation of Executive Staff

FY 2017	FY 2018	FY 2019	FY 2020
N/A	N/A	N/A	N/A

(Source: Administrative Accountability Report submitted annually to the Legislative Budget Board, House Appropriations and Senate Finance Committee)

Percentage Increase in Legislative Appropriations

FY 2017	FY 2018	FY 2019	FY 2020
N/A	N/A	N/A	N/A

(Source: Texas Legislature General Appropriations Act, Article III; includes adjustments such as GR r

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