

INFORMATION REGARDING STAFF COMPENSATION
 for State Agency 576

Texas A&M Forest Service

provides the following information in accordance with Texas Government Code 659.026:

1) Full-Time Equivalent Employees

FY 2020:	487.9
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(Source: Texas State Auditor's Office, FTE Employee System)

2) Legislative Appropriations for Current Biennium

FY 2020:	\$ 58,955,235
FY 2021:	\$ 58,955,234

(Source: Texas Legislature General Appropriations Act, Article III; includes adjustments such as GR returned, etc.)

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 employment for Board-appointed positions. Such appointments are recommended by the Institution/Agency CEO to the Chancellor, and confirmed by the Board. A university President shall appoint Vice-presidents and Deans of member universities, and agency Directors shall appoint Deputy and Associate Directors of agencies. The salaries of these and other executive staff positions are established by the Institution/Agency's CEO and are based on multiple factors, which may include, but are not limited to: performance; complexity of work; education and professional experience required for the position; scope of responsibility; and where the information is available, salaries for executive staff in similar positions at comparable institutions/agencies.

4) Executive Staff Eligible for a Salary Supplement

Executive staff are eligible for a salary supplement in accordance with TAMUS policy. These salary supplements do not include gifts as defined by Texas Government Code Sec. 659.0201.

5) Market Average Comparison of Executive Staff

Members of the Texas A&M University System use multiple sources of readily available salary survey data. A link to the College and University Professional Association (CUPA) for HR - *Administrators in 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	\$	42,608
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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	FY 2021
0.63%	1.25%	1.44%	0.58%	0.99%

(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	FY 2021
-0.17%	-10.30%	0.00%	-4.15%	0.00%

(Source: Texas Legislature General Appropriations Act, Article III; includes adjustments such as GR returned, etc.)