

Staff Compensation Report

As Required by

Texas Government Code

Section 659.026

Health and Human Services

Commission

January 2021



TEXAS
Health and Human
Services

Executive Summary

As required by Section 659.026 of Texas Government Code, certain executive and non-executive compensation information must be made available to the public on the agency's internet website. To comply with this requirement, the following compensation information on Health and Human Services Commission (HHSC) employees is reported.

As of August 31, 2020, HHSC employed 36,054.40 full-time equivalent employees (FTEs). An FTE is a unit equivalent to an employee working an eight-hour day. The total work hours used to calculate FTEs may come from full- time or part-time positions.

Appropriations

As reported in Article II of the General Appropriations Act, the agency received the following legislative appropriations for each fiscal year of the current biennium:

Method of Financing:	For the Years Ending	
	FY 2019	FY 2020
General Revenue Fund	\$14,599,273,714	\$14,593,829,879
Federal Funds	\$20,539,809,270	\$22,425,674,344
Other Funds	\$1,071,546,981	\$1,039,305,692
Total Method of Financing	\$36,210,629,965	\$38,058,809,915

Executive Salary Determination Methodology

Non-Classified Executive Staff

The annual compensation for the agency's Executive Commissioner, Cecile Young, is legislatively set in Article II of the General Appropriations Act at \$290,258 and falls within Salary Group 9 (for positions exempt from the State's Position Classification Plan).

As reported in the State Auditor's Office (SAO) Report on Executive Compensation at State Agencies (August 2020, Report No. 20-706), the SAO provides the legislature with recommended salary ranges for executive officer positions, based on an analysis of:

- executive officer salaries and assigned salary groups;
- the amount of annual appropriations for the agency;

- the number of authorized full-time equivalent employees at the agency;
- market average compensation for similar executive positions;
- the agency's mission;
- salaries of classified employees; and
- specialized education required for the position.

To obtain the market average compensation for similar executive positions, the SAO reviewed data from public, nonprofit, and private sector salary sources, and sent salary surveys to populous states outside of Texas, quasi-governmental agencies, and major Texas cities and counties.

Through this methodology, the SAO reported the market average for the HHSC Executive Commissioner as \$300,958.

Classified Executive Staff

The annual compensation of executive staff in classified positions is determined by the executive commissioner based on a number of factors, including the complexity of the work performed, skill and experience requirements, education required, budget and staff oversight, and the internal relationship to comparable positions in the agency. In addition, the agency monitors and reviews these positions to ensure that proper reporting relationships are maintained.

The minimum and maximum salary ranges for these positions are specified in the State's Position Classification Plan in Article IX of the General Appropriations Act. As reported in the SAO Biennial Report on the State's Position Classification Plan for the 2020-2021 Biennium (September 2018, Report No. 19-702), the SAO conducts market analyses and recommends changes to the legislature when established salary ranges are identified as no longer equitable or competitive. To conduct this analysis and review, the SAO collected market data from multiple salary survey sources for positions representative of the work performed in state government.

Note: The agency's executive staff are not eligible for a salary supplement.

Market Average for Executive Staff

The following table provides the annual state and national wages for public and chief executives, based on the Bureau of Labor Statistics data for Standard Occupational Code 11-1011.00, Chief Executives:

**May 2019 Salary Data
Average**

Location	10%	25%	Salary	75%	90%
United States	\$62,290	\$112,790	\$184,460	- -	- -
Texas	\$108,610	\$161,310	- -	- -	- -

The following table provides market average data for state agency executive staff in Texas, based on August 31, 2020, data provided by Comptroller of Public Accounts Fiscal Integrity Division Fiscal Analysis Section:

**State of Texas
Fiscal Management Division
Statewide Data on Director and Deputy Director Jobs
As of August 31, 2020**

	Class Title	Number of Non-Missing Salary	Mean Salary	Highest Salary	Median Salary	Smallest Salary	Most Frequent Salary
1	Director I	454	\$7,900	\$10,516	\$7,900	\$5,785	\$7,500
2	Director II	848	\$8,815	\$11,299	\$8,833	\$6,363	\$8,750
3	Director III	647	\$9,924	\$13,568	\$10,000	\$7,083	\$10,000
4	Director IV	414	\$11,015	\$13,021	\$10,850	\$7,892	\$10,000
5	Director V	163	\$12,481	\$14,803	\$12,536	\$9,333	\$11,138
6	Director VI	229	\$13,311	\$15,756	\$13,413	\$10,000	\$13,761
7	Director VII	61	\$15,192	\$17,167	\$15,417	\$10,417	\$16,514
8	Deputy Director I	97	\$15,914	\$1,906	\$15,750	\$11,416	\$15,000
9	Deputy Director II	26	\$18,725	\$20,833	\$19,208	\$14,400	\$20,000
10	Deputy Director III	17	\$20,027	\$23,068	\$22,083	\$16,583	\$22,083
11	Deputy Director IV	7	\$23,185	\$25,000	\$23,667	\$20,625	

Non-Executive Staff Compensation

The average base salary for non-executive staff on August 31, 2020, was \$34,095.02.

Executive Salaries Compared to Appropriations

The following table show the percentage changes in HHSC's legislative appropriations and the executive salaries during the five preceding fiscal years:

Method of Financing:	FY 2016	Percent Change	FY 2017	Percent Change	FY 2018	Percent Change	FY 2019	Percent Change	FY 2020	Percent Change
General Revenue Fund	\$13,400,559,133	5.36%	\$13,873,951,153	3.53%	\$15,587,558,652	12.35%	\$14,599,273,714	-6.34%	\$14,593,829,879	-0.04%
Federal Funds	\$20,183,974,810	1.57%	\$19,595,666,668	-2.91%	\$21,497,653,992	9.71%	\$20,539,809,270	-4.46%	\$22,425,674,344	9.18%
Other Funds	\$644,344,794	1.35%	\$717,296,330	11.32%	\$1,066,346,855	48.66%	\$1,071,546,981	0.49%	\$1,039,305,692	-3.01%
Total Method of Financing	\$34,228,878,737	3.02%	\$34,186,914,151	-0.12%	\$38,151,559,499	11.60%	\$36,210,629,965	-5.09%	\$38,058,809,915	5.10%

**Source: 2020-21 GAA

Positions	FY 2016	Percent Change	FY 2017	Percent Change	FY 2018	Percent Change	FY 2019	Percent Change	FY 2020	Percent Change
Executive Commissioner	\$266,499.96	2.4%	\$266,499.96	0.0%	\$266,499.96	0.0%	\$274,999.92	3.1%	\$290,257.92	5.3%
Chief Deputy Executive Commissioner	\$245,692.32	2.4%	\$245,692.32	0.0%	\$245,692.32	0.0%	\$245,692.32	0.0%	\$245,692.32	0.0%
Chief of Staff	\$159,999.96	-3.0%	\$190,000.08	15.8%	\$184,992.00	-2.7%		NA		NA
Chief Public Affairs Officer		NA		NA		NA		NA	\$215,000.04	NA
Chief Financial Officer	\$164,840.16	0.0%	\$195,000.00	15.5%	\$195,000.00	0.0%	\$195,000.00	0.0%	\$230,000.04	15.2%
Inspector General	\$225,500.04	2.4%	\$225,500.04	0.0%	\$225,500.04	0.0%	\$225,500.04	0.0%	\$225,500.04	0.0%
Chief Counsel	\$206,486.16	2.4%	\$206,486.16	0.0%	\$206,486.16	0.0%	\$206,486.16	0.0%	\$240,000.00	14.0%
Chief Operating Officer	\$234,999.96	NA	\$234,999.96	0.0%	\$234,999.96	0.0%	\$230,000.04	-2.2%	\$235,000.08	2.1%
Chief Policy and Regulatory Officer		NA		NA	\$230,000.04	NA	\$230,000.04	0.0%	\$245,000.04	6.1%
Chief Program & Services Officer		NA		NA	\$210,000.00	NA	\$227,000.04	7.5%	\$240,000.00	5.4%
Internal Audit Director		NA		NA	\$162,855.00	NA	\$169,092.84	3.7%	\$171,798.33	1.6%

Note: the HHS Chief Deputy Executive Commissioner position was eliminated February 2020