

Report on Staff Compensation
Texas Public Finance Authority (347)

(H.B. 12, 83rd Leg., R.S., 2013)

Pursuant to Section 659.026, TX Gov't Code, the Texas Public Finance Authority ("TPFA") is making following information available to the public by posting on the agency's website:

1. **Full-Time Equivalent employees:** Full-time Equivalent employee reports are submitted quarterly to the Texas State Auditor's Office. Quarterly TPFA data may be queried directly from the Texas State Auditor's Office Full-Time Equivalent ("FTE") State Employee System at: <https://www.sao.texas.gov/apps/ftesystem>.

TPFA Average for Fiscal Year 2020 – 13.7 FTEs

2. **Legislative Appropriations:**

Texas Public Finance Authority

	For the Years Ending	
	August 31, 2020	August 31, 2021
Method of Financing:		
General Revenue Fund	\$ 851,390	\$ 771,750
Bond Proceeds - Revenue Bonds	227,774	259,762
Other - TPFA Series B Master Lease Project Fund	499,525	500,475
Total, Method of Financing	<u>\$ 1,578,689</u>	<u>\$ 1,531,987</u>

3. **Executive Staff Compensation:** TPFA follows the State Classification Plan ("Plan") in determining the state classification title and compensation ranges for all classified employees, which includes its executive staff reporting to the agency's Executive Director. The Plan establishes job classification titles, salary groups and salary schedules for all classified positions. When setting specific salaries, TPFA's Executive Director considers individual performance, experience, education, licenses, certifications, labor market conditions as well as the agency's available appropriations. The TPFA Executive Director, Lee Deviney, is the person responsible for selecting this methodology. TPFA's Executive Director not-to-exceed exempt salary rate is set by the Legislature and the specific compensation amount is determined by the TPFA Board. For additional information about the Plan, please contact the Texas State Auditor's Office.
4. **Executive Staff Supplement Eligibility:** TX Gov't Code Section 659.020 states: "A state employee employed by a state agency as defined by Section 658.001 whose position is classified under Chapter 654 or whose exempt position is funded by the General Appropriations Act may not receive a salary supplement from any source unless a

specific grant of authority to do so is provided by the General Appropriations Act or other law.” No such authority has been provided for TPFA employees.

5. **Market Average Compensation for Similar Executive Staff:** For additional information on state employment compensation and methodologies, refer to “A Biennial Report on the State's Position Classification Plan”, “A Classification Study of Exempt Positions”, and “A Report on Executive Compensation at State Agencies”, each of which is available at: <http://www.hr.sao.texas.gov/Reports/Category/CompensationAndClassification/>.
6. **Average Non-Executive Monthly Base Pay for September 2020** – \$5,934.29
7. **Percentage Increase in Compensation of Executive Staff and Percentage Increase in Legislative Appropriations (preceding 5 fiscal years):**

	% Increase in Compensation of Executive Staff from Prior Fiscal Year	% Increase in Legislative Appropriations from Prior Fiscal Year
FY 16	6.53%	18.88%
FY 17	5.73%	0.13%
FY 18	(6.69%)*	11.90%
FY 19	5.82%	3.35%
FY 20	(3.53%)*	3.37%

*Decreases above denote retirement in Executive Staff positions