

**State Office of Administrative Hearings  
Report of Information Regarding Staff Compensation  
and Related Information  
As Required by Texas Government Code Section 659.026**

Texas Government Code Section 659.026 requires state agencies to make available on the agency's website certain information concerning agency staffing, budget, and compensation.

**Full-time Equivalents**

As of August 31, 2020, the State Office of Administrative Hearings (SOAH) employed 108 full-time equivalent employees.

**Appropriations**

SOAH received the following legislative appropriations for each fiscal year of the current biennium. Detailed information is available in Article VIII of the General Appropriations Act.

Fiscal Year	Appropriation
2020	\$12,045,165
2021	\$12,045,165

**Compensation Methodology**

The annual compensation for SOAH's Chief Administrative Law Judge is set as a line item exempt position in Article VIII of the General Appropriations Act. The Governor determines the salary of the Chief Administrative Law Judge. SOAH, under the leadership of the Chief Administrative Law Judge, follows the State Classification Plan in determining the compensation for all classified employees, which includes executive staff.

**Salary Supplements**

The agency's executive staff are not eligible for a salary supplement as described in Section 659.0201 or 659.026(a) (1) of the Texas Government Code.

**Market Average Compensation**

For information on compensation of similar executive staff in the public sector, please see State Auditor's Office reports, Report 20-706, *A Report on Executive Compensation at State Agencies*, and Report 20-705, *A Report on State Employee Benefits as A Percentage of Total Compensation Report*.

**Non-Executive Staff Compensation**

As of August 31, 2020, the average agency salary for non-executive staff was \$78,365.52.

**Percentage Increase in Executive Staff Compensation and Legislative Appropriation**

The annual percentage change in executive compensation and legislative appropriations from fiscal year 2016 to fiscal year 2020 includes:

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Executive Compensation Percentage Change from Prior Year	-4%	28%	6%	0%	0%
Legislative Appropriation Percentage Change from Prior Year	32%	-10%	4%	0%	4%

SOAH's reporting structure was reorganized during the period subject to reporting in Fiscal Year 2018. Calculations for prior years have been updated accordingly to ensure consistency.