

**State Office of Administrative Hearings**  
**Report of Information Regarding Staff Compensation and Related Information**  
**As Required by HB 12 of the 83<sup>rd</sup> Legislative Session**

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

**Full-time Equivalent**

As of August 31, 2015, the State Office of Administrative Hearings (SOAH) employed 107 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
2016	\$12,337,672
2017	\$11,138,510

**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 15-701, A Classification Study of Exempt Positions* and *Report 14-705, A Biennial Report on the State's Position Classification Plan*.

**Non-Executive Staff Compensation**

The average agency salary for non-executive staff was \$69,284 in the fiscal year 2015.

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

The annual percentage change in executive compensation and legislative appropriations from fiscal year 2011 to fiscal year 2015 includes:

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Executive Compensation Paid	\$239,764	\$239,764	\$239,764	\$254,027	\$257,596
% Change from Prior Year	0%	0%	0%	5.9%	1.4%
Total Legislative Appropriation	\$10,543,565	\$10,240,907	\$10,234,489	\$9,674,576	\$9,381,576
% Change from Prior Year	-.05%	-2.87%	-.06%	-5.5%	-3%