

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, 2021, the State Office of Administrative Hearings (SOAH) employed 102 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
2022	\$11,226,012
2023	\$11,226,013

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 21-701, *A Biennial Report on the State's Position Classification Plan for the 2022-2023 Biennium*.

Non-Executive Staff Compensation

As of August 31, 2021, the average agency salary for non-executive staff was \$80,150.52.

Percentage Increase in Executive Staff Compensation and Legislative Appropriation

The annual percentage change in executive compensation and legislative appropriations from fiscal year 2017 to fiscal year 2021 includes:

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Executive Compensation Percentage Change from Prior Year	28%	6%	0%	0%	0%
Legislative Appropriation Percentage Change from Prior Year	-10%	4%	0%	4%	-7%

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.