



TEXAS
JUVENILE ★ JUSTICE
DEPARTMENT

Staff Compensation Information

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Government Code, Section 659.026, requires state agencies to make certain information regarding state compensation, including state compensation for the agency's executive staff, available to the public by posting the information on the agency's Internet website.

659.026(a)(2) defines "executive staff" to mean:

- (A) the director, executive director, commissioner, administrator, or other individual who is appointed by the governing body of a state agency or by another state officer to act as the chief executive officer or administrative head of the agency and who is not an appointed officer; and
- (B) other management or senior level staff members of a state agency who directly report to the individual listed in Paragraph (A).

TJJD executive staff consists of the following eleven positions:

- Executive Director (administrative head)
- Psychiatrist IV - Medical Director
- General Counsel V - General Counsel
- Director VI - Chief of Staff
- Director IV - Chief Financial Officer
- Director IV - Chief Information and Technology Officer
- Director IV - Senior Director of State Programs and Facilities
- Director IV - Senior Director of Probation & Community Services
- Director IV - Senior Director of Education Services
- Director IV - Senior Director of Training & Organizational Development
- Director III - Director of Youth Placement & Program Development

659.026(b) requires the following seven categories of information to be made available on the Internet.

- (1) *The number of full-time equivalent employees employed by the agency.*

FY 2016 TJJD FTE Cap: 2,873.1

FY 2017 TJJD FTE Cap: 2,873.1

Source: General Appropriations Act for the 2016 – 2017 Biennium.

- (2) *The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.*

FY 2016 Legislative Appropriations: \$314,856,698

FY 2017 Legislative Appropriations: \$320,004,521

Source: General Appropriations Act for the 2016-2017 Biennium. Figure for FY 2016 does not include the 2.5% salary increase approved by the Legislature.

- (3) *The agency's methodology, including any employment market analysis, for determining the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology.*

Compensation Methodology

The TJJD determines the compensation of executive staff in compliance with the General Appropriations Act, Article IX, Part 2, Provisions Relating to the Position Classification Plan, and Part 3, Salary Administration and Employment Provisions. In addition, the TJJD reviews market analysis information published in the State Auditor's Office (SAO) reports regarding executive compensation ([A Report on Executive Compensation at State Agencies \(SAO Report 14-705, August 2014\)](#)) and the State's [Biennial Report on the State's Position Classification Plan for the 2016-2017 Biennium](#). Data available through the SAO Classification Team's Electronic Classification Analysis



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System (E-Class) is also reviewed to compare compensation for TJJJ positions with compensation of similar positions with other public safety and criminal justice agencies.

Person Selecting Methodology

TJJJ Executive Director David Reilly

- (4) *Whether executive staff are eligible for a salary supplement.*

Per Government Code, Sec. 659.020, TJJJ executive staff are not eligible to receive a salary supplement from any source because neither the General Appropriations Act nor any other law provides a specific grant of authority for a salary supplement.

- (5) *The market average for compensation of similar executive staff in the private and public sectors.*

State Title	Market Average
Executive Director ¹	\$213,951
Physician III ²	\$193,289
Psychiatrist IV	Not available
General Counsel V ³	\$169,313
Director VI ³	\$177,728
Director IV ²	\$120,018
Director III	\$116,500

¹ Source: SAO Report No. 14-705, A Report on Executive Compensation at State Agencies (Market Analysis, Appendix 3)

² Sources: General Appropriations Act, Article IX, Part 2, Provisions Relating to the Position Classification Plan (used to determine midpoint of salary range for corresponding salary group), and SAO Report No. 13-701, A Biennial Report on The State's Position Classification Plan for the 2014 – 2015 Biennium, (explains the relationship between midpoints of salary ranges with average market pay in Chapter 1-C, page 5).

³ Source: SAO Report No. 13-701, A Biennial Report on The State's Position Classification Plan for the 2014 – 2015 Biennium (Appendix 4).

- (6) *The average compensation paid to employees employed by the agency who are not executive staff.*

\$41,264

Source: USPS (TJJJ Position by Position Report dated 9/1/2015; average based on compensation for positions filled by full-time employees)

- (7) *The percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years.*

TJJJ was created effective December 1, 2011; therefore, data for earlier years is not available.

Executive Staff Compensation

The positions with no salary indicated for FY 2012 were not created until FY 2013, and previous positions reporting to the executive director and performing or overseeing the performance of functions now performed by these positions were deleted or reclassified. The Director of Youth Placement & Program Development position was not created until FY 2015.

All pay increases for FY 2014 are a result of the legislatively authorized 1% increase effective September 1, 2013, for all classified state employees. All pay increases for FY 2015 are a result of the legislatively



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authorized 2% increase effective September 1, 2014, for all classified state employees. All pay increases for FY 2016 are a result of the legislatively authorized 2.5% percent increase effective September 1, 2015, for all classified state employees.

Position	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Executive Director	\$172,000	\$172,000	\$172,000	\$177,193 ¹ (3%)	\$192,556 (8.7%)
Physician III (Medical Director)	\$216,652	\$216,652	\$218,818	245,514 (12%)	N/A
Psychiatrist IV – Medical Director				N/A	\$251,652
General Counsel V – General Counsel	\$108,516	\$108,516	\$117,000 (7%)	\$125,000 ¹ (6.8%)	\$128,125 (2%)
Director VI - Chief of Staff ¹	N/A	\$120,996	\$122,206 (1%)	\$132,600 ¹ (8.5%)	\$135,915 (2.5%)
Director IV - Chief Financial Officer	N/A	\$120,000	\$121,200 (1%)	\$132,600 (9.4%)	\$135,915 (2.5%)
Director IV - Chief Information and Technology Officer ²	N/A	\$108,000	\$109,080 (.8%)	\$122,400 (12%)	\$125,460 (2.5%)
Director IV - Senior Director of State Programs and Facilities	N/A	\$109,000	\$110,090 (1%)	\$127,500 (15%)	\$130,687 (2.5)
Director IV - Senior Director of Probation & Community Services	N/A	\$107,000	\$108,070 (1%)	\$122,400 (13%)	\$125,460 (2.5%)
Director IV - Senior Director of Education Services ³	\$89,582	\$93,804 (4.7%)	\$94,742 (1%)	\$107,100 (13%)	\$107,100 (0%)
Director IV - Senior Director Training & Organizational Development	N/A	\$112,800	\$113,928 (1%)	120,340 (6%)	128,369 (6.7%)
Director III – Director of Youth Placement & Program Development ⁴	N/A	N/A	N/A	N/A	116,500

¹ Position reclassified with no increase in pay effective 9/1/2015.

² Position reclassified from Director III to Director IV effective 5/20/2013 with no increase in pay.

³ Position received an increase in pay upon being reclassified from Director III to Director IV and beginning to report directly to the executive director effective 9/12/2013.

⁴ Position reclassified from Director II to Director III effective 7/1/2015.

Legislative Appropriations

FY 2014 ¹	FY 2015 ¹	FY 2016 ²	FY 2017 ²
\$332,138,605	\$319,304,334 (-3.9%)	\$314,856,698 (-1.4%)	\$320,004,521 (+1.6%)

¹ Source: General Appropriations Act for the 2014 – 2015 Biennium.

² Source: General Appropriations Act for the 2016 – 2017 Biennium.