

Report for the Texas Animal Health Commission

As required by House Bill 12, 83rd Legislative Session
Codified in Texas Government Code, Section 659.026(b)

9/1/2018

TEXAS ANIMAL HEALTH COMMISSION

HOUSE BILL 12 REQUIREMENTS

September 1, 2018

Pursuant to House Bill (HB) 12, 83rd Texas Legislature, Regular Session, Government Code Section 659.026(b) was amended. Effective September 1, 2013, a state agency is required to make the following information available to the public by posting on the agency's Internet website:

- 1) the number of full-time equivalent employees employed by the agency;
- 2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;
- 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;
- 4) whether executive staff are eligible for salary supplement;
- 5) the market average for compensation of similar executive staff in the private and public sectors;
- 6) the average compensation paid to employees by the agency who are not exempt of the classification schedule; and
- 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.

This document fulfills the TAHC's requirement to comply with HB 12.

1) the number of full-time equivalent employees employed by the agency (FTE cap):

Fiscal Year	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
(FTE Cap)	161	161	184.2	185.2	220.2	220.2

Source: General Appropriations Act for the appropriate biennium.

2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium

Fiscal Years	FY 2018	FY 2018
Legislative Appropriations, Total Method of Financing	\$16,889,565	\$15,107,774

Source: General Appropriations Act for the 2016-2017 biennium.

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;

The Texas Animal Health Commission utilizes a national market analysis of veterinarians published by the American Veterinary Medical Association (AVMA) to ensure the agency maintains equity for the executive director and other veterinary positions within the agency. The agency also performs review and analysis of similarly sized state agencies, universities, and laboratory systems for determining proper classification of positions and compensation for the executive staff. This information is presented as part of the Legislative Appropriations Request (LAR) when a request for salary increase is sought for the executive director position. The survey was last performed by Larissa Schmidt who holds the position of Chief of Staff at the Texas Animal Health Commission.

4) Whether executive staff are eligible for a salary supplement;

The Texas Animal Health Commission executive staff are not eligible for a salary supplement.

Source: State Auditor’s Office, Salary Supplements at State Agencies and Public Higher Education Institutions, February 2016

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

There are no other state veterinarians in Texas, but there are similar public sector positions.

- **Executive Director – Texas Animal Health Commission - \$146,742 per year (FY 2019).**
- Executive Director – Texas Veterinary Medical Diagnostic Lab (TVMDL), Texas A & M University - \$208,696 per year (FY 2018).
- Executive Position in AgriLife Extension Service - \$213,480 per year (FY 2018).
- Deputy Director positions in sister agriculture-related agencies are paid as much as \$205,000 per year – (FY 2018).

The TAHC accessed a compensation survey done by the American Veterinary Medical Association which showed the greatest percentage of food animal veterinarians in private practice made between \$154,000 and \$165,999 per year (2103). A manager or business owner in a food animal exclusive practice had a mean salary of \$175,754.

In a State Auditor’s report dated August 2018 reported the following recommendation for the executive director’s compensation:

Agency Name	Executive Officer Title	Salary Range	Current Salary Group	Recommended Salary Group
Texas Animal Health Commission	Executive Director	\$122,500 - \$167,500	4	5

Source: State Auditor’s Office: Executive Compensation at State Agencies, August 2014

6) The average compensation paid to employees employed by the agency who are not exempt of the classification act:

Fiscal Years (FY)	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Average Comp. for Non-executive Staff	\$45,128	\$47,009	\$48,167	\$48,419	\$49,834	\$48,061

Source: State Auditor's Office Electric Classification Analysis System (E-Class)

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

7a)

Position	Name	Salary FY 2013	Salary FY 2014	Salary FY 2015	Salary FY 2016	Salary FY 2017	Salary FY 2018
Executive Director	Dr. Dee Ellis <hr/> Retired 12/15	\$120,000.00	\$121,200.00	\$123,624.00	\$136,903.92	-----	-----
Percentage Increase		-----	1.00%	2.00%	9.8%	-----	-----
Executive Director	Dr. Andy Schwartz				\$136,903.92 To \$140,327.00	\$140,327.00	146,742.00
					2.5%	.00%	4.4%

Position	Name	Salary FY 2013	Salary FY 2014	Salary FY 2015	Salary FY 2016	Salary FY 2017	Salary FY 2018
Asst. Exec. Dir /State Epi/Dir of Labs	Dr. Andy Schwartz	\$117,564.00	\$119,915.00	\$122,912.00	\$122,912.00	-----	-----
Percentage Increase			2.0%	2.5%	.00%	.00%	
State Epidemiologist	Dr. Susan Rollo	-----	-----	-----	\$105,000.00	\$105,000.00	\$112,.000.00
Percentage Increase		-----	-----	-----	.00%	.00%	6.25%
Asst. Exec. Dir. /Animal Health Prog.	Dr. T.R. Lansford	\$108,000.00	\$110,600.00	\$117,430.15.00	\$133,166.16	\$133,166.16	\$133,166.16
Percentage Increase		-----	2.4%	6.8%	11.9%	0.00%	0.00%
General Counsel	Gene Snelson	\$103,020.00	\$105,080.00	\$107,707	\$112,015.56	\$112,015.56	\$112,015.56
Percentage Increase		-----	2.0%	2.5%	4.0%	.00%	0.00%
Chief of Staff 2017	Larissa Schmidt	-----	-----	-----	-----	\$120,000.00	\$120,000.00
Percentage Increase		-----	-----	-----	-----	-----	.00%-

Position	Name	Salary FY 2013	Salary FY 2014	Salary FY 2015	Salary FY 2016	Salary FY 2017	Salary FY 2018
Assistant Executive Director, Animal Health Programs	Dr. Angela Daniels	-----	-----	-----	-----	-----	\$127,500.00
Percentage Increase		-----	-----	-----	-----	-----	New hire

7b)

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Legislative Appropriations for TAHC (Total Method of Financing)	\$14,894,108	\$10,362,452	\$10,427,543	\$13,640,543	\$12,827,910	\$16,889,565
Percentage increase in appropriations	-----	-30.5%	+0.06%	+30.8%	-1.06%	+24.5%