

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)

Prepared by Larissa Schmidt

9/1/2016

TEXAS ANIMAL HEALTH COMMISSION

HOUSE BILL 12 REQUIREMENTS

September 1, 2016

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 executive staff; 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 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
(FTE Cap)	205	205	161	161	184.2	185.2

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 2016	FY 2017
Legislative Appropriations, Total Method of Financing	\$13,599,499	\$12,786,835

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 similar similarly sized state agencies, universities, and laboratory systems for determining proper classification of positions and compensation for the executive staff. This information is presented with the Legislative Appropriations Request (LAR) when a request for salary enhancement 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 is 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 - \$140,327.00 per year (FY17).**
- Executive Director – Texas Veterinary Medical Diagnostic Lab (TVMDL) – Texas A & M University - \$231,001 per year (2016).
- USDA-APHIS counterpart - \$150,000+ per year (2016).
- Deputy Director positions in sister agriculture-related agencies are paid as much as \$205,000 per year.

The TAHC accessed a compensation survey done by the American Veterinary Medical Association which showed a non-managerial veterinarian with equivalent experience as that required of the state veterinarian receiving a median salary of \$143,621 per year (2015 survey). Salaries for veterinarians in private practice who deal with food animals exclusively had a median income of \$164,500 in 2013.

The State Auditor’s report in August 2014 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	\$123,624 - \$167,500	4	4

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 executive staff

Fiscal Years (FY)	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Average Comp. for Non-executive Staff	\$40,804	\$43,791	\$45,128	\$46,782	\$47,133	\$40,701

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 2011	Salary FY 2012	Salary FY 2013	Salary FY 2014	Salary FY 2015	Salary FY 2016
Executive Director / State Veterinarian	Dr. Dee Ellis 2011-2015 Dr. Andy Schwartz 2016	\$120,000.00	\$120,000.00	\$120,000.00	\$121,200.00	\$123,624.000	\$140,326.92
Percentage Increase		-----	0.00%	0.00%	1.00%	2.00%	11.91%

Positions	Name	Salary FY 2011	Salary FY 2012	Salary FY 2013	Salary FY 2014	Salary FY 2015	Salary FY 2016
Asst. Exec. Dir /State Epi/Dir of Labs	Dr. Andy Schwartz	\$114,000.00	\$116,400.00	\$117,564.00	\$119,915.00	\$122,912.87	122912.87
Percentage Increase			2.1%	1%	2.0%	2.5%	0%
State Epidemiologist	Dr. Susan Rollo						\$105,000.00
Percentage Increase							-----
Asst. Exec. Dir. /Animal Health Prog.	Dr. T.R. Lansford	\$99,999.96	\$99,999.96	\$108,000.00	\$110,600.00	\$117,430.15	\$133,166.16
Percentage Increase		-----	-0.00%	8.00%	2.0%	6.8%	11.82%
General Counsel	Gene Snelson	\$99,000.00	\$102,000.00	\$103,020.00	\$105,080.40	\$107,707.41	\$107,707.41
Percentage Increase		-----	3%	1.0%	2.0%	2.5%	0%
Director of Administration	Larissa Schmidt	\$88,000.08	\$90,000.00	\$94,536.00	\$96,424.72	\$96,424.72	\$101,248.04
Percentage Increase		-----	2.3%	5%	2%	0%	4.76%
Director of State/Federal Laboratory	Dr. Roger Parker						\$105,000.00
Percentage Increase		-----	-----	-----	-----	-----	0%

7b)

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Legislative Appropriations for TAHC (Total Method of Financing)	\$15,256,131	\$15,266,341	\$14,894,108	\$10,362,452	\$10,427,543	\$13,640,554
Percentage increase in appropriations	-----	+0.001	-2.44%	-30.5%	+0.06%	+32.13%