

**Employees Retirement System of Texas  
Information Regarding Staff Compensation**

In accordance with Texas Government Code, Section 659.026, the Employees Retirement System of Texas (ERS) provides the following:

**I. No. of Full-Time Equivalent (FTE) ERS employees**

4<sup>th</sup> Quarter FY2017: 367 FTE employees

**II. ERS Legislative Appropriations**

ERS does not receive legislative appropriations to fund staff compensation

**III. ERS Methodology for Determining Executive Staff Compensation**

ERS utilizes compensation data from public and private sector employers along with information contained within the Position Classification Plan to establish the compensation for executive staff. Chineque Sterns, Director of Human Resources, makes compensation recommendations based on the data obtained.

**IV. Staff Salary Supplements Not Applicable**

ERS executive staff are not eligible for a salary supplement as described in Texas Government Code, Section 659.0201

**V. Market Analysis for Determining Executive Staff Compensation**

ERS utilizes compensation data from public and private sector employers along with information contained within the Position Classification Plan to establish the compensation for executive staff. Similar executive positions within public and private sector employers vary in the level of job responsibilities and compensation. ERS considers the value of each executive position in relation to the relevant labor market when determining compensation for each.

**VI. ERS Employee Average Compensation**

The average compensation paid to ERS employees who are not executive staff for the 4<sup>th</sup> Quarter in FY2016 is \$80,336.31.

**VII. Fiscal Year Percentage Changes in Executive Staff Compensation**

|                          | FY2013 | FY2014 | FY2015 | FY2016 | FY2017 |
|--------------------------|--------|--------|--------|--------|--------|
| % Change from Prior Year | -13%   | 3%     | -15.61 | 17.54  | 15.91% |

**Fiscal Year Percentage changes in Legislative Appropriations**

ERS does not receive legislative appropriations to fund staff compensation