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

4th Quarter Fiscal Year 2020: 371 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 4th Quarter in FY2020 is $86,767.36.

VII. Fiscal Year Percentage Changes in Executive Staff Compensation

Fiscal Year(FY)	FY2016	FY2017	FY2018	FY2019	FY2020
% Change from Prior Year	-0.52%	2.00%	1.77%	3.58%	0.18%

Fiscal Year Percentage changes in Legislative Appropriations

ERS does not receive legislative appropriations to fund staff compensation.