

TEXAS DEPARTMENT OF LICENSING AND REGULATION
STAFF COMPENSATION INFORMATION

1. Number of full-time equivalent employees employed by TDLR.

TDLR's full-time equivalent cap for both FY 2016 and 2017 is 448.2.

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

2. Amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.

	FY 2016	FY 2017
Legislative Appropriations	\$31,170,925*	\$29,075,044*

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

** Does not include additional funding for salary increases 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.

The annual compensation range for TDLR's Executive Director is legislatively set in Article VIII of the General Appropriations Act. The exact compensation is determined by the Texas Commission of Licensing and Regulation after a review of performance and salary comparisons through reports such as the State Auditor's Report on Executive Compensation at State Agencies (August 2016, Report No. 16-706) and information obtained through the SAO Electronic Classification Analysis System (E-Class) of other executive pay.

The compensation of TDLR executive staff complies 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, TDLR reviews market analysis information published in the State Auditor's Office (SAO) reports regarding executive compensation (SAO Report 14-705 and 16-706) and the State's Position Classification Plan (SAO Report 15-701). Data available through the SAO Electronic Classification Analysis System (E-Class) is also reviewed to compare compensation of TDLR positions with the compensation of similar positions in other state agencies. Various other factors are also used to determine compensation, including education, work experience, skill level, type of work performed, productivity, etc.

TDLR's methodology for determining compensation was selected by William H. Kuntz, the Executive Director of TDLR until August 31, 2016.

4. Whether executive staff are eligible for a salary supplement.

TDLR Executive staff is not eligible to receive a salary supplement as described in Texas Government Code, Section 659.0201.

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

Position	Private Sector¹ (Average Salary)	Public Sector² (Average Salary)
Executive Director	\$164,602	\$154,437.00
Deputy Director I	\$130,167	\$174,906.66
Attorney VI	\$134,749	\$115,189.44
Executive Assistant III	\$64,689 ³	\$67,161.52
Management Analyst V	n/a	\$97,636.81

¹ Source: SAO Report No. 14-705, A Report on Executive Compensation at State Agencies and SAO Report No. 15-701, A Biennial Report on The State's Position Classification Plan for the 2016-2017 Biennium.

² Source: *SAO Electronic Classification Analysis System (E-Class) FY 2016 3rd Quarter.*

³ SAO Report No. 13-701, A Biennial Report on The State's Position Classification Plan for the 2014-2015 Biennium.

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

The average salary paid to TDLR employees who are not executive staff, excluding Benefit Replacement Pay (BRP) and longevity, is \$54,941.17 as of October 1, 2017.

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 TDLR each fiscal year of the five preceding fiscal years.

**Percentage Increase in Compensation of Executive Staff
For the Preceding Five Years**

Fiscal Year	Percentage Increase
FY 2012	5.75%
FY 2013	3.33%
FY 2014	9.59%
FY 2015	3.01%
FY 2016	4.65%

**Percentage Increase in Legislative Appropriations
For the Preceding Five Years**

Fiscal Year	Percentage Increase
FY 2012	(1.80)%
FY 2013	.29%
FY 2014	1.55%
FY 2015	.26%
FY 2016	34.74%
