

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 FY 2018 is 465.9 and FY 2019 is 471.2.

Source: General Appropriations Act for the 2018-2019 biennium and exceptional items.

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

	FY 2018	FY 2019
Legislative Appropriations	\$34,722,469	\$34,330,642

Source: General Appropriations Act for the 2018-2019 biennium and exceptional items.

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 16-706) and the State's Position Classification Plan (SAO Report 13-701 and 17-701). 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 Brian E. Francis, the Executive Director of TDLR.

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 Sector ¹ (Average Salary)	Public Sector ² (Average Salary)
Executive Director	\$178,889	\$160,409.76
Deputy Director I	\$179,016	\$177,468.00
Attorney VI	\$117,763	\$114,499.00
Executive Assistant III	\$84,828	\$66,866.00
Management Analyst V	n/a	\$75,068.00
General Counsel V	\$169,313 ³	147,981.00

¹ Source: SAO Report No. 16-706, A Report on Executive Compensation at State Agencies and SAO Report No. 17-701, A Biennial Report on The State's Position Classification Plan for the 2018-2019 Biennium.

² Source: *SAO Electronic Classification Analysis System (E-Class) FY 2017 1st 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 \$55,765.44 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 2013	3.33%
FY 2014	9.59%
FY 2015	3.01%
FY 2016	4.65%
FY 2017	0.00%

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

Fiscal Year	Percentage Increase
FY 2013	.29%
FY 2014	1.55%
FY 2015	.26%
FY 2016	34.74%
FY 2017	19.42%
