

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 2020 is 555.2 and FY 2021 is 564.2.

Source: General Appropriations Act for the 2020-2021 biennium and exceptional items.

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

	FY 2020	FY 2021
Legislative Appropriations	\$43,625,752	\$44,837,517

Source: General Appropriations Act for the 2020-2021 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 2018, Report No. 18-705) 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 18-705) and the State's Position Classification Plan (SAO Report 13-701 and 19-702). 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	\$180,593	\$164,637
Deputy Director I	\$190,039	\$182,865.00
Management Analyst III	n/a	\$72,575.00
Management Analyst IV	\$84,376	\$79,871.00
Executive Assistant III	\$70,744	\$69,450.00
Director IV	\$136,639	\$131,087.00
General Counsel V	\$169,313 ³	151,473.79

¹ Source: SAO Report No. 18-705, A Report on Executive Compensation at State Agencies and SAO Report No. 19-702, A Biennial Report on The State's Position Classification Plan for the 2020-2021 Biennium.

² Source: SAO Electronic Classification Analysis System (E-Class) FY 2019 4th 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 \$57,769 as of December 1, 2019.

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 2015	3.01%
FY 2016	4.65%
FY 2017	0.00%
FY 2018	1.34%
FY 2019	27.5%*

*3 Positions added to the Executive Director Reporting Structure.

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

Fiscal Year	Percentage Increase
FY 2015	.26%
FY 2016	34.74%
FY 2017	19.42%
FY 2018	-1.13%
FY 2019	27.08%
