

Texas Department of Agriculture
STAFF COMPENSATION INFORMATION
Published in Compliance with
House Bill 12, 83rd Texas Legislature, Regular Session

Staff Compensation – House Bill (HB) 12

Government Code, Section 659.026, requires state agencies to make certain information regarding state compensation, including state compensation for the agency's executive staff, available to the public by posting the information on the agency's internet website.

659.026(b) requires the following seven categories of information to be made available on the Internet:

(1) The number of full-time equivalent employees employed by the agency:

| |
|--|
| FY 2018 Number of TDA employees |
|--|

626

Source: Uniform Statewide Payroll/Personnel System (USPS) September 2017 Report

(2) The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium:

| FY 2018 Legislative Appropriations | FY 2019 Legislative Appropriations |
|---|---|
| \$717,121,974* | \$764,957,197* |

Source: General Appropriations Act for the 2018-2019 Biennium

* Federal grants in the amount of \$651M in 2018 and \$698M in 2019 are included in the appropriations stated above.

(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:

Compensation Methodology:

The Legislature establishes a not-to-exceed amount for the Commissioner's salary. The Texas Department of Agriculture (TDA) complies with the State's Position Classification Plan as defined in the General Appropriations Act. The Position Classification Plan outlines the compensation structure for state agencies and is maintained by the State Classification Office in the State Auditor's Office (SAO). Classification titles and associated salary groups are established in the General Appropriation's Act, Article IX. A list of the state classification titles and state job descriptions can be found on the State Auditor's Office website. Each position in the agency is designated a classification title based on the duties and responsibilities of the position.

(4) Whether executive staff are eligible for a salary supplement:

A state employee employed by a state agency whose exempt position is funded by the General Appropriations Act may not receive a salary supplement from any source unless a specific grant of authority to do so is provided by the General Appropriations Act or other law.

Source: Government Code §659.020. Salary Supplementation

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(5) The market average for commission of similar executive staff in the private and public sector:

TDA reviews market analysis information published in the SAO's reports regarding executive compensation (SAO Report 12-708) and TDA reviews data available through the SAO's Electronic Classification Analysis (E-Class) System to compare salaries of similar positions with other agencies. The agency does not review private sector salary market averages.

(6) The average compensation paid to employees employed by the agency who are not executive staff is \$ 52,986/yr.

Source: USPS (as of September 2017; average based on compensation for positions filled by FTE's, excluding executive staff.)

(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 the agency each fiscal year of the five preceding fiscal years:

| | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|-------------------------------------|---------|---------|---------|---------|---------|
| Executive Staff * | 6.4% | 5.8% | (3.3)% | 1.4% | 0.4% |
| Legislative Appropriation ** | (5.8)% | 0.3% | (0.1)% | (1.5)% | 30.2% |

Source: Uniform Statewide Payroll/Personnel System (USPS); General Appropriations Acts – Legislative Appropriations.

* Note: FY15 was a transition year between office holders, which resulted in overlapping of salary costs for previous and current administration executive staff. FY12 thru FY15 executive staff percentage changes have been revised to include staff that meet the definition of executive staff under the new administration. The Legislative salary increases of 2.5% for FY16, 2% for FY15 and 1% for FY14 are included in the executive staff salaries as well as increases to base to better show the consistent salary obligations. Please note that some year-to-year percentage variances are due to executive positions being vacant for a portion of a year.

**Note: Legislative Appropriation increase due to increase in Federal Grants of \$160 million. (Federal Grants FY 2017: \$491 million, FY 2018: \$651 million).