

Texas Water Development Board Executive Profile

1. **The number of full-time equivalent employees employed by the agency;**

Fiscal Year 2019	287 Average FTE
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Full-time equivalent employee reports are submitted quarterly to the Texas State Auditor's Office. Additional Texas Water Development Board (Agency #580) data may be queried directly from the Texas State Auditor's Office Full-Time Equivalent Employee System at <http://www.sao.state.tx.us/apps/ftesystem/>.

2. **The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;**

Total Agency Appropriations	2020	2021
Agency Appropriations excluding Debt Service	\$97,020,467	\$90,528,627

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 Texas Water Development Board (TWDB) follows the State Classification Plan in determining state classification titles and compensation ranges for all classified employees, which includes management and senior level staff reporting to the agency's Executive Administrator. When setting specific salaries for these positions, the Executive Administrator considers individual's performance, experience, education, licenses, certifications and the division's budget. Market analysis and benchmarking are used as necessary for reference. The Executive Administrator may receive compensation at a rate set by the Governor within the range for the position's pay group as listed in the General Appropriations Act. The agency's Human Resources Director, LaDawn Gray is responsible for the determination methodology used by the agency.
4. **Whether executive staff are eligible for a salary supplement;** The TWDB does not have a policy to supplement the salaries of executive staff.
5. **The market average for compensation of similar executive staff in the private and public sectors;** Due to the unique nature of the duties and responsibilities of the TWDB, reliable and accurate private sector market averages for compensation of similar executive staff is not available. For relevant information on state employment compensation and methodologies, see State Auditor's Office reports, "A Biennial Report on the State's Position Classification Plan" and "A Classification Study of Exempt Positions," available at <http://www.hr.sao.state.tx.us/Publications/reports.aspx>.

6. **The average compensation paid to employees employed by the agency who are not executive staff;** The average agency salary for non-executive staff according to the Texas Comptroller of Public Accounts reporting as of 8/31/2019 is \$70,223.50.

Percentage of Highest Education
Obtained by TWDB Employees as of 5/18/2020

<u>Highschool/GED</u>	<u>Associates</u>	<u>Bachelors</u>	<u>Masters</u>	<u>Ph.D./Doctorate</u>
11.9%	3%	40%	35.8%	9.3%

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;**

Percentage Increase in Compensation for Executive Staff per Fiscal Year				
FY15	FY16	FY17	FY18	FY19
5%	-14%	2%	-1%	10%

Percentage Increase in Legislative Appropriations per Fiscal Year		
FY	Agency Appropriations excluding Debt Service	% Change
FY15	\$ 61,482,478	-8.1%
FY16	\$ 44,062,253	-28.3%
FY17	\$ 39,807,543	-9.7%
FY18	\$ 81,988,324	106%
FY19*	\$ 1,559,946,340	1,802.6%
FY20	\$ 97,020,467	-93.8%
FY21	\$ 90,528,627	-6.7%

*Includes SB 500 Supplemental Appropriations.