

## Texas Water Development Board Executive Profile

Total Number of full-time equivalents (FTEs): 280.6 (Per State Auditor’s Office Quarterly FTE Report as of 6/30/2013).<sup>1</sup>

<b>Total Agency Appropriations<sup>2</sup>:</b>	<b>2014</b>	<b>2015</b>
Agency Operations	\$ 66,362,814	\$ 60,319,595
Non Self Supporting General Obligation Bond Debt Service	106,347,220	107,420,468
Total Appropriations	<u>\$ 172,710,034</u>	<u>\$ 167,740,063</u>

Does not include appropriations contingent upon the passage of Senate Joint Resolution 1; \$511,300 in FY2014 and \$1,162,883 in FY15.

### TWDB Methodology for Determining Executive Compensation<sup>3</sup>

The Texas Water Development Board (TWDB) uses current market analysis and benchmarking to determine the compensation and pay structure for its executive staff. This methodology is selected by the Director of Human Resources, Chris Adams. Currently, TWDB executive staff is comprised of an executive administrator, seven deputy executive administrators (DEAs) and three directors.

Position	Current Salary	State Agencies <sup>5</sup>			National Average <sup>5</sup>
		Minimum	Average	Maximum	
Executive Administrator	141,847	120,000	153,260	186,300	150,143
DEA – General Counsel	159,120	54,077	98,530	171,301	171,500
DEA – Program & Policy Development	108,516	108,516	136,762	178,965	111,771
DEA – Water Science and Conservation	129,381	108,516	136,762	178,965	133,262
DEA – Water Resources Planning & Information	108,516	108,516	136,762	178,965	115,550
DEA – Chief Financial Officer	125,004	120,829	138,080	170,989	149,500
DEA – Construction Assistance	108,516	108,516	136,762	178,965	126,547
DEA – Operations & Administration	125,000	108,516	136,762	178,965	129,452
Director, Project Oversight	100,008	89,682	113,063	147,659	103,008
Director, Economic Development	90,000	89,682	113,063	147,659	94,500
Director, Governmental Relations	100,008	89,682	113,063	147,659	110,225

Average TWDB (non-executive) staff salary: **\$ 62,292<sup>6</sup>**

For purposes of comparison, the national average represents the salaries for chief executive officers in related industries such as public works, construction financing, and environmental sciences. The Ohio Water Development Authority conducts an annual executive salary survey that analyzes salaries of water resource and financing professionals in 25 states. Based on the most recent results, salary data indicate that Texas is tied for seventh among the states for executive director compensation. The average executive director salary for the top seven states is \$150,143, up from \$147,406, and the chart below, Figure A, reflects the comparison to the TWDB. In this group of professionals, executive pay increased 7.4 percent in 2006, 9.7 percent in 2008, and 1.4 percent in 2010. Figure B

shows the comparison of the TWDB’s executive administrator salary cap with similar positions in other Texas financing agencies.

Figure A

### Top Seven States - Executive Director Salary Comparison

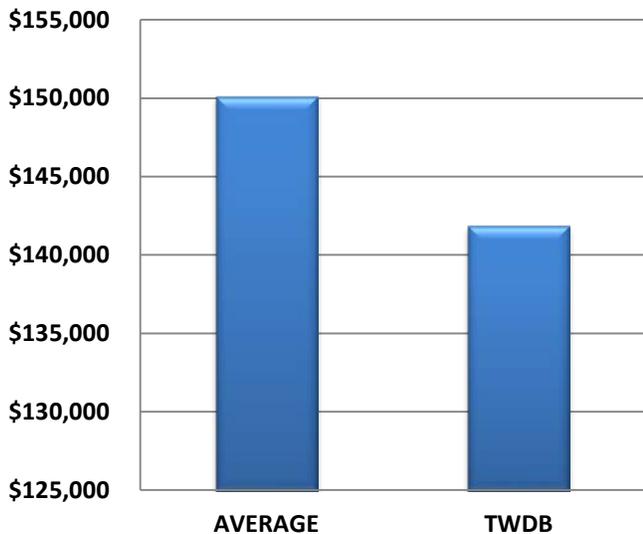
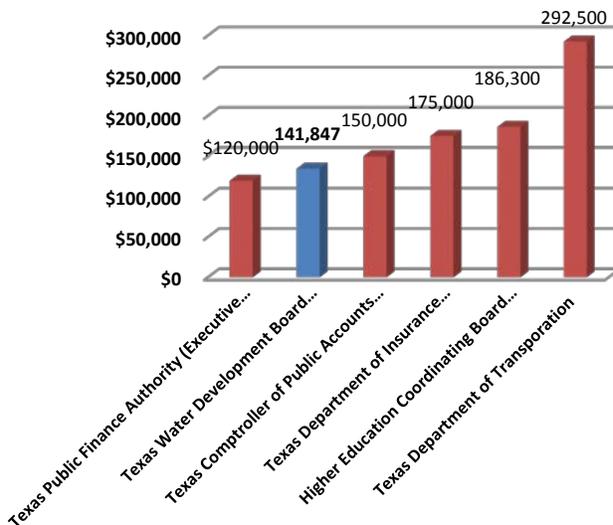


Figure B

### Annual Salary Cap Comparison With Other Texas Financing Agencies



Compensation for deputy executive administrators and directors is based on their state classifications (Director V and Director IV, respectively) as well as market analysis of other similarly situated positions in similar industries. The TWDB does not have a policy to supplement the salaries of executive staff<sup>4</sup>. Salary increases are based on merit or promotion due to significant change in job duties and responsibilities. The following schedule shows the salary data for each executive position over the previous five years<sup>7</sup>:

Position	FY10	FY11	FY12	FY13	FY14 (budgeted)
Executive Administrator	135,000	135,000	135,000	135,000	141,847*
DEA – General Counsel	159,120	159,120	159,120	159,120	159,120
DEA – Program & Policy Development	N/A	N/A	108,516	108,516	108,516
DEA – Water Science and Conservation	129,381	129,381	129,381	129,381	129,381
DEA – Water Resources Planning and Information	132,504	132,504	132,504	108,516	108,516
DEA – Chief Financial Officer	135,000	135,000	135,000	125,004	125,004
DEA – Construction Assistance	108,516	108,516	108,516	108,516	108,516
DEA – Operations & Administration	125,000	125,000	125,000	125,000	125,000
Director, Project Oversight	N/A	N/A	100,008	100,008	100,008
Director, Economic Development	N/A	N/A	90,000	90,000	90,000
Director, Governmental Relations	105,000	105,000	105,000	100,008	100,008

*\*Only executive position with increase in salary for the 5-year period.*

The table below shows the percentage increase in legislative appropriations for the past five fiscal years<sup>7</sup>:

<b>Fiscal Year</b>	<b>Operations</b>	<b>% change</b>	<b>Debt service</b>	<b>% change</b>	<b>Total</b>	<b>% change</b>
FY10	\$50,381,480		\$92,690,531		\$143,072,011	
FY11	\$47,349,236	-6%	\$106,830,385	15%	\$154,179,621	8%
FY12	\$62,621,879	32%	\$104,565,158	-2%	\$167,187,037	8%
FY13	\$62,519,623	<1%	\$108,710,514	4%	\$171,230,137	2%
FY14	\$66,362,814	6%	\$106,347,220	-2%	\$172,710,034	1%
FY15	\$60,319,595	-9%	\$107,420,468	1%	\$167,740,063	-3%

Sources: State Auditor's Office Report on Executive Compensation, State Auditor's Office E-Class System for statewide salary and classification information, Ohio Water Development Authority annual salary survey, American Institute of Certified Public Accountants' 2013 Chief Financial Officer Compensation Survey, Office of Personnel Management, Salary.com, SimplySalary, Inc., Indeed.com and Education-Portal.com.

---

The information in this document has been made available to meet the requirements set forth in [House Bill 12](#). The provisions of the bill are laid out below and the accompanying required information is notated by corresponding superscript throughout the document.

#### Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATION

(b) A state agency shall make available to the public by posting on the agency's Internet website:

- (1) The number of full-time equivalent employees employed by the agency;
- (2) The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;
- (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;
- (4) Whether executive staff are eligible for a salary supplement;
- (5) The market average for compensation of similar executive staff in the private and public sectors;
- (6) The average compensation paid to employees employed by the agency who are not executive staff; and
- (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.