

**Texas Workforce Commission
Summary of Staff Compensation and Related Information
Required by Texas Government Code, Section 659.026**

In accordance with Texas Government Code, Section 659.026, as amended by HB 12, 83(R), the Texas Workforce Commission (TWC) provides the following staff compensation and related information:

Number of Full-Time Equivalent (FTE) TWC employees:

Quarter/Fiscal Year	FTEs
Q4 FY 2016	2,769.8

TWC Legislative Appropriations:

Fiscal Year	TWC Legislative Appropriations
FY2016	\$1,170,858,121
FY2017	\$1,470,661,428

TWC Methodology for Determining Executive Staff Compensation:

TWC complies with the Position Classification Plan as defined in the General Appropriations Act and in accordance with the classification and compensation system outlined by the [State Classification Office](#) under the authority of the [State Auditor’s Office](#). The Executive Director’s compensation is established through the legislative appropriations process and can be found in Article VII, Texas Workforce Commission, of the Act. The methodology for compensation of executive staff employed by the agency is made by Executive Director, Larry Temple, in consultation with the Human Resources department. The salaries are determined by the skills, qualifications and experience of the employee and within the parameters of the State Classification and Salary Administration guidelines.

TWC Executive Staff Salary Supplements:

TWC executive staff is not eligible for a salary supplement as described in Texas Government Code, Section 659.0201.

Market Analysis for Determining Executive Staff Compensation:

Prior to each legislative session, the State Auditor’s Office releases three classification and compensation reports which look at the competitiveness of the state in these areas relative to the market, and make recommendations to the Legislature and also compare the compensation of exempt (executive officers) positions to similar executive positions in the private and public sector. These reports can be found by visiting the following link:

<http://www.hr.sao.state.tx.us/Publications/reports.aspx>.

The most recent report used in determining executive staff compensation is “A Report on Executive Compensation at State Agencies,” [Report No. 16-706](#).

TWC Employee Compensation:

For employees who are not executive staff, TWC’s average fiscal year (FY) 2016 annual salary was **\$42,270** for employees.

Percentage change in Executive Staff Compensation:

Fiscal Year	Percentage Change in Executive Staff Compensation
FY 2012	-0.66%
FY 2013	3.04%
FY 2014	4.64%
FY 2015	8.28%
FY 2016	3.11%

Note: The percent increase in compensation of executive staff averaged 2.10% over the five years of FY 2012 through FY 2016.

Percentage change in TWC Legislative Appropriations:

Fiscal Year	Percentage Change in TWC Legislative Appropriations
FY 2012	4.46%
FY 2013	-1.40%
FY 2014	6.84%
FY 2015	-0.16%
FY 2016	0.16%

Note: The percent increase in TWC's legislative appropriations averaged 1.22% over the five years of FY 2012 through FY 2016.