



## **Staff Compensation Information**

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As required by Section 659.026 of the Texas Government Code, certain executive and non-executive compensation information must be made available to the public on the agency's internet website. To comply with this requirement, the following compensation information Texas Alcoholic Beverage Commission (TABC) employees is reported.

659.026(a)(2) defines "executive staff" to mean:

(A) the director, executive director, commissioner, administrator, or other individual who is appointed by the governing board of a state agency or by another state officer to act as the chief executive officer or administrative head of the agency and who is not an appointed officer; and

(B) other management or senior level staff members of the state agency who directly report to the individual listed in Paragraph (A).

TABC executive staff consists of the following positions:

- Administrator
- Assistant Administrator (Director V)
- Director of the Office of Professional Responsibility (Director III)
- Governmental Relations Specialist II

Seven categories of information are required in Government Code, Section 659.026 to be posted. They include:

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

FY 2014 TABC FTE Cap: 646.8

FY 2015 TABC FTE Cap: 646.8

Source: General Appropriations Act for 2014-15 Biennium

2. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium as outlined in the General Appropriations Act.

FY 2014 Legislative Appropriations: \$44,525,002

FY 2015 Legislative Appropriations: \$43,821,638

Source: General Appropriations Act for 2014-15 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.

The annual compensation of the Administrator (Executive Director) is set by the Texas Legislature. The legislature sets the salary based upon recommendations made by the State Auditor's Office (SAO). On a biennial basis, the SAO conducts a market comparison for executive officers of state agencies. The SAO compares public and private sector data appropriate to the nature and complexity of the executive officer positions at state agencies that are exempt from the State Position Classification Plan. Other factors the SAO considers in determining market average were

TABC's mission, the educational requirements of the position and the size of TABC's annual appropriations. Loretta Doty, TABC's Human Resources Director also submitted market research data containing executive pay at similarly sized state agencies and municipal police departments with a comparable number of employees and/or certified peace officers to the SAO for consideration.

An annual salary of \$135,000 is designated by the Legislature in Article V of the General Appropriations Act for the Administrator (Executive Director) and falls within Salary Group 5 which has a salary range of \$122,500 to \$192,600 per year.

The salary of the remaining positions that report to the Administrator are: the Assistant Administrator (Deputy Executive Director), the Director of the Office of Professional Responsibility and the Governmental Relations Specialist are set within the salary grade designated in the State Classification Plan.

To determine the appropriate salaries for the positions within their salary grade, the Human Resources Director placed emphasis on maintaining agency-wide internal equity. Factors considered during the analysis were the scope and responsibility, specific job duties and overall experience of the employee.

4. Whether executive staff are eligible for a salary supplement.

The agency's executive staff are not eligible for a salary supplement.

5. The market average for compensation of similar executive staff in the private and public sectors.

Position Title	Deputy Director (Director V)	Director of OPR (Director III)	Government Relations Specialist
Market Average <sup>1</sup>	\$177,728	\$106,078	\$93,267

6. The average compensation paid to employees employed by the agency who are not executive staff is \$49,260. This calculation includes 250 FTEs listed in Schedule C and includes salary increases appropriated by the recent legislative session for both civilian and commissioned staff.

Source: FY 2014 Operating Budget

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<sup>1</sup> Texas State Auditor's Office, A Biennial Report on the State's Position Classification Plan for the 2014-2015 Biennium

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 are set out in the charts below:

Method of Financing (MOF)	FY 2010	Percent Change	FY 2011	Percent Change	FY 2012	Percent Change	FY 2013	Percent Change	FY 2014	Percent Change
General Revenue Fund	\$44,601,770	13.48%	\$43,192,719	-3.16%	\$41,694,495	-3.47%	\$41,973,020	0.67%	\$44,520,002	6.07%
Federal Funds	351,200	0.00%	351,200	0.00%	419,500	19.45%	419,500	0.00%	-	-100.00%
Other Funds	153,750	46.43%	153,750	0.00%	145,000	-5.69%	145,000	0.00%	5,000	-96.55%
<b>Total, MOF</b>	<b>\$45,106,720</b>	<b>13.45%</b>	<b>\$43,697,669</b>	<b>-3.12%</b>	<b>\$42,258,995</b>	<b>-3.29%</b>	<b>\$42,537,520</b>	<b>0.66%</b>	<b>\$44,525,002</b>	<b>4.67%</b>

Source: General Appropriations Act

Positions	FY 2010	Percent Change	FY 2011	Percent Change	FY 2012	Percent Change	FY 2013	Percent Change	FY 2014	Percent Change
Administrator	122,500	16.67%	122,500	0.00%	122,500	0.00%	122,500	0.00%	135,000	10.20%
Asst. Administrator	118,000	13.42%	118,000	0.00%	118,000	0.00%	118,000	0.00%	131,300	11.27%
Director-OPR	82,946	4.74%	82,946	0.00%	82,946	0.00%	104,000	25.38%	113,120	8.77%
Governmental Relations Specialist II	73,090	0.00%	76,745	5.00%	76,745	0.00%	76,745	0.00%	80,800	5.28%

Source: Uniform Statewide Payroll/Personnel System (USPS)

Note: OPR Director was Promoted from a Director I to Director III in FY 2013.