

## Texas State Soil and Water Conservation Board

Texas Government Code, Section 659.026(b) requires that state agencies post certain budgetary and executive staff compensation information on their websites. That information includes the following:

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.
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.

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

Average Fiscal Year 2019	67.5 FTE
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Full-time equivalent employee reports are submitted quarterly to the Texas State Auditor's Office. Additional Texas State Soil and Water Conservation Board (Agency #592) data may be queried directly from the Texas State Auditor's Office Full-Time Equivalent Employee System at <http://www.sao.texas.gov/apps/ftesystem/>.

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

Total Agency Appropriations	2019	2020
Agency Appropriations excluding Debt Service	\$184,793,844.00	\$37,080,328.00

- 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 State Soil and Water Conservation Board (TSSWCB) 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 Director. When setting specific salaries for these positions, the Executive Director considers individual's performance, experience, education, licenses, certifications and the agency's budget. Market analysis and benchmarking are used as necessary for reference. The Executive Director may receive

compensation at a rate set by the TSSWCB Board, within the range for the position's pay group as listed in the General Appropriations Act. The Executive Director along with the agency's Human Resources Coordinator, Dawn Heitman are responsible for the determination methodology used by the agency.

4. **Whether executive staff are eligible for a salary supplement;** The TSSWCB 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 TSSWCB, reliable and accurate private sector market averages for compensation of similar executive staff is not available. TSSWCB follows the State Classification Plan in determining state classification titles and compensation for all its classified employees which includes its executive staff. 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" available at <https://www.sao.texas.gov/Reports/Main/19-702.pdf>.
  
6. **The average compensation paid to employees employed by the agency who are not executive staff;** The average agency salary for all non-executive staff according to the Texas State Auditor's E-Class System reporting as of 8/31/2019 is \$57,653.00.
  
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
0.0%	26.0%	0.0%	4.1%	5.6%

Percentage Increase in Legislative Appropriations per Fiscal Year		
FY	Agency Appropriations excluding Debt Service	% Change
FY15	\$26,272,727	0.0%
FY16	\$35,869,807	36.5%
FY17	\$29,893,532	-17.0%
FY18	\$40,232,879	35.0%
FY19	\$184,793,844	359.3%