

**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, the Texas Workforce Commission (TWC) provides the following information regarding the agency and executive staff compensation:

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

Q4 FY 2019	4,441.3
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TWC Legislative Appropriations:

FY2020	\$1,934,161,456
FY2021	\$1,859,987,758

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 range of compensation is established through the legislative appropriations process found in the General Appropriations Act, Article VII, Texas Workforce Commission and the specific amount is set by the three TWC commissioners. The methodology for compensation of executive staff employed by the agency is made by Executive Director, Edward Serna, based on the scope and size of the areas each executive oversees.

TWC Executive Staff Salary Supplements:

TWC executive staff are not eligible for a salary supplement as described in Texas Government Code, Section 659.0201(b) and 659.026(b)(4).

Market Analysis for Determining Executive Staff Compensation:

Prior to each legislative session, the State Auditor's Office releases classification and compensation reports. The reports evaluate competitiveness of the state in areas relative to the market and the SAO makes recommendations to the Legislature comparing 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 18-705](#).

TWC Employee Compensation:

For employees who are not executive staff, TWC's average fiscal year (FY) 2019 annual salary was **\$47,293**.

Percentage change in Executive Staff Compensation:

FY 2015	7.69%
FY 2016	5.00%
FY 2017	3.45%
FY 2018	1.42%
FY 2019	-5.98%

Note: The percent increase in compensation of executive staff averaged 2.32% over the five years of FY 2015 through FY 2019.

Percentage change in TWC Legislative Appropriations:

FY 2015	-0.16%
FY 2016	0.16%
FY 2017	25.61%
FY 2018	6.09%
FY 2019	-2.16%

Note: The percent increase in TWC's legislative appropriations averaged 5.91% over the five years of FY 2015 through FY 2019.