



TEXAS ALCOHOLIC BEVERAGE COMMISSION

Texans Helping Businesses & Protecting Communities

Report of Information Regarding Staff Compensation and Related Information

As Required by Texas Government Code Section 659.026(b)

Texas Government Code Sec. 659.026(b) requires state agencies to make available on the agency's website certain information concerning agency staffing, budget, and compensation.

Full-time Equivalents

As of September 2020, the Texas Alcoholic Beverage Commission (TABC) employed 611.45 full-time equivalent (FTE) state employees. TABC's FTE cap is currently 671. Please note, the number of state employees employed at the TABC on any given day may fluctuate.

Appropriations

TABC received the following legislative appropriations for each fiscal year of the current biennium. Detailed information is available in Article V of the General Appropriations Act (GAA).

Fiscal Year	Appropriation
2020	\$57,549,790
2021	\$55,385,736 GAA *\$50,349,219

*This amount reflects the 5% budget reduction for the biennium, pursuant to instructions from the Office of the Governor.

Compensation Methodology

The annual compensation for the Executive Director is set as a line item exempt position in Article V of the General Appropriations Act. The Texas Legislature determines the maximum salary of the Executive Director. TABC follows the State Classification Plan in determining the state classification title and compensation for all its classified employees, which includes executive staff. For additional information about the State Classification Plan and the methodology used to determine compensation for state employees, please contact the Texas State Auditor's Office.

Salary Supplements

TABC's executive staff are not eligible for a salary supplement as described in Sec. 569.0201 or 659.026(a)(1) of the Texas Government Code.

Market Average

Because of the unique responsibilities and duties of the TABC, this agency is unable to determine "the market average for compensation of similar executive staff" in the private sector. Regarding the public sector, TABC follows the State Classification Plan in determining the state compensation for all its

classified employees, which includes its executive staff. For more information regarding compensation of state employees, please contact the Texas State Auditor's Office. For more information regarding the labor market, please contact the Texas Workforce Commission.

Non-Executive Staff Compensation

The average agency salary for non-executive staff at the start of FY 2019 is \$5,018.31 per month or \$60,219.74 annually.

Percentage Increase in Executive Staff Compensation Each Fiscal Year for Five Preceding Fiscal Years

FY2016*	21.70%
FY2017	0.00%
FY2018	25.86%
FY2019	0.00%
FY2020*	6.22%

*Texas Legislature mandated a salary increase for the Executive Director.

Percentage Increase in Legislative Appropriation to the Agency Each Fiscal Year for Five Preceding Fiscal Years

FY2016	14.19%
FY2017	0.13%
FY2018	-2.92%
FY2019	0.96%
FY2020	17.19%

For more information regarding legislative appropriations, please contact the Legislative Budget Board.