



TEXAS PARKS AND WILDLIFE DEPARTMENT STAFFING, BUDGET AND COMPENSATION

As required by Texas Government Code, Sec. 659.026, below is the information regarding staff compensation for the Texas Parks and Wildlife Department (TPWD) for the current biennium and five preceding fiscal years.

Full-Time Equivalents

A Full-time equivalent (FTE) is a unit equivalent to an employee working an eight-hour day. The number of employees actually working for TPWD on any given day may fluctuate.

Number of Full-time Equivalent (FTE) TPWD Employees		
FISCAL YEARS	2020	2021
FTEs	3,132.30	3,169.2

Appropriations

TPWD received the following legislative appropriations for each fiscal year of the current biennium. Detailed information is available in Article VI of the General Appropriations Act.

TPWD Legislative Appropriations for the FY20-21 Biennium		
FISCAL YEARS	2020	2021
Legislative Appropriations	\$424,823,507	\$370,514,865

Compensation Methodology

The Legislature sets the Executive Director's salary range. Based on the range set by the Legislature, the TPW Commission sets the Executive Director's salary. The Executive Director, in consultation with the Chief Operating Officer, determines executive staff compensation based on experience, merit, skill, and type of work performed. TPWD follows the State Classification Plan in determining the compensation for all its classified employees, which includes its executive staff.

Salary Supplements

The agency's executive staff are not eligible for a salary supplement as described in Section 659.0201 or 659.026(a)(1) of the Texas Government Code.

Compensation

Due to the unique nature of the duties and responsibilities of TPWD, the agency is not able to determine comparable private sector market averages for compensation of similar executive staff.

For information on compensation of similar executive staff in the public sector, please see State Auditor’s Office reports “A Biennial Report on the State’s Position Classification Plan” and “A Classification Study of Exempt Positions.”

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

Non-Executive Staff Compensation

The average agency salary for non-executive staff is \$54,388.29.

Increase in Compensation and Appropriations

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.

The significant change in Executive Staff Compensation between fiscal years 2015 and 2016 was a result in the number of executive staff directly reporting to the Executive Director as part of a reorganization.

Percentage Increase in Executive Staff Compensation

YEAR	COMPENSATION	TOTAL FTEs	% INCREASE
2019	\$1,077,721.40	7	6.33%
2018	\$1,013,590.68	6	4.68%
2017	\$968,286.42	6	-37.81%
2016	\$1,556,996.24	11	80.12%
2015	\$864,421.16	6	-48.13%

Percentage Increase in Appropriations

YEAR	APPROPRIATIONS	% CHANGE
2019	\$344,500,169	-12.72%
2018	\$394,712,513	24.14%
2017	\$317,946,017	-16.84%
2016	\$382,347,992	44.23%
2015	\$265,088,134	-20.20%