



## Fiscal Year 2017 Information Regarding Staffing, Compensation and Budget

1. **Total FTE Employees** - 678.49 on December 15, 2016
2. **Appropriations:** 2017 - \$87,395,096; 2016 - \$87,134,096
3. **Compensation Methodology** - The three Commissioners for the Railroad Commission of Texas (RRC) set the Executive Director's salary. The Executive Director, in consultation with the Commissioners and Human Resources, determines staff compensation based upon the duties of the job, merit, skill and experience. The RRC follows the State Classification Plan in determining the state classification, title and compensation for all its employees, which includes executive staff. Additional information about the State Classification Plan can be found at the State Auditor's website at <https://www.sao.texas.gov/>.
4. **Salary Supplements** - The RRC does not provide salary supplements.
5. **Market Compensation Data** - Due to the unique nature of the duties and responsibilities of the RRC, the agency is not able to determine reliable or accurate private sector market averages for compensation of all executives.
6. **Average Compensation paid to non-executive employees of the RRC** - \$ 56,694.00
7. **Increases in Executive Compensation:**
  - 2017 – 4.8%
  - 2016 – 12.26%
  - 2015 – (2.86%)
  - 2014 – (0.48%)
  - 2013 – 14.83%
8. **Increases in Appropriations:**
  - 2017 – \$ 87,395,096 0.030%
  - 2016 – \$ 87,134,434 10.54%
  - 2015 – \$ 78,428,450 (1.13%)
  - 2014 – \$ 79,725,345 (12.14%)
  - 2013 – \$ 71,093,217 (4.8%)