

PUBLIC UTILITY COMMISSION (Agency #473)

Information Regarding Staff Compensation and Related Information As Required by HB12 of the 83rd Legislative Session

Texas Government Code, Section 659 requires state agencies to publish information regarding staff compensation and related information.

[Texas Government Code, Section 659.0201 – Gifts, Grants, and Donations for Salary Supplement; Reporting](#)

Reporting under Texas Government Code, Section 659.0201 is not applicable as the Public Utility Commission (PUC) does not accept gifts, grants, donations, or other considerations from a person that the person designates to be used as a salary supplement for an employee of the PUC.

[Texas Government Code, Section 659.026 \(3\)\(b\)\(1\) - Full-time Equivalent Employees](#)

Full-time equivalent employee reports are submitted quarterly to the Texas State Auditor's Office. PUC data may be queried directly from the Texas State Auditor's [Office Full-Time Equivalent \(FTE\) Employee System](#).

Texas Government Code, Section 659.026(3)(b)(2) – Legislative Appropriations to the Agency

Legislative Appropriations to the PUC for each fiscal year of the current state fiscal biennium.

FY Appropriations		FY FTE's Appropriated
FY 2020	\$17,402,551	209
FY 2021	\$17,420,662	209

Texas Government Code, Section 659.026(3)(b)(3) – Executive Staff Compensation

Both the Commissioner's and the Executive Director's salary is established by the Legislature in the General Appropriations Act (GAA). The Commissioner's salaries are set by the Governor. The Commissioners are authorized by statute to conduct a performance review on the Executive Director to allow for compensation changes up to the maximum established in the GAA. Considerations during the performance review consist of experience, leadership abilities, and salary analysis of comparable sized agencies.

The PUC is statutorily required to follow the state's Position Classification Plan (Plan) that is administered by the State Auditor's Office. The Plan establishes job classification titles, salary groups and salary schedules for classified positions. When setting salaries for all other executive staff, the Executive Director utilizes the Plan and considers an individual's performance, experience, education, licenses, certifications, and budget.

Texas Government Code, Section 659.026(3)(b)(4) – Executive Staff Supplement Eligibility

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

Texas Government Code, Section 659.026(3)(b)(5) – Market Average Compensation for Similar Executive Staff

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

<http://www.hr.sao.texas.gov/Reports/Category/CompensationAndClassification/>

Texas Government Code, Section 659.026(3)(b)(6) – Average Compensation Paid to Non-Executive Staff

The average monthly base pay compensation for non-executive staff employees for August 31, 2019 is \$5,470.49.

Texas Government Code, Section 659.026(3)(b)(7) – Percentage Increase in Compensation of Executive Staff and the Percentage Increase in Legislative Appropriations

	FY19	FY18	FY17	FY16	FY15
Total Executive Compensation	\$728,281.68	\$728,281.68	\$728,281.68	\$726,525.16	\$668,775
Percent Change from Prior Year	0%	0%	0.24%	8.6%	0.38%
Total Legislative Appropriation	\$16,316,150	\$16,316,150	\$16,679,533	\$342,200,783	\$131,043,766
Percent Change from Prior Year	0.00%	-2.17%	-95.12%	161.13%	-79.1%