

Texas Racing Commission Compensation Report in Compliance with Section 659.026, Government Code

1. Total number of Full Time Equivalent Employees as of August 31, 2015 was 49.7.
2. Total legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.

FY 2016 = \$7,681,200

FY 2017 = \$7,722,747

3. The salary of the Executive Director is set by vote of the Texas Racing Commission. Commission members consider various performance reviews and earnings history of comparable executive compensation information including but not limited to: (1) the State Auditor's Office Report on Executive Compensation dated August 2014; and (2) compensation for equivalent positions in other states that regulate pari-mutuel racing and wagering.

The compensation levels for the Deputy Directors and General Counsel are set by the Executive Director. The Executive Director considers various performance reviews and comparable executive compensation information including but not limited to: (1) the State Auditor's Office Classifications Schedules; and (2) compensation for equivalent positions in other state agencies and other states that regulate pari-mutuel racing and wagering.

4. Texas Racing Commission executive staff are not eligible for a salary supplement.
5. The market average for compensation of similar executive staff in the private and public sectors.

<i>Position</i>	<i>Private Sector</i>	<i>Public Sector</i>
<i>Executive Director</i>	<i>\$134,569</i>	<i>\$119,100</i>
<i>Director I</i>	<i>\$93,472</i>	<i>\$91,975</i>
<i>General Counsel III</i>	<i>\$100,543</i>	<i>\$101,172</i>

Sources: SAO: A Report on Executive Compensation at State Agencies, August 2014; SAO: A Biennial Report on The State's Position Classification Plan for the 2016-2017 Biennium

6. As of September 1, 2015, the average compensation paid to employees who were not executive staff was \$58,800, excluding longevity and BRP.

7.

PERCENTAGE CHANGE IN EXECUTIVE STAFF COMPENSATION FOR THE PAST FIVE FISCAL YEARS

Executive Positions	FY 2011	% Change	FY 2012	% Change	FY 2013	% Change	FY 2014	% Change	FY 2015	% Change
Executive Director	\$94,090	0.0%	\$88,000	-6.5%	\$88,000	0.0%	\$88,000	0.0%	\$88,000	0.0%
General Counsel	\$80,371	0.0%	\$80,371	0.0%	\$81,735	1.7%	\$83,931	2.7%	\$87,750	4.5%
Deputy Executive Director ¹	-	-	-	-	-	-	-	-	\$88,876	9.9%
Deputy Director of Racing Oversight	\$72,000	0.0%	\$72,000	0.0%	\$81,120	12.7%	\$80,804	-0.4%	-	-
Deputy Director of Finance and Wagering/Chief Financial Officer ²	-	-	-	-	\$83,851	4.7%	\$84,690	1.0%	\$75,000	-11.4%
Deputy Director of Finance and Administration ³	\$72,000	0.0%	\$72,000	0.0%	-	-	-	-	-	-
Deputy Director of Wagering ⁴	\$80,100	0.0%	\$80,100	0.0%	-	-	-	-	-	-

¹The Deputy Executive Director position was created in FY 2015 by consolidating the positions of Deputy Director of Racing Oversight and the wagering duties of the Deputy Director of Finance and Wagering.

²The Deputy Director of Finance and Wagering position was created in FY 2013 by consolidating the positions of Deputy Director of Finance and Administration and Deputy Director of Wagering. The Chief Financial Officer position was created in FY 2015 to assume the finance duties of the Deputy Director of Finance and Wagering.

³The Deputy Director of Finance and Administration position was eliminated at the end of FY 2012.

⁴The Deputy Director of Wagering position was eliminated at the end of FY 2012.

PERCENTAGE CHANGE IN AGENCY APPROPRIATIONS FOR THE PAST FIVE FISCAL YEARS

	FY 2011	% Change	FY 2012	% Change	FY 2013	% Change	FY 2014	% Change	FY 2015	% Change
Agency Appropriations (in 1,000s)	\$7,488	-20.8%	\$8,284	10.6%	\$8,349	0.8%	\$8,315	-0.4%	\$8,315	0.0%