



Texas Racing Commission Compensation Data

Section 659.026, Government Code, as added by HB 12 of the 83rd Regular Session, requires that state agencies post certain budgetary and executive staff compensation information on their websites. That information includes the following:

1. The number of full-time equivalent employees employed by the agency.

Full Time Equivalent Employees as of Aug. 31, 2013: 48.9

2. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.

FY 2014 = \$8.351 Million FY 2015 = \$8,351 Million

3. The agency's methodology, including any employment market analysis, for determining the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology.

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 Classification Study of Exempt Positions Dated July 2010; 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, Charles G. Trout. 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. Whether executive staff are eligible for a salary supplement.

No.

5. The market average for compensation of similar executive staff in the private and public sectors.

Market Average Compensation for General Counsel Salaries: (Source: *Texas Tribune*)

Highest Salary: \$125,205 Median Salary: \$67,244

(more)

Texas Racing Commission Compensation Data (continued)

Market Average Compensation for Deputy Director Salaries: (Source: *Texas Tribune*)

Highest Salary: \$123,500 Median Salary: \$82,500

6. The average compensation paid to employees employed by the agency who are not executive staff.

Average Salary without longevity and BRP was \$51,856 as of Aug. 31, 2013.

7. 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.

POSITION	FY 09	% CHG	FY 10	% CHG	FY 11	% CHG	FY 12	% CHG	FY 13	% CHG	FY 14
Executive Director	85,536	0.0%	94,090	10.0%	94,090	0.0%	88,000	-6.5%	88,000	0.0%	88,000
General Counsel	80,371	2.0%	80,371	0.0%	80,371	0.0%	80,371	0.0%	81,735	1.7%	83,931
Deputy Director of Racing Oversight	63,272	2.0%	72,000	13.3%	72,000	0.0%	72,000	0.0%	81,120	12.7%	80,804
Deputy Director of Finance & Wagering*	-	-	-	-	-	-	-	-	83,851	4.7%	84,690
Deputy Director of Finance & Administration**	63,525	2.0%	72,000	13.3%	72,000	0.0%	72,000	0.0%	-	-	-
Deputy Director of Wagering ***	77,233	2.0%	80,100	3.7%	80,100	0.0%	80,100	0.0%	-	-	-
Appropriations (in 1000's)	9,737	-5.0%	9,449	-3.0%	7,488	-20.8%	8,284	10.6%	8,349	0.8%	8,315
Salary Appropriations (in 1000's)	3,696	-2.6%	3,183	-13.9%	3,013	-5.3%	2,815	-6.6%	2,829	0.5%	2,862
FTE's	72.3	-5.6%	63.6	-12.0%	56.9	-10.5%	53.1	-6.7%	52.1	-1.9%	50.2

*The Deputy Director of Finance & Wagering position was created in FY 2013 by consolidating the positions of Deputy Director of Finance & Administration and Deputy Director of Wagering.

**The Deputy Director of Finance & Administration position was eliminated at the end of FY 2012.

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