



**Texas Commission on Environmental Quality**  
 Overview of Staffing, Budget, and Compensation  
 in Accordance with the Texas Government Code, Section 659.026

Texas Government Code, Section 659.026 requires state agencies to make available on the agency's website certain information concerning agency staffing, budget, and compensation.

**Full-time Equivalent (FTE) Employees**

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

Fiscal Years (FY)	Fiscal Year 2018 As of August 31, 2018	Fiscal Year 2019 As of August 31, 2019
FTEs	2633.8	2603.6

**Appropriations**

TCEQ 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.

Method of Finance	Fiscal Year 2020	Fiscal Year 2021
General Revenue	\$ 25,874,749	\$ 16,428,751
General Revenue – Dedicated	\$ 327,786,813	\$ 312,017,966
Federal Funds	\$ 36,410,400	\$ 36,410,400
Other Funds	\$ 7,893,920	\$ 7,893,920
<b>Total</b>	<b>\$ 397,965,882</b>	<b>\$ 372,751,037</b>

## Compensation Methodology

The Legislature sets the salary for the TCEQ Commissioners. TCEQ Commissioners determine the Executive Director's compensation based on experience, merit, and skill. TCEQ follows the State Classification Plan in determining the compensation for all classified employees.

For information on compensation of similar executive staff in the public sector, please see the State Auditor's Office report: [A Report on Executive Compensation at State Agencies](#).

## 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.

## Non-Executive Staff Compensation

The average agency salary for non-executive staff as of August 31, 2019 was \$59,729.86.

## Increases/Decreases in Appropriations and Executive Compensation

Fiscal Year	Appropriations Source: General Appropriations Act	Percent Increase/Decrease in Appropriations	Compensation of Executive Staff*	Percent Increase/Decrease in Compensation
2019	\$371,107,392	(0.5%)	\$419,415	4.61%
2018	\$373,008,549	(16.59%)	\$400,919	.18%
2017	\$447,195,067	(3.86%)	\$400,199	0%
2016	\$465,164,507	30.44%	\$400,199	15.23%
2015	\$356,616,276	(4.21%)	\$347,304	.98%

\* Includes TCEQ's Executive Director and Deputy Executive Director annual salaries.