

**Texas Military Department**  
**Report on Staff Compensation**  
Pursuant to Texas Government Code, Section 659.026

**Full-time Equivalent (FTEs)**

As of September 1, 2022, the Texas Military Department (TMD) employed 533.5 full-time equivalent state employees. Note: The number of state employees actually working at the TMD on any given day may fluctuate.

**Appropriations**

TMD received the following legislative appropriations for each fiscal year of the current biennium. Detailed information is available in Article V of the General Appropriations Act.

<b>Fiscal Year</b>	<b>Appropriation</b>
2022	\$497,628,538
2023	\$105,854,380

**Compensation Methodology**

The annual compensation for the Adjutant General is set as a line-item exempt position in Article V of the General Appropriations Act. The Governor may set the salary of the Adjutant General at a rate within the designated salary group. TMD, follows the State Classification Plan in determining the state classification title and compensation for all classified employees, which includes its executive staff. For additional information about the State Classification Plan and the methodology used to determine compensation for state employees, please contact the Texas State Auditor’s Office.

**Salary Supplements**

TMD’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.

**Market Average Compensation**

Due of the unique responsibilities and duties of the TMD, this agency is unable to determine “the market average for compensation of similar executive staff” in the private sector. Regarding the public sector, TMD follows the State Classification Plan in determining the state compensation for all its classified employees, which includes its executive staff. For more information regarding compensation of state employees, please contact the Texas State auditor’s Office. For more information regarding the labor market, please contact the Texas Workforce Commission.

**Non-Executive Staff Compensation**

The average agency salary for non-executive staff at the at the end of FY 2022 was \$4,747.32/month or \$56,967.84/annually.

**Percentage Increase in Executive Staff Compensation Each Fiscal Year for Five Preceding Fiscal Years**

FY18	3.78%
FY19	23.26%
FY20	1.66%
FY 21	2.78%
FY 22*	-14.08

\*One of TMDs Executive Staff positions was vacant during FY22.

**Percentage Increase in Legislative Appropriation to the Agency Each Fiscal Year for Five Preceding Fiscal Years**

FY18	-8.81%
FY19	0.42%
FY20	16.55%
FY 21	2.72%
FY 22	2.80%

For more information regarding legislative appropriations, please contact the Legislative Budget Board.