Gifts, Grants, and Donations for Salary Supplement Reporting Texas Government Code Ch 659

The Texas Department of Public Safety (DPS) does not accept or utilize gifts, grants or donations or other consideration designated to be used as a salary supplement for an employee of the agency.

Texas Department of Public Safety Data

Full Time Equivalent Employees as of September 1, 2017: 4,297 Commissioned Positions; 6,115.2 Non-Commissioned Positions

Appropriations for the Years Ending August 31, 2018 August 31, 2019

Method of Financing:

General Revenue Fund $939,789,474 $908,636,621

General Revenue Fund – Dedicated:
Motorcycle Education Account No. 501 2,070,297 2,070,297
Sexual Assault Program Account No. 5010 5,307,071 4,592,929
Breath Alcohol Testing Account No. 5013 1,512,500 1,512,500
Emergency Radio Infrastructure Account No. 5153 556,087 556,087
Subtotal, General Revenue Fund – Dedicated $9,445,955 $8,731,813

Federal Funds 240,345,802 165,693,559

Other Funds
Interagency Contracts – Criminal Justice Grants 827,912 827,913
Economic Stabilization Fund 15,000,000 UB
Appropriated Receipts 46,709,314 54,732,378
Interagency Contracts 3,667,385 3,667,385
Bond Proceeds – General Obligation Bonds 19,907,188 UB
Subtotal, Other Funds $86,111,799 $59,227,676

Total, Method of Financing $1,275,693,030 $1,142,289,669
Executive Salary Methodology
The 85th Legislature increased the Executive Director salary from $220,039 to $232,969 effective September 1, 2017. A Report on Executive Compensation at State Agencies August 2016, from the State Auditor recommended a salary range of $220,039 to $299,813 for the DPS Executive Director.

Director McCraw and the Deputy Directors were responsible for the methodology utilized for changes to the senior management salary structure. Salary structure changes are approved by the Public Safety Commission.

The only salary supplements paid to DPS employees are those supplements specified in state statute such as hazardous duty pay, longevity, hardship duty pay, etc.

Market Average Compensation for Deputy Director Salaries at State of Texas
Source: Texas Tribune

Highest Salary $273,192
Lowest Salary $135,269
Median Salary $184,500
Last Updated September 17, 2017

Market Average Compensation for Division Director Salaries at the State of Texas
Source: Texas Tribune

Highest Salary $205,141
Lowest Salary $132,566
Median Salary $193,331

Average Compensation for Non-Executive Staff
The salaries of the Executive Director and senior level staff members who report directly to the Executive Director have been excluded from this calculation per instructions in Chapter 659 of the Texas Government Code. The excluded positions are listed in the table below, based on September 2017 main payroll. Other pay includes overtime, hazardous duty/longevity, hardship duty, clothing, certification/education stipends, and benefit replacement pay.

Average non-executive salary $55,435
Average non-executive other pay $17,973
Average total non-executive compensation $73,408
### Executive Salaries Compared to Appropriations

<table>
<thead>
<tr>
<th>Position</th>
<th>FY '15</th>
<th>% Increase</th>
<th>FY '16</th>
<th>% Increase</th>
<th>FY '17</th>
<th>% Increase</th>
<th>FY '18</th>
<th>% Increase</th>
<th>FY '19</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>$183,498</td>
<td>0.00%</td>
<td>$220,039</td>
<td>19.91%</td>
<td>$220,039</td>
<td>0.00%</td>
<td>$232,969</td>
<td>5.88%</td>
<td>$232,969</td>
<td>0.00%</td>
</tr>
<tr>
<td>Deputy Directors</td>
<td>$176,468</td>
<td>0.00%</td>
<td>$211,620</td>
<td>19.92%</td>
<td>$211,620</td>
<td>0.00%</td>
<td>$211,620</td>
<td>0.00%</td>
<td>$211,620</td>
<td>0.00%</td>
</tr>
<tr>
<td>Division Directors</td>
<td>$165,240</td>
<td>0.00%</td>
<td>$198,164</td>
<td>19.92%</td>
<td>$198,164</td>
<td>0.00%</td>
<td>$198,164</td>
<td>0.00%</td>
<td>$198,164</td>
<td>0.00%</td>
</tr>
<tr>
<td>Deputy Division Directors</td>
<td>$137,700</td>
<td>0.00%</td>
<td>$165,137</td>
<td>19.93%</td>
<td>$165,137</td>
<td>0.00%</td>
<td>$165,137</td>
<td>0.00%</td>
<td>$165,137</td>
<td>0.00%</td>
</tr>
<tr>
<td>Appropriations</td>
<td>$1,279,492,393</td>
<td>0.00%</td>
<td>$1,356,418,303</td>
<td>6.01%</td>
<td>$1,275,013,614</td>
<td>-6.00%</td>
<td>$1,275,693,030</td>
<td>0.05%</td>
<td>$1,142,289,669</td>
<td>-10.46%</td>
</tr>
<tr>
<td>Salary Appropriations</td>
<td>$488,404,898</td>
<td>0.00%</td>
<td>$662,603,802</td>
<td>35.67%</td>
<td>$679,939,291</td>
<td>2.62%</td>
<td>$666,847,904</td>
<td>-1.93%</td>
<td>$679,571,220</td>
<td>1.91%</td>
</tr>
<tr>
<td>FTEs</td>
<td>9,165</td>
<td>0.00%</td>
<td>10,306</td>
<td>12.45%</td>
<td>10,503</td>
<td>1.91%</td>
<td>10,412.2</td>
<td>-0.87%</td>
<td>10,596.8</td>
<td>1.77%</td>
</tr>
</tbody>
</table>