

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 from a person that the person designates to be used as a salary supplement for an employee of the agency. Conflict of interest rules are not required per Texas Government Code Ch 659.0201(c).

Texas Department of Public Safety Data

Full Time Equivalent Employees as of July 31, 2013: 3,643 commissioned; 5493.5 non-commissioned

Appropriations

For the Years Ending

	August 31, 2014	August 31, 2015
Method of Financing:		
General Revenue Fund	\$ 163,636,728	\$ 158,474,924
Federal Funds	630,516,641	541,928,578
Interagency Contracts - Criminal Justice Grants	5,933,431	5,933,431
Other Funds		
State Highway Fund No. 006	540,482,380	537,385,121
Appropriated Receipts	23,923,922	23,923,922
Interagency Contracts	11,846,417	11,846,417
Bond Proceeds - General Obligation Bonds	9,429,860	UB
Subtotal, Other Funds	\$ 591,616,010	\$ 579,088,891
Total, Method of Financing	\$ 1,385,769,379	\$ 1,279,492,393

Executive Salary Methodology

The 83rd Legislature increased the Executive Director (ED) salary from \$162,000 to \$183,498 effective September 1, 2013. *A Report on Executive Compensation at State Agencies August 2012*, from the State Auditor recommended salary range of \$186,300 to \$292,500 for the DPS Colonel. Simultaneously, officer pay increases of approximately 22% were approved for the biennium.

Director McCraw and Deputy Directors (DD) Baker and MacBride were responsible for the methodology utilized for changes to the senior management salary structure to avoid pay compression as the result of increases in the Schedule C officer salaries. The Public Safety Commission (PSC) approved the new salary structure at its August 2013 meeting. The recommended changes increased the difference between ED and DD salary to 6% to reduce pay compression. The percentage differences between the DD and Assistant Director levels remained the same.

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	\$216,651
Lowest Salary	\$133,500
Median Salary	\$175,000
Last Updated	February 27, 2013

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

Source: Texas Tribune

Highest Salary	\$194,480
Lowest Salary	\$95,001
Median Salary	\$138,562

Average Compensation For Non-Executive Staff

The salaries of the ED and senior level staff members who report directly to the ED have been excluded from this calculation per instructions in Ch 659 of the Texas Government Code. The excluded positions are listed in the table below, based on July 2013 USPS main payroll. Other pay includes overtime, hazardous duty/longevity, hardship duty, clothing, certification/education stipends, bilingual stipends, and benefit replacement pay.

Average (mean) non-executive salary	\$46,487.98
Average (mean) non-executive other pay	6,781.60
Average (mean) total non-executive compensation	\$53,269.58

Executive Salaries Compared to Appropriations

Position	FY08	% Inc	FY09	% Inc	FY10	% Inc	FY11	% Inc	FY12	% Inc	FY13
Executive Director	157,500	0.0%	157,500	2.9%	162,000	0.0%	162,000	0.0%	162,000	0.0%	162,000
Deputy Director LE	126,072	24.9%	157,500	0.0%	157,500	0.0%	157,500	0.0%	157,500	0.0%	157,500
Deputy Director Svc*	N/A	N/A	N/A	N/A	212,000	25.7%	157,500	0.0%	157,500	0.0%	157,500
Chief of Staff	N/A	N/A	N/A	N/A	130,000	0.0%	130,000	13.5%	147,500	0.0%	147,500
General Counsel	102,774	21.1%	124,500	18.5%	147,500	0.0%	147,500	0.0%	147,500	0.0%	147,500
Texas Ranger Chief	102,774	2.0%	104,829	18.8%	124,500	0.0%	124,500	18.5%	147,500	0.0%	147,500
Emergency Mgmt Chief	102,774	2.0%	104,829	40.7%	147,500	0.0%	147,500	0.0%	147,500	0.0%	147,500
Appropriations (1,000s)	919,181	28.4%	657,973	48.0%	973,820	22.0%	759,183	92.6%	1,462,386	4.9%	1,390,193
Salary Appropriation (1,000s)	359,067	-0.8%	356,044	10.4%	393,162	-1.2%	388,299	17.1%	454,803	2.0%	463,839
FTEs	8,264	0.1%	8,271	4.0%	8,600	0.2%	8,619	3.6%	8,932	2.8%	9,181

Notes: Deputy Director of Services also served as Chief Information Officer
Emergency Management Chief is paid via contract with the City of San Antonio Fire Department
Salaries are annual base salary as of August 31 of the fiscal year indicated
Total % is percentage change from FY08 to FY13 except for positions that did not exist until FY10