

## Gifts, Grants, & Donations for Salary Supplement Reporting TX 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, 2019: 4,483 Commissioned Positions; 6,621.7 Non-Commissioned Positions

<b>Appropriations for the Years Ending</b>	<b>August 31, 2020</b>	<b>August 31, 2021</b>
Method of Financing:		
General Revenue Fund	\$ 1,107,073,172	\$ 1,019,250,960
<u>General Revenue Fund – Dedicated:</u>		
Motorcycle Education Account No. 501	1,035,151	0
Sexual Assault Program Account No. 5010	4,950,011	4,950,011
Breath Alcohol Testing Account No. 5013	1,512,501	1,512,501
Emergency Radio Infrastructure Account No. 5153	556,091	556,091
DNA Testing Account No. 5185	206,667	299,000
Transportation Administration Fee Acct No. 5186	6,427,333	9,304,000
Insurance Operating Fund Account No. 036	261,244	261,244
Subtotal, General Revenue Fund – Dedicated	<u>\$ 14,948,998</u>	<u>\$ 16,882,847</u>
Federal Funds	30,455,382	28,209,956
<u>Other Funds</u>		
Interagency Contracts – Criminal Justice Grants	3,831,399	3,831,399
Appropriated Receipts	42,774,917	43,604,979
Interagency Contracts	4,152,459	4,152,459
Bond Proceeds – General Obligation Bonds	10,656,504	UB
Subtotal, Other Funds	<u>\$ 61,415,279</u>	<u>\$ 51,588,837</u>
Total, Method of Financing	<u>\$ 1,213,892,831</u>	<u>\$1,115,932,600</u>

### **Executive Salary Methodology**

The 86<sup>th</sup> Legislature increased the Executive Director salary from \$232,969 to \$247,981 effective September 1, 2019. *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 As of January 31, 2020

Highest Salary	\$286,860
Lowest Salary	\$ 85,000
Average Salary	\$194,274

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

Source: Texas Tribune As of January 31, 2020

Highest Salary	\$239,100
Lowest Salary	\$ 69,415
Average Salary	\$116,579

### **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	\$59,151
Average non-executive other pay	<u>\$17,076</u>
Average total non-executive compensation	\$76,227

## Executive Salaries Compared to Appropriations

Position	FY '15	% Increase	FY '16	% Increase	FY '17	% Increase	FY '18	% Increase	FY '19	% Increase	FY '20	% Increase
Executive Director	\$ 183,498	0.00%	\$ 220,039	19.91%	\$ 220,039	0.00%	\$ 232,969	5.88%	\$ 232,969	0.00%	\$ 247,981	6.44%
Deputy Directors	\$ 176,468	0.00%	\$ 211,620	19.92%	\$ 211,620	0.00%	\$ 211,620	0.00%	\$ 211,620	0.00%	\$ 220,000	3.96%
Division Directors	\$ 165,240	0.00%	\$ 198,164	19.92%	\$ 198,164	0.00%	\$ 198,164	0.00%	\$ 198,164	0.00%	\$ 198,164	0.00%
Deputy Division Directors	\$ 137,700	0.00%	\$ 165,137	19.93%	\$ 165,137	0.00%	\$ 165,137	0.00%	\$ 165,137	0.00%	\$ 165,137	0.00%
Appropriations	\$ 1,279,492,393	0.00%	\$ 1,356,418,303	6.01%	\$ 1,275,013,614	-6.00%	\$ 1,275,693,030	0.05%	\$ 1,142,289,669	-10.46%	\$ 1,213,892,831	6.27%
Salary Appropriations	\$ 488,404,898	0.00%	\$ 662,603,802	35.67%	\$ 679,939,291	2.62%	\$ 666,847,904	-1.93%	\$ 679,571,220	1.91%	\$ 743,401,221	9.39%
FTEs	9,165	0.00%	10,306	12.45%	10,503	1.91%	10,412.2	-0.87%	10,596.8	1.77%	11,104.0	4.79%