

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	<u>\$ 9,445,955</u>	<u>\$ 8,731,813</u>
Federal Funds	240,345,802	165,693,559
<u>Other Funds</u>		
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	<u>\$ 86,111,799</u>	<u>\$ 59,227,676</u>
Total, Method of Financing	<u>\$ 1,275,693,030</u>	<u>\$1,142,289,669</u>

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	<u>\$17,973</u>
Average total non-executive compensation	\$73,408

Executive Salaries Compared to Appropriations

Position	FY '15	% Increase	FY '16	% Increase	FY '17	% Increase	FY '18	% Increase	FY '19	% Increase
Executive Director	\$ 183,498	0.00%	\$ 220,039	19.91%	\$ 220,039	0.00%	\$ 232,969	5.88%	\$ 232,969	0.00%
Deputy Directors	\$ 176,468	0.00%	\$ 211,620	19.92%	\$ 211,620	0.00%	\$ 211,620	0.00%	\$ 211,620	0.00%
Division Directors	\$ 165,240	0.00%	\$ 198,164	19.92%	\$ 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%
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%
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%
FTEs	9,165	0.00%	10,306	12.45%	10,503	1.91%	10,412.2	-0.87%	10,596.8	1.77%