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A Report on

**The State's Law Enforcement  
Salary Schedule (Salary  
Schedule C) for the 2014-2015  
Biennium**

October 2012  
Report No. 13-702



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## Overall Conclusion

The State's law enforcement salary schedule (Salary Schedule C) is not competitive with the average maximum base pay at the seven largest local law enforcement departments in Texas. The State Auditor's Office compared the maximum base pay for the State's Trooper position with the average maximum base pay for Police Officer, Corporal, or Detective positions at the seven largest local law enforcement departments in Texas. (For purposes of this report, "maximum base pay" refers to the highest level of pay within a salary range.) Results of the comparison indicated that the seven largest law enforcement departments' average maximum base pay is 20.6 percent above the State's maximum base pay for positions in salary group C3 (for example, Trooper).

This study's primary focus was to compare the State's direct compensation for law enforcement positions with the direct compensation paid by the seven largest local Texas law enforcement departments: the City of Austin, the City of Dallas, the City of El Paso, the City of Fort Worth, the City of Houston, the City of San Antonio, and Harris County.

Direct compensation includes base pay and various forms of supplemental pay, such as pay for education, certifications, bilingual skills, hazardous duty/longevity, field training officer duty, and shift differential. The analysis showed that, to make Salary Schedule C more competitive with the market, changes would need to be made. See Table 1 in Chapter 1 of

### Background Information

The State Auditor's Office has statutory responsibilities to:

- Survey and analyze the total compensation provided by selected local law enforcement departments in accordance with Texas Government Code, Section 654.037(b).
- Review the State's Position Classification Plan in accordance with Texas Government Code, Chapter 654.

The State's law enforcement positions represent approximately 3 percent (4,428) of the State's full-time classified workforce (excluding employees of higher education institutions and legislative agencies).

For purposes of this report, the State Auditor's Office reviewed direct compensation, which includes base pay and supplemental pay. Supplemental pay includes pay for education, certifications, bilingual skills, hazardous duty/longevity, field training officer duty, and shift differential.

As of February 29, 2012, the State employed 4,428 law enforcement officers at four agencies:

- The Department of Public Safety (80 percent of law enforcement officers).
- The Parks and Wildlife Department (12 percent of law enforcement officers).
- The Alcoholic Beverage Commission (5 percent of law enforcement officers).
- The Department of Criminal Justice (3 percent of law enforcement officers).

this report for information on the direct compensation that the seven largest local Texas law enforcement departments provide.

Four state agencies pay employees according to Salary Schedule C: the Department of Public Safety, the Parks and Wildlife Department, the Alcoholic Beverage Commission, and the Department of Criminal Justice. This report offers three options for making Salary Schedule C more competitive:

- **Option 1: Align Salary Schedule C to the market maximum base pay.** Texas Government Code, Section 654.037(b), requires a comparison of Salary Schedule C with the market average maximum base pay. Aligning Salary Schedule C with the market average maximum base pay would have an implementation cost to the four state agencies of approximately \$51.5 million in each year of the 2014-2015 biennium. The Department of Public Safety would bear approximately 80 percent of the cost.
- **Option 2: Align Salary Schedule C to the market mid-range base pay.** The State Auditor's Office also compared Salary Schedule C with market average mid-range base pay. Aligning Salary Schedule C with the market average mid-range base pay would have an implementation cost to the four state agencies of approximately \$33.7 million in each year of the 2014-2015 biennium.
- **Option 3: Reallocate Salary Schedule C as the Department of Public Safety requested with the State Auditor's Office's modifications.** The Department of Public Safety submitted a request to reallocate its positions by one salary group for each job classification except for Commander and Major. As a modified approach to that request, the State Auditor's Office analyzed the effect of increasing salary steps in the current salary groups to align them with the intent of the Department of Public Safety's request. That option would have an implementation cost to the four state agencies of approximately \$41.5 million in each year of the 2014-2015 biennium.

Table 2 in Chapter 1 of this report presents the maximum and mid-range base pay comparisons for law enforcement positions. Tables 3 through 5 in Chapter 1 of this report present the proposed salary schedules for the three options. Table 6 in Chapter 1 of this report presents the annual cost to the four state agencies for each of the three options.

The State Auditor's Office also reviewed the portion of the State's Position Classification Plan related to law enforcement positions and recommends that:

- A new job classification for an Investigator position be added for the Office of the Inspector General within the Department of Criminal Justice. The State would incur no cost to implement this change.
- Two existing Investigator job classifications be changed to accommodate the new Investigator position. The State would incur no cost to implement this change.

Tables 10 and 11 in Chapter 3 of this report present information on the recommended changes to the State's Position Classification Plan for the Law Enforcement occupational category.

## ***Key Points***

**Salary rates for certain salary groups within Salary Schedule C are not competitive with the market.**

Maximum base salary rates for state journey-level law enforcement positions (for example, Troopers and Game Wardens in salary group C3) would need to increase by 20.6 percent to match the average maximum base pay of the seven largest local Texas law enforcement departments included in this study.

Maximum salary rates for state senior-level law enforcement positions (for example, Sergeants, Lieutenants, and Captains in salary groups C4 through C6) would need to increase 18.6 percent to 24.3 percent to match the average maximum base pay of the seven largest local Texas law enforcement departments included in this study.

**The State also provides various types of supplemental pay to employees who are paid according to Salary Schedule C.**

The State's supplemental pay (for example, education, certification, bilingual skills, hazardous duty/longevity, field training officer duty, and shift differential pay) is less than the supplemental pay provided by the seven largest local law enforcement departments included in this study. See Table 1 in Chapter 1 of this report for information on the annual supplemental pay that the seven largest local law enforcement departments provide and that the State provides.

## ***Summary of Objective, Scope, and Methodology***

The objective of this project was to conduct a study of the market competitiveness of the law enforcement salary schedule (Salary Schedule C). The purpose for the study was to provide information and analysis to the Legislature on the total compensation provided to commissioned law enforcement personnel by the largest local law enforcement departments in Texas.

The scope of this study focused on a comparison of the State's law enforcement pay with the pay of local law enforcement departments in Texas with more than 1,000 commissioned law enforcement officers. The State Auditor's Office analyzed the State's direct compensation in relation to average maximum and average mid-range base pay of the seven largest local law enforcement departments in Texas. The State Auditor's Office conducted this study in accordance with Texas Government Code, Sections 654.036 and 654.037.

This study was based on an April 2012 survey that the State Auditor's Office conducted of the seven largest local law enforcement departments in Texas. Those local law enforcement departments included:

- The City of Austin.
- The City of Dallas.
- The City of El Paso.
- The City of Fort Worth.
- The City of Houston.
- The City of San Antonio.
- Harris County.

# Contents

## *Detailed Results*

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Chapter 1	
Analysis and Options for the State’s Law Enforcement Salary Schedule (Salary Schedule C) for the 2014-2015 Biennium.....	1
Chapter 2	
Local Law Enforcement Departments’ Direct Compensation Packages .....	10
Chapter 3	
Recommended Changes to the State’s Position Classification Plan for the Law Enforcement Occupational Category .....	14

## *Appendices*

---

Appendix 1	
Objective, Scope, and Methodology .....	18
Appendix 2	
Law Enforcement Salary Schedule (Salary Schedule C) For the 2012-2013 Biennium .....	21
Appendix 3	
Headcount and Turnover by State Agency and Law Enforcement Job Title .....	22
Appendix 4	
Comparison of Entry-level Positions at State Agencies and Seven Largest Local Law Enforcement Departments.....	24
Appendix 5	
Law Enforcement Pay at Selected Higher Education Institutions .....	25
Appendix 6	
Retirement Benefits Provided by the Seven Largest Local Law Enforcement Departments and the State .....	26

# Detailed Results

## Chapter 1

### ***Analysis and Options for the State's Law Enforcement Salary Schedule (Salary Schedule C) for the 2014-2015 Biennium***

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#### **Law Enforcement Schedule (Salary Schedule C)**

During the second quarter of fiscal year 2012, Texas state agencies employed 4,428 full-time classified law enforcement officers who were paid in accordance with Salary Schedule C. This represents approximately 3.0 percent of the total state agency workforce.

In fiscal year 2011, the overall turnover rate for the state law enforcement occupational group was 6.6 percent. The Trooper Trainee position at the Department of Public Safety within salary group C1 had the highest turnover rate (66.4 percent).

See Appendix 3 for additional details on law enforcement employee headcount and turnover by state agency.

This study's primary focus was to compare the State's direct compensation for law enforcement positions with the direct compensation paid by the seven largest local Texas law enforcement departments: the City of Austin, the City of Dallas, the City of El Paso, the City of Fort Worth, the City of Houston, the City of San Antonio, and Harris County. The State Auditor's Office also determined which of those local law enforcement departments had the highest direct compensation (see Table 1 on the next page).

Direct compensation includes base pay and various forms of supplemental pay, such as education pay, certification pay, and bilingual skills pay. Direct compensation does not include benefits or retirement, which are considered indirect compensation. The analysis showed that, to make the State's law enforcement salary schedule (Salary Schedule C) more competitive with the market in accordance with Texas Government Code, Section 654.037(b), changes would need to be made.

Salary Schedule C establishes salary ranges and salary steps for the State's law enforcement positions (see text box for definitions).

#### **Definitions**

**Salary Range** - A range of salaries from minimum to maximum.

**Salary Steps** - Specific levels within a salary range. Generally, an employee progresses from step to step based on established criteria.

**Minimum Base Pay** - The lowest value in a salary range.

**Maximum Base Pay** - The highest value in a salary range.

**Mid-range Base Pay** - The middle of a salary range, which is calculated by summing the minimum and maximum of the salary range and dividing by two (also referred to as "mid-point").

**Direct Compensation** - Includes base pay and various forms of supplemental pay.

**Reallocation** - The process by which the assigned salary range for a job classification is changed.

Table 1 ranks direct compensation for the seven largest local law enforcement departments .

Table 1

Ranking of Direct Compensation for the Largest Local Law Enforcement Departments For a Police Officer, Corporal, or Detective As of April 2012				
Rank	Department	Maximum Base Pay	Supplemental Pay <sup>a</sup>	Direct Compensation (Maximum Base Pay plus Supplemental Pay)
1	City of Austin	\$95,464	\$13,900	\$109,364
2	City of Fort Worth	\$85,322	\$16,938	\$102,260
3	City of San Antonio	\$70,212	\$27,518	\$97,730
4	City of Dallas	\$73,980	\$16,209	\$90,189
5	Harris County	\$70,366	\$16,200	\$86,566
6	City of Houston <sup>b</sup>	\$60,375	\$21,222	\$81,597
7	City of El Paso	\$66,081	\$9,546	\$75,627
	State of Texas	\$61,793	\$6,000	\$67,793

<sup>a</sup> Supplemental pay includes pay for education, certifications, hazardous duty/longevity, bilingual skills, field training officer duty, and shift differential. The State does not provide pay for field training officer duty or shift differentials. The City of Austin, the City of Fort Worth, and the State pay for either certification pay or education pay but not both. For purposes of this supplemental pay analysis, a master's degree was used in the calculations. The City of Dallas does not provide a supplement for a master's degree; therefore, the supplement for a bachelor's degree was used. The City of El Paso does not provide certification pay at the Commission on Law Enforcement Officer Standards and Education master's level; therefore, the advanced level pay was used. See Chapter 2 for more information on supplemental pay.

<sup>b</sup> For the City of Houston, the analysis was based on a master's degree; however, the City of Houston also provides a supplement for a doctorate degree in the amount of \$8,840.

Sources: State Auditor's Office local law enforcement department survey conducted in April 2012 and the State's Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

The seven largest law enforcement departments' maximum base pay is 20.6 percent above the State's maximum base pay for the Trooper position in salary group C3. The Trooper position in salary group C3 is comparable to a Police Officer, Corporal, or Detective position at the seven largest local law enforcement departments surveyed.

The seven largest law enforcement departments' mid-range base pay is 9.3 percent above the State's mid-range pay for the Trooper position in salary group C3.



Table 2 provides details on maximum base pay and mid-range base pay.

Table 2

Maximum and Mid-range Base Pay Comparison for Law Enforcement Positions As of April 2012				
Local Law Enforcement Department	Journey Level	Senior Level		
	Police Officer/ Corporal/Detective	Sergeant	Lieutenant	Captain
<b>Maximum Base Pay Comparison for Law Enforcement Positions</b>				
City of Austin	\$95,464	\$104,052	\$119,660	\$138,366
City of Dallas	\$73,980	\$81,020	\$88,742	\$97,389
City of El Paso	\$66,081	\$73,166	\$86,404	\$100,537
City of Fort Worth	\$85,322	\$94,016	\$103,646	\$114,254
City of Houston	\$60,375	\$73,630	\$82,642	\$94,672
City of San Antonio	\$70,212	\$76,716	\$85,932	\$98,604
Harris County	\$70,366	\$70,553	\$78,603	\$90,972
Average Maximum Base Pay	\$74,543	\$81,879	\$92,233	\$104,971
State of Texas Maximum Base Pay	\$61,793	\$69,043	\$76,714	\$84,427
Percent Above State of Texas Maximum Base Pay	20.6%	18.6%	20.2%	24.3%
<b>Mid-range Base Pay Comparison for Law Enforcement Positions</b>				
City of Austin	\$74,705	\$94,495	\$108,669	\$129,610
City of Dallas	\$57,595	\$64,844	\$71,073	\$77,993
City of El Paso	\$52,132	\$66,913	\$77,868	\$89,803
City of Fort Worth	\$68,755	\$86,570	\$97,614	\$108,898
City of Houston	\$49,875	\$70,582	\$79,225	\$90,742
City of San Antonio	\$58,290	\$75,234	\$84,258	\$96,690
Harris County	\$55,505	\$66,976	\$75,639	\$86,753
Average Mid-range Base Pay	\$59,551	\$75,088	\$84,907	\$97,213
State of Texas Mid-range Base Pay	\$54,507	\$63,311	\$70,602	\$77,949
Percent Above State of Texas Mid-range Base Pay	9.3%	18.6%	20.3%	24.7%

Sources: State Auditor's Office local law enforcement department survey conducted in April 2012 and the State's Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

The State Auditor's Office also gathered information for entry-level positions paid according to Salary Schedule C. Appendix 4 contains information on entry-level pay and minimum qualifications for those positions and compares

that information to comparable information for the seven largest local law enforcement departments.

Three of the four state agencies that employ law enforcement officers have higher degree requirements than the largest local law enforcement departments. The Alcoholic Beverage Commission does not require an entry-level officer to have college credits, but it does require a peace officer certification as a minimum qualification.

Although higher education institutions were not included in the scope of this study, the State Auditor's Office collected information on law enforcement salaries from selected higher education institutions as a point of comparison. See Appendix 5 for a summary of those higher education institutions' salaries.

#### Law Enforcement Salary Schedule (Salary Schedule C) Options

The State Auditor's Office developed three options for the Law Enforcement Salary Schedule (Salary Schedule C):

- **Option 1: Align Salary Schedule C to the market maximum base pay.** Texas Government Code, Section 654.037(b), requires a comparison of Salary Schedule C with the market average maximum base pay for positions at the seven largest local law enforcement departments. Aligning Salary Schedule C with the market average maximum base pay would have an implementation cost to four state agencies of approximately \$51.5 million in each year of the 2014-2015 biennium. The Department of Public Safety would bear approximately 80 percent of the cost.
- **Option 2: Align Salary Schedule C to the market mid-range base pay.** The State Auditor's Office also compared Salary Schedule C with market average mid-range base pay for positions at the seven largest local law enforcement departments. Aligning Salary Schedule C with the market average mid-range base pay would have an implementation cost to four state agencies of approximately \$33.7 million in each year of the 2014-2015 biennium.
- **Option 3: Reallocate Salary Schedule C as the Department of Public Safety requested with State Auditor's Office's modifications.** The Department of Public Safety submitted a request to reallocate its positions by one salary group for each classification title except for Commander and Major. As a modified approach to that request, the State Auditor's Office analyzed the effect of increasing salary steps in the current salary groups to align them with the intent of the Department of Public Safety's request. This option would have an implementation cost to the four state agencies of approximately \$41.5 million in each year of the 2014-2015 biennium.

Table 3 presents a proposed Salary Schedule C for option 1 based on the market maximum base pay analysis.

Table 3

Option 1 (Based on Maximum Base Pay) For Salary Schedule C for the 2014-2015 Biennium						
	< 4 Years of Service	≥ 4 Years of Service	≥ 8 Years of Service	≥ 12 Years of Service	≥ 16 Years of Service	≥ 20 Years of Service
<b>Salary Group C1 - Including Trooper Trainee</b>						
2012-2013 Biennium	\$35,787	(Not Applicable)				
Option 1	\$43,167					
<b>Salary Group C2 - Including Probationary Trooper</b>						
2012-2013 Biennium	\$39,097	(Not Applicable)				
Option 1	\$47,160					
<b>Salary Group C3 - Including Trooper</b>						
2012-2013 Biennium	\$47,221	\$50,988	\$54,860	\$57,504	\$60,307	\$61,793
Option 1	\$56,960	\$61,504	\$66,174	\$69,364	\$72,745	\$74,537
<b>Salary Group C4 - Including Sergeant</b>						
2012-2013 Biennium	(Not Applicable)	\$57,578	\$61,677	\$64,402	\$67,377	\$69,043
Option 1		\$68,282	\$73,143	\$76,375	\$79,903	\$81,878
<b>Salary Group C5 - Including Lieutenant</b>						
2012-2013 Biennium	(Not Applicable)	\$64,489	\$68,859	\$71,682	\$74,848	\$76,714
Option 1		\$77,536	\$82,790	\$86,184	\$89,991	\$92,234
<b>Salary Group C6 - Including Captain</b>						
2012-2013 Biennium	(Not Applicable)	\$71,470	\$76,077	\$79,001	\$82,359	\$84,427
Option 1		\$88,860	\$94,588	\$98,223	\$102,398	\$104,970
<b>Salary Group C7 - Including Assistant Commander</b>						
2012-2013 Biennium	(Not Applicable)	\$87,719	\$88,529	\$88,939	\$88,939	\$88,939
Option 1		\$109,063	\$110,070	\$110,580	\$110,580	\$110,580
<b>Salary Group C8 - Including Commander/Major</b>						
2012-2013 Biennium	(Not Applicable)	\$91,200	\$91,935	\$92,394	\$92,394	\$92,394
Option 1		\$113,391	\$114,305	\$114,875	\$114,875	\$114,875

Sources: State Auditor's Office local law enforcement department survey conducted in April 2012 and Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

Table 4 presents a proposed Salary Schedule C for option 2 based on the market mid-range base pay analysis.

Table 4

Option 2 (Based on Mid-range Base Pay) For Salary Schedule C for the 2014-2015 Biennium						
	< 4 Years of Service	≥ 4 Years of Service	≥ 8 Years of Service	≥ 12 Years of Service	≥ 16 Years of Service	≥ 20 Years of Service
<b>Salary Group C1 - Including Trooper Trainee</b>						
2012-2013 Biennium	\$35,787	(Not Applicable)				
Option 2	\$39,100	(Not Applicable)				
<b>Salary Group C2 - Including Probationary Trooper</b>						
2012-2013 Biennium	\$39,097	(Not Applicable)				
Option 2	\$42,714	(Not Applicable)				
<b>Salary Group C3 - Including Trooper</b>						
2012-2013 Biennium	\$47,221	\$50,988	\$54,860	\$57,504	\$60,307	\$61,793
Option 2	\$51,590	\$55,706	\$59,936	\$62,824	\$65,887	\$67,510
<b>Salary Group C4 - Including Sergeant</b>						
2012-2013 Biennium	(Not Applicable)	\$57,578	\$61,677	\$64,402	\$67,377	\$69,043
Option 2	(Not Applicable)	\$68,288	\$73,149	\$76,381	\$79,910	\$81,886
<b>Salary Group C5 - Including Lieutenant</b>						
2012-2013 Biennium	(Not Applicable)	\$64,489	\$68,859	\$71,682	\$74,848	\$76,714
Option 2	(Not Applicable)	\$77,556	\$82,811	\$86,206	\$90,014	\$92,258
<b>Salary Group C6 - Including Captain</b>						
2012-2013 Biennium	(Not Applicable)	\$71,470	\$76,077	\$79,001	\$82,359	\$84,427
Option 2	(Not Applicable)	\$89,134	\$94,880	\$98,526	\$102,714	\$105,293
<b>Salary Group C7 - Including Assistant Commander</b>						
2012-2013 Biennium	(Not Applicable)	\$87,719	\$88,529	\$88,939	\$88,939	\$88,939
Option 2	(Not Applicable)	\$109,399	\$110,409	\$110,921	\$110,921	\$110,921
<b>Salary Group C8 - Including Commander/Major</b>						
2012-2013 Biennium	(Not Applicable)	\$91,200	\$91,935	\$92,394	\$92,394	\$92,394
Option 2	(Not Applicable)	\$113,740	\$114,657	\$115,229	\$115,229	\$115,229

Sources: State Auditor's Office local law enforcement department survey conducted in April 2012 and Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

Table 5 presents a proposed Salary Schedule C for option 3 based on a modified approach to the Department of Public Safety's request.

Table 5

Option 3 (Based on the Department of Public Safety's Request) <sup>a</sup> For Salary Schedule C for the 2014-2015 Biennium						
	< 4 Years of Service	≥ 4 Years of Service	≥ 8 Years of Service	≥ 12 Years of Service	≥ 16 Years of Service	≥ 20 Years of Service
<b>Salary Group C1 - Including Trooper Trainee</b>						
2012-2013 Biennium	\$35,787	(Not Applicable)				
Option 3	\$39,097	(Not Applicable)				
<b>Salary Group C2 - Including Probationary Trooper</b>						
2012-2013 Biennium	\$39,097	(Not Applicable)				
Option 3	\$47,221	(Not Applicable)				
<b>Salary Group C3 - Including Trooper</b>						
2012-2013 Biennium	\$47,221	\$50,988	\$54,860	\$57,504	\$60,307	\$61,793
Option 3	\$57,578	\$61,677	\$64,402	\$67,377	\$69,043	\$70,744
<b>Salary Group C4 - Including Sergeant</b>						
2012-2013 Biennium	(Not Applicable)	\$57,578	\$61,677	\$64,402	\$67,377	\$69,043
Option 3	(Not Applicable)	\$64,489	\$68,859	\$71,682	\$74,848	\$76,714
<b>Salary Group C5 - Including Lieutenant</b>						
2012-2013 Biennium	(Not Applicable)	\$64,489	\$68,859	\$71,682	\$74,848	\$76,714
Option 3	(Not Applicable)	\$71,470	\$76,077	\$79,001	\$82,359	\$84,427
<b>Salary Group C6 - Including Captain</b>						
2012-2013 Biennium	(Not Applicable)	\$71,470	\$76,077	\$79,001	\$82,359	\$84,427
Option 3	(Not Applicable)	\$87,719	\$93,373	\$96,962	\$101,084	\$103,622
<b>Salary Group C7 - Including Assistant Commander</b>						
2012-2013 Biennium	(Not Applicable)	\$87,719	\$88,529	\$88,939	\$88,939	\$88,939
Option 3	(Not Applicable)	\$107,662	\$108,656	\$109,160	\$109,160	\$109,160
<b>Salary Group C8 - Including Commander/Major</b>						
2012-2013 Biennium	(Not Applicable)	\$91,200	\$91,935	\$92,394	\$92,394	\$92,394
Option 3	(Not Applicable)	\$111,935	\$112,837	\$113,400	\$113,400	\$113,400
<sup>a</sup> The Department of Public Safety (Department) submitted a request to reallocate its law enforcement positions by one salary group for each classification title except for the Commander and Major classification titles. The Department requested that the Commander and Major classification titles be moved from salary group C8 to salary group B27 (with a salary range from \$74,118 to \$122,294). The State Auditor's Office recommends that the Department's request be considered as option 3 without the movement of classification titles to the higher salary groups.						

Sources: State Auditor's Office local law enforcement department survey conducted in April 2012 and Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

**Annual Cost to Implement Law Enforcement Salary Schedule Options by State Agency and Salary Group**

Four state agencies would incur costs to implement a new Salary Schedule C: the Department of Public Safety, the Parks and Wildlife Department, the Alcoholic Beverage Commission, and the Department of Criminal Justice. Table 6 presents the annual cost to those agencies for each of the three options discussed in Tables 3, 4, and 5.

Table 6

Annual Cost to Implement Proposed Law Enforcement Salary Schedule Options by Agency And Salary Group			
Salary Group	Option 1 - Based on Maximum Base Pay	Option 2 - Based on Mid-range Base Pay	Option 3 - Based on the Department of Public Safety's Request <sup>a</sup>
<b>Department of Public Safety</b>			
C1	\$516,600	\$231,910	\$231,700
C2	\$1,056,258	\$473,832	\$1,064,249
C3	\$23,007,391	\$10,321,659	\$20,822,811
C4	\$11,091,556	\$11,097,660	\$6,795,394
C5	\$3,099,989	\$3,104,736	\$1,551,774
C6	\$1,623,820	\$1,649,386	\$1,517,283
C7	\$0	\$0	\$0
C8	\$764,361	\$776,390	\$714,204
<b>Totals for Department of Public Safety</b>	<b>\$41,159,975</b>	<b>\$27,655,573</b>	<b>\$32,697,415</b>
<b>Parks and Wildlife Department</b>			
C1	\$339,480	\$152,398	\$152,260
C2	\$153,198	\$68,724	\$154,357
C3	\$4,156,523	\$1,864,707	\$3,734,649
C4	\$169,848	\$169,941	\$103,209
C5	\$317,048	\$317,532	\$161,626
C6	\$776,517	\$788,743	\$725,570
C7	\$129,843	\$131,892	\$121,326
C8	\$269,774	\$274,020	\$252,072
<b>Totals for Parks and Wildlife Department</b>	<b>\$6,312,231</b>	<b>\$3,767,957</b>	<b>\$5,405,069</b>
<b>Alcoholic Beverage Commission</b>			
C1	\$0	\$0	\$0
C2	\$8,063	\$3,617	\$8,124
C3	\$1,885,912	\$846,071	\$1,731,794

Annual Cost to Implement Proposed Law Enforcement Salary Schedule Options by Agency And Salary Group			
Salary Group	Option 1 - Based on Maximum Base Pay	Option 2 - Based on Mid-range Base Pay	Option 3 - Based on the Department of Public Safety's Request <sup>a</sup>
C4	\$320,120	\$320,295	\$197,011
C5	\$195,345	\$195,644	\$97,794
C6	\$54,012	\$54,853	\$50,459
C7	\$0	\$0	\$0
C8	\$67,444	\$68,505	\$63,018
<b>Totals for Alcoholic Beverage Commission</b>	<b>\$2,530,896</b>	<b>\$1,488,985</b>	<b>\$2,148,200</b>
<b>Department of Criminal Justice</b>			
C1	\$44,280	\$19,878	\$19,860
C2	\$0	\$0	\$0
C3	\$1,095,115	\$491,293	\$991,563
C4	\$166,330	\$166,424	\$102,185
C5	\$89,382	\$89,518	\$44,783
C6	\$34,780	\$35,328	\$32,498
C7	\$0	\$0	\$0
C8	\$22,481	\$22,835	\$21,006
<b>Totals for Department of Criminal Justice</b>	<b>\$1,452,368</b>	<b>\$825,276</b>	<b>\$1,211,895</b>
<b>All Agencies</b>			
C1	\$900,360	\$404,186	\$403,820
C2	\$1,217,519	\$546,173	\$1,226,730
C3	\$30,144,941	\$13,523,730	\$27,280,817
C4	\$11,747,854	\$11,754,320	\$7,197,799
C5	\$3,701,764	\$3,707,430	\$1,855,977
C6	\$2,489,129	\$2,528,310	\$2,325,810
C7	\$129,843	\$131,892	\$121,326
C8	\$1,124,060	\$1,141,750	\$1,050,300
<b>Totals for All Agencies</b>	<b>\$51,455,470</b>	<b>\$33,737,791</b>	<b>\$41,462,579</b>
<sup>a</sup> The Department of Public Safety (Department) submitted a request to reallocate its law enforcement positions by one salary group for each classification title except for the Commander and Major classification titles. The Department requested that the Commander and Major classification titles be moved from salary group C8 to salary group B27 (with a salary range from \$74,118 to \$122,294). The State Auditor's Office recommends that the Department's request be considered as option 3 without the movement of classification titles to the higher salary groups.			

Source: State Auditor's Office analysis.

## Local Law Enforcement Departments' Direct Compensation Packages

### Types of Supplemental Pay for the State of Texas

**Education Pay** - This pay can be earned by completing a college degree at an associate's, bachelor's, master's, or doctoral level.

**Certification Pay** - To qualify for this pay, a State of Texas law enforcement officer must meet the proficiency requirements required by the Texas Commission on Law Enforcement Officer Standards and Education to obtain an intermediate, advanced, or master's certification.

**Bilingual Skills Pay** - This pay is provided for the ability to speak a language other than English.

Source: General Appropriations Act (82nd Legislature), Article IX, Section 3.01(g).

In addition to collecting information on base pay from the seven largest local law enforcement departments, the State Auditor's Office requested information regarding supplemental pay that enhances the local departments' direct compensation packages. Supplemental pay includes education, certification, and bilingual skills pay (see text box for more information on supplemental pay types). It also includes pay for hazardous duty/longevity, field training officer duty, and shift differentials.

Table 7 presents information on annual supplemental pay for education, certification, and bilingual skills for the local law enforcement departments surveyed and for the State. (See Appendix 4 for the minimum education requirements for the State of Texas.)

Table 7

Annual Education, Certification, and Bilingual Skills Pay At the Seven Local Law Enforcement Departments Surveyed and the State				
Education Pay		Texas Commission on Law Enforcement Officer Standards and Education Certification Pay		Bilingual Skills Pay
<b>City of Austin <sup>a</sup></b>				
Associate's Degree	\$1,200	Intermediate Certification <sup>b</sup>	\$600	\$2,100
Bachelor's Degree	\$2,640	Advanced Certification <sup>b</sup>	\$1,200	
Master's Degree	\$3,600	Master's Certification	\$1,800	
<b>City of Dallas</b>				
Associate's Degree <sup>c</sup>	\$240	Intermediate Certification	\$2,400	\$1,800 <sup>d</sup>
Bachelor's Degree	\$1,200	Advanced Certification	Not offered	
Master's Degree	Not offered	Master's Certification	\$6,000	
<b>City of El Paso</b>				
Associate's Degree	\$240	Intermediate Certification	\$660	Not offered
Bachelor's Degree	\$1,500	Advanced Certification	\$1,260	
Master's Degree	\$1,800	Master's Certification	Not offered	



**Annual Education, Certification, and Bilingual Skills Pay  
At the Seven Local Law Enforcement Departments Surveyed and the State**

Education Pay		Texas Commission on Law Enforcement Officer Standards and Education Certification Pay		Bilingual Skills Pay
<b>City of Fort Worth<sup>a</sup></b>				
Associate's Degree	\$720	Intermediate Certification	\$360	\$1,500 <sup>e</sup>
Bachelor's Degree	\$1,440	Advanced Certification	\$720	
Master's Degree	\$1,440	Master's Certification	\$1,440	
<b>City of Houston<sup>f</sup></b>				
Associate's Degree	Not offered	Intermediate Certification	\$1,400	\$1,800
Bachelor's Degree	\$3,640	Advanced Certification	\$3,361	
Master's Degree	\$6,240	Master's Certification	\$8,282	
<b>City of San Antonio</b>				
Associate's Degree	\$2,580	Intermediate Certification	\$600	\$ 600
Bachelor's Degree	\$3,780	Advanced Certification	\$2,400	
Master's Degree	\$4,020	Master's Certification	\$2,880	
<b>Harris County</b>				
Associate's Degree	\$1,320	Intermediate Certification	\$1,560	\$1,800
Bachelor's Degree	\$3,180	Advanced Certification	\$3,420	
Master's Degree	\$4,500	Master's Certification	\$6,000	
<b>State of Texas<sup>g</sup></b>				
Associate's Degree	\$600	Intermediate Certification	\$600	\$ 600
Bachelor's Degree	\$1,200	Advanced Certification	\$1,200	
Master's Degree	\$1,800	Master's Certification	\$1,800	

<sup>a</sup> Law enforcement employees of the City of Austin and the City of Fort Worth are eligible to receive certification pay or education pay but not both.

<sup>b</sup> The City of Austin provides Texas Commission on Law Enforcement Officer Standards and Education intermediate and advanced peace officer proficiency certification pay only to individuals hired before March 25, 2001.

<sup>c</sup> The City of Dallas educational incentive pay is a rate of \$4 per month for each 3 semester hours of college credit earned after the first 45 hours up to 45 hours (90 hours total). Therefore, if an officer had 60 hours he would receive \$20 per month for the 15 hours beyond the 45 hours. This would equate to \$240 per year.

<sup>d</sup> The City of Dallas pays \$1,320 for intermediate bilingual capabilities and \$1,800 for advanced bilingual capabilities.

<sup>e</sup> The City of Fort Worth pays \$1,200 or \$1,500 if bilingual capabilities are both verbal and written.

<sup>f</sup> For the City of Houston, the analysis was based on a master's degree; however, the City of Houston also provides a supplement for a doctorate degree in the amount of \$8,840.

<sup>g</sup> The General Appropriations Act (82nd Legislature), Article IX, Section 3.01(g), specifies that commissioned peace officers may receive a stipend for education level or certification level but not both.

Sources: State Auditor's Office local law enforcement department survey conducted in April 2012 and General Appropriations Act (82nd Legislature), Article IX, Section 3.01(g).

## Hazardous Duty Pay/Longevity Pay

State law enforcement officers receive hazardous duty pay if they have completed at least 12 months of “lifetime service credit” by the last day of the preceding month. The amount of an employee’s hazardous duty pay is based on the number of months served in a hazardous duty position. This pay is authorized at \$10 per month for each 12-month period of lifetime service credit. For example, an employee in a position authorized to receive hazardous duty pay who has 30 years of state hazardous duty service earns an additional \$3,600 annually.

In cities and counties, local law enforcement officers receive a pay known as longevity pay, which is pay tied to years of service at the local law enforcement department. For example, at the City of Dallas a law enforcement officer receives \$4 per month for each year of service up to a maximum of \$100. An officer who has 25 years of service would receive \$1,200 annually.

All seven local Texas law enforcement departments in this analysis provide longevity pay. Table 8 presents information on the maximum annual longevity pay offered by the local law enforcement agencies.

Table 8

Maximum Annual Hazardous Duty Pay/Longevity Pay		
Local Law Enforcement Department	Maximum Annual Hazardous Duty/Longevity Pay	Number of Years of Service Needed to Reach Maximum
City of Austin	\$2,500	25 years
City of Dallas	\$1,200	25 years
City of El Paso	\$1,200	25 years
City of Fort Worth	\$1,200	25 years
City of Houston	\$1,300	25 years
City of San Antonio	\$12,638	30 years
Harris County	\$1,800	30 years
State of Texas <sup>a</sup>	\$3,600	30 years

<sup>a</sup> For purposes of this example, 30 years of services was used for the calculation; however, the State of Texas does not have a maximum number of years established for hazardous duty pay.

Sources: State Auditor’s Office local law enforcement department survey conducted in April 2012 and Texas Government Code, Section 659.305.

### Field Training Officer Duty Pay and Shift Differential Pay

Field training officer duty pay is provided to an employee who works closely with trainees or probationary officers. Generally, a field training officer serves as a mentor, coach, and supporter of recruits and/or probationary officers to help them transition from the classroom setting to working in the field.

Shift differential pay is provided in situations when an employee works a schedule that differs from an 8:00 a.m. – 5:00 p.m. standard day shift. Typically, the shifts would be known as a second shift (3:00 p.m. – 11:00 p.m.) and a third shift (11:00 p.m. – 7:00 a.m.).

All seven local law enforcement departments surveyed provide field training officer duty pay, and six of them provide shift differential pay. The State does not offer field training officer pay and shift differential pay. Table 9 presents information on annual pay for field training officer duty and shift differentials offered by the local law enforcement agencies.

Table 9

Annual Field Training Officer Duty Pay and Shift Differential Pay		
Local Law Enforcement Department	Field Training Officer Duty Pay	Shift Differential Pay
City of Austin	\$2,100	\$3,600
City of Dallas	\$1,200	\$4,809
City of El Paso	\$2,643	\$2,643
City of Fort Worth	\$8,532	\$4,266
City of Houston	\$1,800	\$1,800
City of San Antonio	\$3,180	\$4,200
Harris County	\$2,100	Not offered
State of Texas	Not offered	Not offered

Source: State Auditor's Office local law enforcement department survey conducted in April 2012.

## ***Recommended Changes to the State's Position Classification Plan for the Law Enforcement Occupational Category***

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During the course of this study, the State Auditor's Office requested feedback from the State's law enforcement agencies to determine whether they had recommended changes to the State's Position Classification Plan (Plan). The Department of Criminal Justice requested the addition of a new investigator level within the Office of the Inspector General. That change would require title changes to two other investigator job classification titles that the Office of Inspector General currently uses. The State would incur no cost to implement these changes.

Table 10 presents the recommended changes to the Plan for the law enforcement occupational category for the 2014-2015 biennium.

Table 10

Summary of Recommended Changes to the State's Position Classification Plan for the 2014-2015 Biennium Law Enforcement Occupational Category				
Occupational Category	Recommended Changes			
	Reallocated Job Title to Higher Salary Group	Job Title Added	Job Title Deleted	Job Title Changed
Law Enforcement	0	1	0	2

Table 11 on the next page provides the recommended changes to keep the Plan current and competitive. The table presents a side-by-side comparison of current job classification titles, recommended job classification titles, and a description of the recommended change.

Table 11

Recommendations for Law Enforcement Positions in the State's Position Classification Plan						
Current 2012-2013 Biennium			Recommended 2014-2015 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
<b>Department of Public Safety</b>						
9901	C5	Public Safety Inspector I	9901	C5	Public Safety Inspector I	No change recommended
9902	C6	Public Safety Inspector II	9902	C6	Public Safety Inspector II	No change recommended
9905	C4	Pilot Investigator I	9905	C4	Pilot Investigator I	No change recommended
9906	C5	Pilot Investigator II	9906	C5	Pilot Investigator II	No change recommended
9907	C6	Pilot Investigator III	9907	C6	Pilot Investigator III	No change recommended
9908	C7	Pilot Investigator IV	9908	C7	Pilot Investigator IV	No change recommended
9920	C1	Trooper Trainee	9920	C1	Trooper Trainee	No change recommended
9922	C2	Probationary Trooper	9922	C2	Probationary Trooper	No change recommended
9928	C3	Trooper	9928	C3	Trooper	No change recommended
9935	C3	Corporal	9935	C3	Corporal	No change recommended
9940	C4	Sergeant, Public Safety	9940	C4	Sergeant, Public Safety	No change recommended
9941	C5	Lieutenant, Public Safety	9941	C5	Lieutenant, Public Safety	No change recommended
9942	C6	Captain, Public Safety	9942	C6	Captain, Public Safety	No change recommended
9943	C7	Assistant Commander, Public Safety	9943	C7	Assistant Commander, Public Safety	No change recommended
9944	C8	Commander, Public Safety	9944	C8	Commander, Public Safety	No change recommended
9945	C8	Major, Public Safety	9945	C8	Major, Public Safety	No change recommended
<b>Parks and Wildlife Department</b>						
9980	C1	Game Warden Trainee	9980	C1	Game Warden Trainee	No change recommended
9981	C2	Probationary Game Warden	9981	C2	Probationary Game Warden	No change recommended
9987	C3	Game Warden	9987	C3	Game Warden	No change recommended

Recommendations for Law Enforcement Positions in the State's Position Classification Plan						
Current 2012-2013 Biennium			Recommended 2014-2015 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9990	C4	Sergeant, Game Warden	9990	C4	Sergeant, Game Warden	No change recommended
9991	C5	Lieutenant, Game Warden	9991	C5	Lieutenant, Game Warden	No change recommended
9992	C6	Captain, Game Warden	9992	C6	Captain, Game Warden	No change recommended
9993	C7	Assistant Commander, Game Warden	9993	C7	Assistant Commander, Game Warden	No change recommended
9994	C8	Commander, Game Warden	9994	C8	Commander, Game Warden	No change recommended
9995	C8	Major, Game Warden	9995	C8	Major, Game Warden	No change recommended
Alcoholic Beverage Commission						
9950	C2	Agent Trainee	9950	C2	Agent Trainee	No change recommended
9956	C3	Agent	9956	C3	Agent	No change recommended
9960	C4	Sergeant, Alcoholic Beverage	9960	C4	Sergeant, Alcoholic Beverage	No change recommended
9961	C5	Lieutenant, Alcoholic Beverage	9961	C5	Lieutenant, Alcoholic Beverage	No change recommended
9962	C6	Captain, Alcoholic Beverage	9962	C6	Captain, Alcoholic Beverage	No change recommended
9963	C8	Major, Alcoholic Beverage	9963	C8	Major, Alcoholic Beverage	No change recommended
Department of Criminal Justice						
9965	C1	Investigator Trainee - Office of the Inspector General	9965	C1	Investigator I, Trainee - Office of the Inspector General	Title change
			9970	C2	Investigator II - Office of the Inspector General	New job classification
9971	C3	Investigator - Office of the Inspector General	9971	C3	Investigator III - Office of the Inspector General	Title Change
9972	C4	Regional Supervisor - Office of the Inspector General	9972	C4	Regional Supervisor - Office of the Inspector General	No change recommended

Recommendations for Law Enforcement Positions in the State's Position Classification Plan						
Current 2012-2013 Biennium			Recommended 2014-2015 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9973	C5	Regional Manager - Office of the Inspector General	9973	C5	Regional Manager - Office of the Inspector General	No change recommended
9974	C6	Multi-Regional Administrator - Office of the Inspector General	9974	C6	Multi-Regional Administrator - Office of the Inspector General	No change recommended
9975	C7	Chief Inspector - Office of the Inspector General (less than 12 years service)	9975	C7	Chief Inspector - Office of the Inspector General (less than 12 years service)	No change recommended
9976	C8	Chief Inspector - Office of the Inspector General (more than 12 years service)	9976	C8	Chief Inspector - Office of the Inspector General (more than 12 years service)	No change recommended

Sources: Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01, and State Auditor's Office analysis.

# Appendices

Appendix 1

## ***Objective, Scope, and Methodology***

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### **Objective**

The objective of this project was to conduct a study of the market competitiveness of the law enforcement salary schedule (Salary Schedule C).

### **Scope**

The scope of this study focused on a comparison of the State's law enforcement pay with the pay of local law enforcement departments in Texas with more than 1,000 commissioned law enforcement officers. The State Auditor's Office analyzed the State's direct compensation in relation to average maximum and average mid-range base pay of the seven largest local law enforcement departments in Texas. The State Auditor's Office conducted this study in accordance with Texas Government Code, Sections 654.036 and 654.037.

The State Auditor's Office analyzed the pay of Salary Schedule C positions to the pay of law enforcement positions within the seven largest local law enforcement departments in Texas. These included:

- The City of Austin.
- The City of Dallas.
- The City of El Paso.
- The City of Fort Worth.
- The City of Houston.
- The City of San Antonio.
- Harris County.



The following state agencies having employees classified within Salary Schedule C:

- Department of Public Safety.
- Parks and Wildlife Department.
- Alcoholic Beverage Commission.
- Department of Criminal Justice.

### **Methodology**

For this study, the State Auditor's Office analyzed the following:

- Salary Schedule C as approved during the 82nd legislative session for the 2012-2013 biennium.
- Salary range maximums and mid-ranges for law enforcement positions at the seven largest local law enforcement departments in Texas with commissioned law enforcement officers using data collected through a State Auditor's Office salary survey of these departments conducted in April 2012.
- A request received from the Department of Public Safety to reallocate the classification titles in Salary Schedule C.
- A request received from the Department of Criminal Justice – Office of the Inspector General for changes to the State's Position Classification Plan.
- Salaries and the headcounts of employees in each job classification within Salary Schedule C as of the second quarter of fiscal year 2012 (quarter ending February 29, 2012).
- Turnover rate data for each job classification assigned to Salary Schedule C for fiscal year 2011.

The State Auditor's Office calculated the estimated costs of aligning Salary Schedule C with market salaries by determining the effect of moving employees to the realigned pay rate at the same placement within the salary schedule. To do that, the State Auditor's Office extracted information from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System, the Human Resource Information System, and the Standardized Payroll/Personnel Reporting System.

In addition, the State Auditor's Office reviewed supplemental pay information provided by the seven largest local law enforcement agencies. That included

pay for education, certifications, bilingual skills, hazardous duty/longevity, field training officer duty, and shift differential.

### **Project Information**

This study was conducted under the requirements of Texas Government Code, Sections 654.036 and 654.037. Fieldwork was conducted from March 2012 through August 2012. This was not an audit; therefore, the information in this report was not subjected to all the tests and confirmations that would be performed in an audit. However, the information in this report was subject to certain quality control procedures to ensure accuracy.

The following members of the State Auditor's staff performed the study:

- Stacey Robbins McClure, MBA, CCP, PHR (Project Manager)
- Sharon Schneider, PHR
- Juliette Torres, MPA, CCP, PHR
- Michelle Ann Duncan Feller, CPA, CIA (Quality Control Reviewer)
- John Young, MPAff (Audit Manager)
- Sandra Vice, CIA, CGAP, CISA (Assistant State Auditor)

## Law Enforcement Salary Schedule (Salary Schedule C) For the 2012-2013 Biennium

Table 12 presents the law enforcement salary schedule (Salary Schedule C) for the 2012-2013 biennium. Table 11 in Chapter 3 contains a list of job classification titles assigned to Salary Schedule C.

Table 12

Law Enforcement Salary Schedule (Salary Schedule C) 2012-2013 Biennium							
Salary Group	Common Classification Titles	< 4 Years of Service	≥ 4 Years of Service	≥ 8 Years of Service	≥ 12 Years of Service	≥ 16 Years of Service	≥ 20 Years of Service
C1	Trooper Trainee Game Warden Trainee Investigator Trainee	\$35,787					
C2	Probationary Trooper Probationary Game Warden Agent Trainee	\$39,097					
C3	Trooper/Corporal Game Warden Agent Investigator	\$47,221	\$50,988	\$54,860	\$57,504	\$60,307	\$61,793
C4	Sergeant		\$57,578	\$61,677	\$64,402	\$67,377	\$69,043
C5	Lieutenant		\$64,489	\$68,859	\$71,682	\$74,848	\$76,714
C6	Captain		\$71,470	\$76,077	\$79,001	\$82,359	\$84,427
C7	Assistant Commander		\$87,719	\$88,529	\$88,939	\$88,939	\$88,939
C8	Commander Major		\$91,200	\$91,935	\$92,394	\$92,394	\$92,394

Source: Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

## Headcount and Turnover by State Agency and Law Enforcement Job Title

Table 13 presents headcount for the second quarter of fiscal year 2012 and turnover for fiscal year 2011 by state agency and law enforcement job classification title.

Table 13

Headcount and Turnover for Law Enforcement Agencies by Job Classification Title			
Job Classification Title	Salary Group	Headcount for Fiscal Year 2012, Second Quarter	Turnover Rate for Fiscal Year 2011
<b>Department of Public Safety</b>			
Trooper Trainee	C1	70	66.4%
Probationary Trooper	C2	131	3.1%
Trooper	C3	1,876	4.1%
Corporal	C3	219	8.3%
Sergeant, Public Safety	C4	895	4.5%
Pilot Investigator I	C4	33	5.8%
Lieutenant, Public Safety	C5	197	8.3%
Pilot Investigator II	C5	9	10.8%
Public Safety Inspector I	C5	0	0.0%
Captain, Public Safety	C6	80	6.7%
Pilot Investigator III	C6	1	0.0%
Public Safety Inspector II	C6	0	0.0%
Assistant Commander, Public Safety	C7	0	0.0%
Pilot Investigator IV	C7	0	0.0%
Commander, Public Safety	C8	1	0.0%
Major, Public Safety	C8	33	10.6%
<b>Totals for the Department of Public Safety</b>		<b>3,545</b>	<b>6.1%</b>
<b>Parks and Wildlife Department</b>			
Game Warden Trainee	C1	46	53.8%
Probationary Game Warden	C2	19	5.7%
Game Warden	C3	377	5.7%
Sergeant, Game Warden	C4	14	0.0%
Lieutenant, Game Warden	C5	22	9.4%
Captain, Game Warden	C6	39	15.3%
Assistant Commander, Game Warden	C7	6	0.0%
Major, Game Warden	C8	12	7.7%
<b>Totals for the Parks and Wildlife Department</b>		<b>535</b>	<b>7.6%</b>

Headcount and Turnover for Law Enforcement Agencies by Job Classification Title			
Job Classification Title	Salary Group	Headcount for Fiscal Year 2012, Second Quarter	Turnover Rate for Fiscal Year 2011
<b>Alcoholic Beverage Commission</b>			
Agent Trainee	C2	1	13.1%
Agent	C3	172	7.7%
Sergeant, Alcoholic Beverage	C4	27	7.2%
Lieutenant, Alcoholic Beverage	C5	13	18.5%
Captain, Alcoholic Beverage	C6	3	60.0%
Major, Alcoholic Beverage	C8	3	0.0%
<b>Totals for the Alcoholic Beverage Commission</b>		<b>219</b>	<b>9.7%</b>
<b>Department of Criminal Justice</b>			
Investigator Trainee - Office of the Inspector General	C1	6	6.8%
Investigator - Office of the Inspector General	C3	100	8.4%
Regional Supervisor - Office of the Inspector General	C4	14	15.1%
Regional Manager - Office of the Inspector General	C5	6	0.0%
Multi-Regional Administrator - Office of the Inspector General	C6	2	50.0%
Chief Inspector - Office of the Inspector General (less than 12 years service)	C7	0	0.0%
Chief Inspector - Office of the Inspector General (more than 12 years service)	C8	1	0.0%
<b>Totals for the Department of Criminal Justice</b>		<b>129</b>	<b>9.0%</b>
<b>All Agencies</b>			
<b>Law Enforcement Occupational Category Totals</b>		<b>4,428</b>	<b>6.6%</b>

Sources: State Auditor's Office Electronic Classification Analysis System and the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System, Standardized Payroll/Personnel Reporting System, and Human Resource Information System.

## Comparison of Entry-level Positions at State Agencies and Seven Largest Local Law Enforcement Departments

Table 14 compares the entry-level positions at state agencies and seven largest local law enforcement departments.

Table 14

Comparison of Entry-level Positions at State Agencies and Seven Largest Local Law Enforcement Departments				
Agency or Local Law Enforcement Department	Entry-level Salary	Time to Next Rank	Minimum Education Requirement	Peace Officer Certification Required?
<b>State Agencies</b>				
Department of Public Safety	\$35,787	21 weeks	60 hours of college credit	No
Parks and Wildlife Department	\$35,787	30 weeks	Bachelor's degree	No
Alcoholic Beverage Commission <sup>a</sup>	\$39,097	52 weeks	High school diploma	Yes
Department of Criminal Justice - Investigator Trainee, Office of the Inspector General	\$35,787	52 weeks	90 hours of college credit or bachelor's degree	Yes, with 90 hours college; No, with Bachelor's degree
<b>Largest Local Law Enforcement Departments</b>				
City of Austin	\$32,008	32 weeks	30 hours of college credit	No
City of Dallas	\$41,209	35 1/2 weeks	45 hours of college credit	No
City of El Paso	\$33,861	30 weeks	12 hours of college credit	No
City of Fort Worth	\$38,501	26 weeks	12 hours of college credit	No
City of Houston	\$28,169	26 weeks	48 hours of college credit	No
City of San Antonio	\$28,428	33 weeks	High school diploma	No
Harris County	\$37,772	26 weeks	12 hours of college credit	No
<sup>a</sup> The Alcoholic Beverage Commission hires Agent Trainees at Salary Group C2. Those officers generally already have the required Commission on Law Enforcement Officer Standards and Education basic peace officer certificate.				

Sources: Information obtained from the seven largest local law enforcement departments in July 2012 and from state agencies in April 2012.

## Law Enforcement Pay at Selected Higher Education Institutions

Table 15 presents law enforcement pay at selected higher education institutions.

Table 15

Law Enforcement Pay at Selected Higher Education Institutions As of March 2012						
Entry and Journey Level						
Higher Education Institution	Police Officer Trainee/Recruit/Cadet		Police Officer			
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
The University of Texas at Austin	\$36,096	\$38,736	\$40,008		\$65,004	
The University of Texas at Dallas	\$28,620	\$44,064	\$33,696		\$64,272	
The University of Texas at El Paso	\$28,272	\$35,352	\$31,104		\$65,760	
University of North Texas Health Science Center at Fort Worth	\$28,404	\$41,208	\$28,404		\$46,524	
University of Houston	\$26,894	\$40,331	\$34,861		\$62,109	
The University of Texas at San Antonio	\$28,956	\$46,332	\$31,848		\$69,252	
Texas A&M University	\$35,963	No maximum	\$39,770		No maximum	
State of Texas	\$35,787	\$39,097	\$47,221		\$61,793	
Senior Level						
Higher Education Institution	Sergeant		Lieutenant		Captain	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
The University of Texas at Austin	\$51,300	\$74,712	\$60,648	\$87,816	\$70,884	\$105,000
The University of Texas at Dallas	\$43,056	\$70,608	\$46,728	\$77,580	Not applicable	
The University of Texas at El Paso	\$46,452	\$64,896	\$60,000	\$90,000	\$74,664	\$112,008
University of North Texas Health Science Center at Fort Worth	\$36,240	\$52,596	\$46,368	\$67,248	\$52,608	\$76,320
University of Houston	\$45,219	\$72,322	\$59,821	\$95,638	\$67,475	\$111,675
The University of Texas at San Antonio	\$47,016	\$77,568	\$51,684	\$87,852	\$57,888	\$98,400
Texas A&M University	\$53,622	No maximum	\$59,176	No maximum	Not applicable	
State of Texas	\$57,578	\$69,043	\$64,489	\$76,714	\$71,470	\$84,427

Sources: Higher education institution pay plans as of March 2012 and Salary Schedule C in the General Appropriations Act (82nd Legislature), Article IX, Section 2.01.

## **Retirement Benefits Provided by the Seven Largest Local Law Enforcement Departments and the State**

Table 16 presents retirement benefits provided by the seven largest local law enforcement departments and the State.

Table 16

Retirement Benefits Provided by Seven Largest Law Enforcement Departments and the State				
Organization	Description of Retirement Plan	Retirement Eligibility	Employer Contribution Rate / Employee Contribution Rate	Benefit Multiplier <sup>a</sup>
City of Austin	Law enforcement officers participate in the city's police defined benefit plan (the Austin Police Retirement System) and also participate in Social Security.	Law enforcement officers are eligible to retire at age 55 with 20 years of creditable service (excluding pre-membership military service).	19.63% / 13.00%	3.20%
City of Dallas	Law enforcement officers participate in the city's defined benefit plan (the Dallas Police and Fire Pension System). The city does not participate in Social Security.	If law enforcement officers have at least five years of pension service, they are entitled to receive an unreduced pension at age 50 or later.	27.50% / 8.50%	3.00%
City of El Paso	Law enforcement officers participate in the city's defined benefit plan (the El Paso Firemen and Policemen's Pension Fund). The city does not participate in Social Security.	Law enforcement officers are eligible to retire (1) if they are at least age 45 with 20 years of service (for base plan) or (2) if they are age 50 with 25 years of service (second tier plan).	18.50% / 13.89%	2.75% for base plan 2.5% for second tier plan
City of Fort Worth	Law enforcement officers participate in the city's defined benefit plan (the City of Fort Worth Employees' Retirement Fund). The city does not participate in Social Security.	Law enforcement officers are eligible to retire after completing 25 years of service regardless of age.	20.46% / 8.73%	3.00%
City of Houston	Law enforcement officers participate in the city's defined benefit plan (the Houston Police Officers' Pension System). The city does not participate in Social Security.	If law enforcement officers were hired before October 9, 2004, they need 20 years of creditable service to retire. If they were hired after October 9, 2004, they must be age 55 with 10 years of creditable service to retire.	32.04% / 9.22%	2.75% (hired before 10/9/04) 2.25% (hired after 10/9/04)
City of San Antonio	Law enforcement officers participate in the city's defined benefit plan (the San Antonio Fire and Police Pension Fund). The city does not participate in Social Security.	Law enforcement officers are eligible to retire with 20 years of creditable service.	24.64% / 12.32%	[2.25% x (high 36 months salary) x years of creditable service (YCS) 1-20] + [5% x (high 36 months salary) x YCS 21-27] + [2% x (high 36 months salary) x YCS 28-30] + [0.5% x (high 36 months salary) x YCS 31-33]



## Retirement Benefits Provided by Seven Largest Law Enforcement Departments and the State

Organization	Description of Retirement Plan	Retirement Eligibility	Employer Contribution Rate / Employee Contribution Rate	Benefit Multiplier <sup>a</sup>
Harris County	Law enforcement officers participate in the county's non-traditional defined benefit plan (the Texas County and District Retirement System). The county also participates in Social Security.	Law enforcement officers are eligible to retire (1) with combined age and credited service of 75 or more, (2) 8 years of credited service at age 60, or (3) 30 years of credited services at any age.	10.67% / 6.00%	[Accumulated member contributions with earned interest + employer-financed monetary credits]/annuity purchase rate
State of Texas	Law enforcement officers participate in the State's defined benefits plan through the Employees Retirement System and the Law Enforcement and Custodial Officers Supplemental Retirement Fund (LECOSRF). The State also participates in Social Security.	Two factors determine law enforcement officers' eligibility for retirement: age and years of service credit. Several combinations of those factors could make a law enforcement office eligible for retirement.	The State contributed 6.00% in fiscal year 2012. In fiscal year 2012, the State did not contribute to the LECOSRF plan. LECOSRF members contribute 0.50% in addition to the 6.50% employee contribution to the state employee retirement program.	2.80%

<sup>a</sup> A defined benefit plan, funded by the employer, promises a specific monthly benefit at retirement. The plan may state the promised benefit as an exact dollar amount, such as \$100 per month at retirement. More often, it may calculate the benefit through a formula (or benefit multiplier) that includes factors such as salary, age, and the number of years the employee worked. For example, the pension benefit might be equal to 1 percent of an employee's average salary for the last five years of employment multiplied by the employee's total years of service.

Sources: Information obtained from seven largest local law enforcement departments in March 2012; *Guide to Public Retirement Systems in Texas, 2011*, Pension Review Board; and *What You Should Know About Your Retirement Plan*, U.S. Department of Labor, Employee Benefits Security Administration, <http://www.dol.gov/ebsa/publications/wyskapr.html>.

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