



A Report on

The State's Law Enforcement Salary Schedule (Salary Schedule C) for the 2024-2025 Biennium

- The 87th Legislature appropriated salary increases for the State's law enforcement officers paid in accordance with Salary Schedule C, effective September 1, 2021. As a result, Salary Schedule C has become more competitive, but still may need further adjustments.
- The estimated annual cost to maintain the market competitiveness of Salary Schedule C would be approximately \$16.8 million (based on market average maximum base pay) or \$15.7 million (based on market average mid-range base pay).

Lisa R. Collier, CPA, CFE, CIDA
State Auditor

The State Classification Team, located within the State Auditor's Office, surveyed local law enforcement departments that employ more than 1,000 commissioned law enforcement officers and compared the State's direct compensation for law enforcement positions paid in accordance with Salary Schedule C to the direct compensation paid by those local law enforcement departments.

To maintain market competitiveness, salary rates for Salary Schedule C would need to be adjusted, using the methodologies specified in Texas Government Code, Section 654.037(b).

- [Background](#) | p. 3
- [Study Objective](#) | p. 32

This study was conducted in accordance with Texas Government Code, Sections 654.036 and 654.037.

ANALYSIS OF DIRECT COMPENSATION

The State of Texas ranks below the seven largest local law enforcement departments in the state in direct compensation for law enforcement positions.

[Chapter 1-A | p. 6](#)

ANALYSIS OF MAXIMUM AND MID-RANGE BASE PAY

Salary Schedule C has become more competitive with the seven largest local law enforcement departments in the state; however, some adjustments may still need to be made.

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SALARY SCHEDULE C OPTIONS

The estimated annual cost for six state law enforcement agencies to align salaries with the market averages would be \$16.8 million (maximum base pay) or \$15.7 million (mid-range base pay).

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For more information about this study, contact Classification Manager Sharon Schneider or State Auditor Lisa Collier at 512-936-9500.

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**SUPPLEMENTAL PAY
COMPONENTS OF LAW
ENFORCEMENT DIRECT
COMPENSATION**

In most cases, the State's education, certification, and bilingual skills pay is less than the corresponding pay provided by the seven largest local law enforcement departments in the state.

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**RECOMMENDED CHANGES FOR
THE LAW ENFORCEMENT
OCCUPATIONAL CATEGORY**

Recommended changes for the 2024–2025 Position Classification Plan include reassigning the State Park Police Officer job classification series from Salary Schedule B to Salary Schedule C.

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Background Information

As part of the State’s Position Classification Plan (Plan), Salary Schedule C establishes the salary ranges and salary steps to compensate employees in job classification titles within the State’s Law Enforcement occupational category.¹

The Plan for the 2022–2023 biennium contains 48 job classification titles within the Law Enforcement occupational category. Employees within those job classification titles are commissioned law enforcement officers paid in accordance with Salary Schedule C (Salary Schedule C employees).

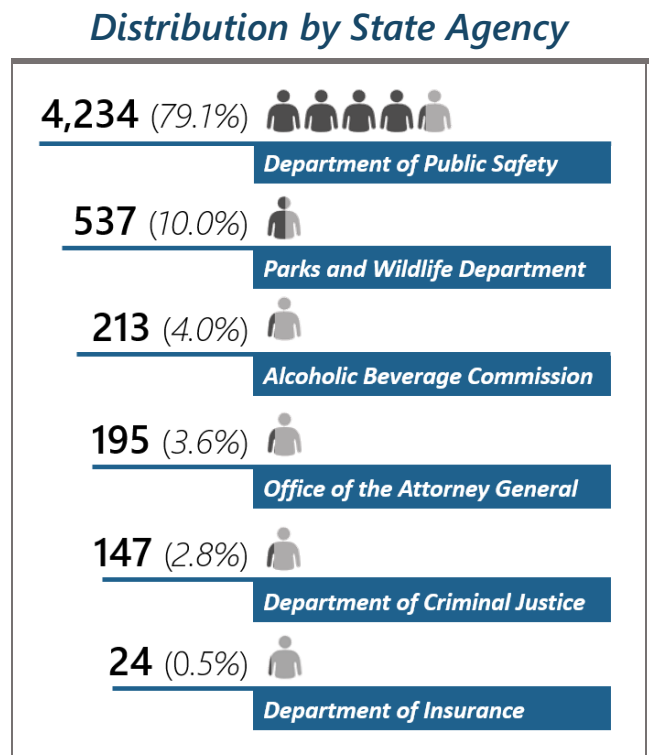
Employee Distribution. The following 6 state agencies employed 5,350 full-time classified Salary Schedule C employees² as of the third quarter of fiscal year 2022 (the quarter ending May 31, 2022):

- Department of Public Safety.
- Parks and Wildlife Department.
- Alcoholic Beverage Commission.
- Office of the Attorney General.
- Department of Criminal Justice.
- Department of Insurance.

These employees represent 3.8 percent of the total state agency classified workforce.³ Figure 1 shows the distribution of those employees by agency.

Employee Turnover. In fiscal year 2021, the overall turnover rate for the State’s Law Enforcement occupational category was 5.3 percent. This represents a slight increase from fiscal year 2020, when the turnover rate

Figure 1



Source: The State Auditor’s Office’s Electronic Classification Analysis System.

¹ Occupational category is a broad series of job families characterized by the nature of work performed (for example, Law Enforcement).

² This schedule provides the salary structure for peace officers licensed by the Texas Commission on Law Enforcement (TCOLE) who are employed by select state agencies.

³ This percentage is based on 140,239 classified, regular full-time and part-time employees as of the third quarter of fiscal year 2022 (the quarter ending May 31, 2022). “Classified” employees are employees assigned to a job classification title in the Plan.

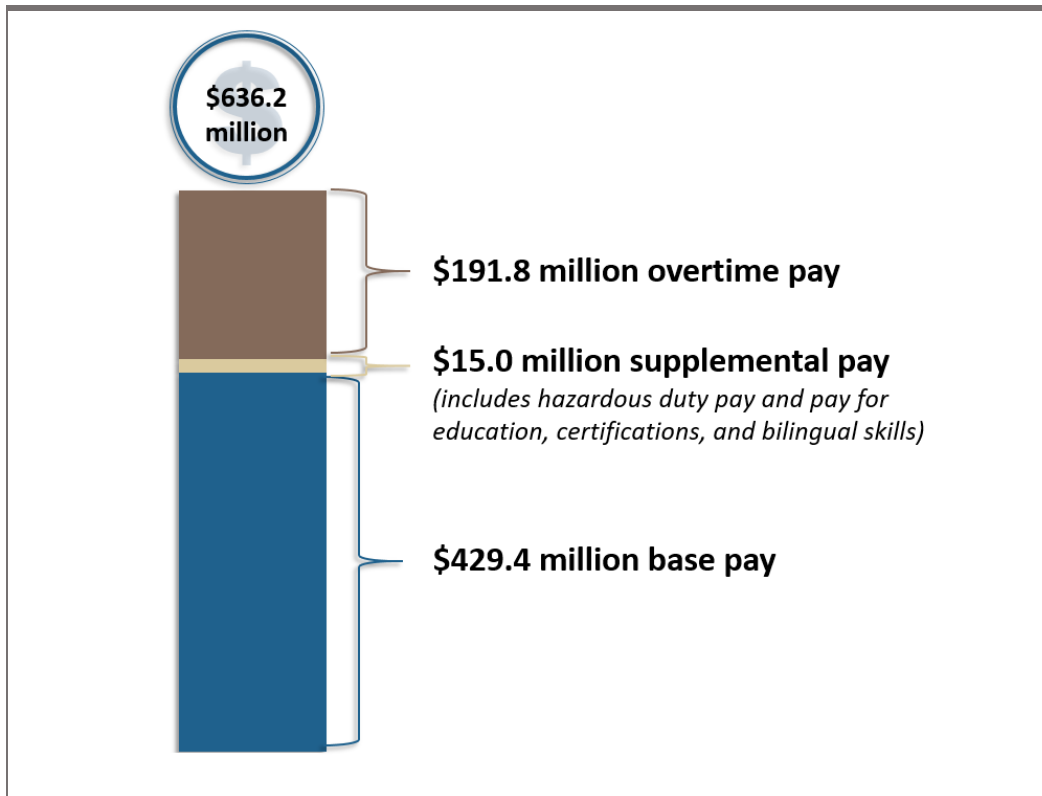
was 4.7 percent, but is significantly lower than the statewide turnover rate of 21.5 percent.

See [Appendix 3](#) for additional details on law enforcement employee headcounts and turnover rates by state agency and law enforcement job classification title.

Compensation Expenditures. In fiscal year 2022, base pay, overtime pay, and supplemental pay for state agency Salary Schedule C employees totaled approximately \$636.2 million (see Figure 2 and [Appendix 6](#) for more information).⁴ This is an increase from fiscal year 2020, when compensation expenditures totaled \$512.4 million.

Figure 2

Summary of State Agency Compensation Expenditures for Salary Schedule C Employees for Fiscal Year 2022



Sources: The Office of the Comptroller of Public Accounts’ Standardized Payroll/Personnel Reporting System and the Uniform Statewide Accounting System.

⁴ Law enforcement positions at higher education institutions were not included in this study since they are not paid in accordance with the Plan. However, information on law enforcement salary ranges as of October 2022 from selected higher education institutions was included as a point of reference (see [Appendix 5](#)).

Plan Maintenance. The State Classification Team maintains the State’s compensation and classification system. Prior to each regular legislative session, the State Classification Team compares the State’s direct compensation for law enforcement positions paid in accordance with Salary Schedule C to the direct compensation paid by the seven largest local law enforcement departments in Texas.⁵ As part of this study, the State Classification Team requests feedback from agencies regarding changes to the Plan for the Law Enforcement occupational category and makes recommendations for improvements, such as adding new job classification titles and deleting job classification titles that are no longer necessary. Results are then published in a report for the Legislature.

The Plan is part of Article IX of the General Appropriations Act; therefore, legislative action is required to implement changes to the Plan.

After the legislative session, the State Classification Team updates job descriptions to reflect changes in the Plan adopted by the Legislature.

Recommended Changes for Salary Schedules A and B

For recommendations on job classification titles paid according to Salary Schedules A and B, see [A Biennial Report on the State's Position Classification Plan for the 2024-2025 Biennium](#) (SAO Report No. 23-701, September 2022).

⁵ This study did not cover the retirement plans and benefits of the entities included in the study due to the complexities of such plans.



Chapter 1-A Analysis of Direct Compensation

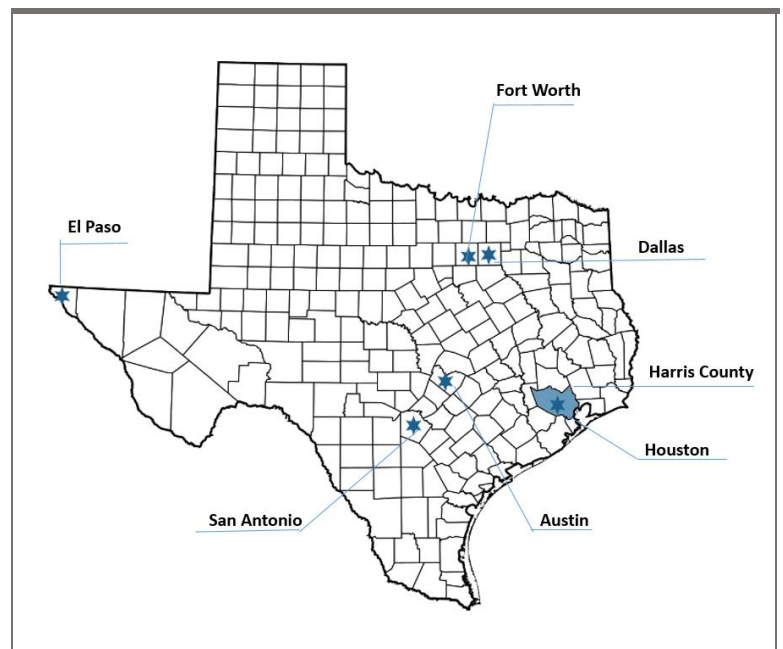
This study compares the State's direct compensation for law enforcement positions paid in accordance with Salary Schedule C to the direct compensation paid by the seven largest local Texas law enforcement departments in Texas (see department locations in Figure 3). Those departments included:

- 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.

For this study, direct compensation includes base pay and various forms of supplemental pay, such as pay for education, certifications, and bilingual skills; as well as hazardous duty pay, longevity pay, field training officer duty pay, and shift differential pay. Direct compensation does not include benefits or retirement, which are considered indirect compensation.

Figure 3

Law Enforcement Department Locations



In comparing the base pay for the State’s law enforcement positions paid in accordance with Salary Schedule C to the base pay of the seven local law enforcement departments included in this study, the State Classification Team used the following job classification titles as the benchmark jobs (see text box for a definition of the term) for their respective salary groups:

- Trooper – Department of Public Safety (salary group C03).
- Sergeant – Department of Public Safety (salary group C04).
- Lieutenant – Department of Public Safety (salary group C05).
- Captain – Department of Public Safety (salary group C06).

Benchmark jobs

For the purposes of this study, *benchmark jobs* refer to job classification titles within the Plan that match the jobs of the local law enforcement departments included in this study in terms of duties, scope, and responsibility.

In addition, the State Classification Team compared the supplemental pay components such as pay for education, certifications, and bilingual skills at the maximum level provided by the State to the corresponding supplemental pay components provided by the seven local law enforcement departments included in this study. In some cases, the local law enforcement departments provided other supplemental pay components not provided by the State, and those other supplemental pay components are included in this study’s direct compensation analysis (see Figure 4 on the next page for detailed information).

The State of Texas ranks below the seven largest local law enforcement departments in the state in direct compensation for law enforcement positions.

Figure 4 ranks the seven largest local law enforcement departments in the state by total direct compensation for a Police Officer, Corporal, or Detective. The State’s Salary Schedule C law enforcement positions in salary group C03, which include Troopers and Corporals, are comparable to a Police Officer, Corporal, or Detective position at the local law enforcement departments.

Figure 4

Ranking of Direct Compensation at the Seven Largest Local Law Enforcement Departments in the State

Rank	Department	Salary Range Maximum Base Pay	Supplemental Pay ^a	Total Direct Compensation
1	City of Fort Worth ^b	\$106,745	\$25,539	\$132,284
2	City of Austin	\$111,302	\$14,075	\$125,377
3	City of San Antonio ^c	\$85,512	\$30,272	\$115,784
4	City of Dallas	\$92,211	\$20,994	\$113,205
5	City of Houston ^d	\$82,976	\$23,322	\$106,298
6	Harris County	\$85,030	\$16,200	\$101,230
7	City of El Paso	\$82,981	\$15,648	\$98,629
	State of Texas ^e	\$88,966	\$6,000	\$94,966

^a For the purposes of this direct compensation analysis, supplemental pay includes pay for hazardous duty, longevity, field training officer duty, and shift differentials, as well as pay provided for education, certifications, and bilingual skills; it does not include overtime pay. The State provides hazardous duty pay and does not provide pay for longevity, field training officer duty, or shift differentials. The seven largest local law enforcement departments in the state do not provide hazardous duty pay. The City of Austin and the State provide either certification pay or education pay, but not both. For the purposes of this analysis, the State Classification Team used the supplement provided for a master’s degree and a Commission on Law Enforcement master certification in the calculations. The City of Dallas does not provide a supplement for a master’s degree; therefore, for that department, the State Classification Team used the supplement provided for a bachelor’s degree. The City of El Paso does not provide a supplement for a Commission on Law Enforcement master certification; therefore, for that department, the State Classification Team used the supplement provided for the advanced certification. (See [Chapter 1-D](#) for more information on supplemental pay included in direct compensation.)

^b For the City of Fort Worth, the analysis used the supplement provided for a master’s degree; however, the City of Fort Worth also provides a supplement for a doctorate degree in the amount of \$3,600 annually.

^c For the City of San Antonio, the analysis used the supplement provided for a master’s degree; however, the City of San Antonio also provides a supplement for a doctorate degree in the amount of \$4,200 annually.

^d For the City of Houston, the analysis used the supplement provided for a master’s degree; however, the City of Houston also provides a supplement for a doctorate degree in the amount of \$8,840 annually.

^e The State of Texas maximum base pay is based on salary group C03 in Salary Schedule C, which includes the positions of Trooper, Corporal, Game Warden, Agent, and Investigator III – Office of the Inspector General.

Sources: State Auditor’s Office’s local law enforcement department survey conducted in July 2022 and the State’s Salary Schedule C in the General Appropriations Act (87th Legislature), Article IX, Section 2.01, page IX-20, for fiscal years 2022 and 2023.

Chapter 1-B

Analysis of Maximum and Mid-range Base Pay

Salary Schedule C establishes salary ranges and salary steps for the State’s law enforcement job classification titles (see text box for definitions). The 87th Legislature authorized adjustments to these salary steps and authorized and appropriated salary increases for the State’s Salary Schedule C employees. Those adjustments and salary increases became effective September 1, 2021. As a result, the base pay in Salary Schedule C has become more competitive with the base pay provided by the seven largest local law enforcement departments in the state.

Salary Schedule C has become more competitive with the seven largest local law enforcement departments in the state; however, some adjustments may still need to be made.

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 level of pay within a salary range.

Maximum Base Pay – The highest level of pay within 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 “midpoint”).

Maximum Base Pay Comparison

A comparison of the maximum base pay for law enforcement positions paid in accordance with Salary Schedule C to the average maximum base pay of the seven largest local law enforcement departments in the state shows the following:

- **Maximum base pay for state journey-level law enforcement positions (for example, Troopers and Game Wardens in salary group C03) is 3.9 percent below the average maximum base pay of the seven largest local law enforcement departments in the state.** That is a significant improvement from two years ago, in fiscal year 2020, when the State’s maximum base pay for positions in salary group C03 was 12.2 percent

below the average maximum base pay of the seven largest local law enforcement departments in the state.⁶

- **Maximum base pay for state senior-level law enforcement positions (for example, Sergeants, Lieutenants, and Captains in salary groups C04, C05, and C06) is 3.9 percent, 3.8 percent, and 3.7 percent, respectively, below the average maximum base pay of the seven largest local law enforcement departments in the state.** That is a significant improvement from two years ago, in fiscal year 2020, when the State's maximum base pay for positions in salary groups C04, C05, and C06 was 12.2 percent, 15.0 percent, and 16.7 percent, respectively, below the average maximum base pay of the seven largest local law enforcement departments in the state.

Mid-Range Base Pay Comparison

Similarly, comparing the mid-range base pay for law enforcement positions paid in accordance with Salary Schedule C to the average mid-range base pay of the seven largest local law enforcement departments in the state indicates the following:

- **Mid-range base pay for state journey-level law enforcement positions (for example, Troopers and Game Wardens in salary group C03) is 1.7 percent below the average mid-range base pay of the seven largest local law enforcement departments in the state.** That is a significant improvement from two years ago, in fiscal year 2020, when the mid-range base pay for positions in salary group C03 was 9.3 percent below the average mid-range base pay of the seven largest local law enforcement departments in the state.⁷
- **Mid-range base pay for state senior-level law enforcement positions (for example, Sergeants, Lieutenants, and Captains in salary groups C04, C05, and C06) is 6.3 percent, 6.1 percent, and 3.1 percent, respectively, below the average mid-range base pay of the seven largest local law enforcement departments in the state.** That is a significant improvement from two years ago, in fiscal year 2020, when

⁶ See [A Report on the State's Law Enforcement Salary Schedule \(Salary Schedule C\) for the 2022-2023 Biennium](#), SAO Report No. 21-704, December 2020, for the maximum base pay comparisons performed in 2020.

⁷ See [A Report on the State's Law Enforcement Salary Schedule \(Salary Schedule C\) for the 2022-2023 Biennium](#), SAO Report No. 21-704, December 2020, for the mid-range base pay comparisons performed in 2020.

the mid-range base pay for positions in salary groups C04, C05, and C06 was 14.9 percent, 17.5 percent, and 15.9 percent, respectively, below the average mid-range base pay of the seven largest local law enforcement departments in the state.

It is important to note that some of the local law enforcement departments included in this study have provided annual increases in base pay over the past two years in accordance with those departments' meet-and-confer agreements.⁸ Similar increases are authorized for future years following this study's period for some of those departments. Therefore, in order to maintain the State's competitiveness with those local law enforcement departments, the salary ranges of Salary Schedule C may need to be adjusted.

Figure 5 on the next page compares the State's maximum and mid-range base pay for law enforcement positions paid in accordance with Salary Schedule C and the average maximum base pay and average mid-range base pay of the seven largest local law enforcement departments in the state.

⁸ A meet-and-confer agreement is a labor agreement that is negotiated and agreed to between a municipality and its police officers' association or union. In those agreements, annual across-the-board (ATB) increases are negotiated and awarded. In some cases, ATB increases may be awarded for each year that the agreement is in effect.

Figure 5

**Maximum and Mid-range Base Pay Comparison
for Law Enforcement Positions as of July 2022**

Local Law Enforcement Department	Journey Level		Senior Level	
	Police Officer/Corporal/Detective	Sergeant	Lieutenant	Captain
Salary Range Maximum Base Pay Comparison for Law Enforcement Positions				
City of Austin	\$111,302	\$121,315	\$139,514	\$161,323
City of Dallas	\$92,211	\$101,783	\$112,350	\$124,013
City of El Paso	\$82,981	\$90,740	\$107,229	\$128,773
City of Fort Worth	\$106,745	\$117,624	\$129,667	\$142,937
City of Houston	\$82,976	\$95,654	\$107,205	\$125,770
City of San Antonio	\$85,512	\$93,432	\$104,664	\$120,084
Harris County	\$85,030	\$85,301	\$95,035	\$109,907
Average Maximum Base Pay	\$92,394	\$100,836	\$113,666	\$130,401
State of Texas Maximum Base Pay	\$88,966^a	\$97,087^b	\$109,474^b	\$125,697^b
Comparison	State of Texas maximum base pay is 3.9% below the market.	State of Texas maximum base pay is 3.9% below the market.	State of Texas maximum base pay is 3.8% below the market.	State of Texas maximum base pay is 3.7% below the market.
Salary Range Mid-range Base Pay Comparison for Law Enforcement Positions				
City of Austin	\$87,099	\$110,172	\$126,699	\$151,115
City of Dallas	\$79,197	\$98,150	\$108,339	\$124,013
City of El Paso	\$66,171	\$80,922	\$94,191	\$113,115
City of Fort Worth	\$86,019	\$108,306	\$122,172	\$136,240
City of Houston	\$69,708	\$93,330	\$104,266	\$121,256
City of San Antonio	\$70,992	\$91,626	\$102,630	\$117,756
Harris County	\$69,794	\$82,462	\$92,310	\$106,298
Average Mid-range Base Pay	\$75,569	\$94,995	\$107,230	\$124,256
State of Texas Mid-range Base Pay	\$74,341^a	\$89,351^b	\$101,073^b	\$120,573^b
Comparison	State of Texas maximum base pay is 1.7% below the market.	State of Texas maximum base pay is 6.3% below the market.	State of Texas maximum base pay is 6.1% below the market.	State of Texas maximum base pay is 3.1% below the market.
^a The State of Texas maximum base pay and mid-range base pay are based on salary group C03 in Salary Schedule C, which includes the positions of Trooper, Corporal, Game Warden, Agent, and Investigator III – Office of the Inspector General. ^b The State of Texas maximum base pay and mid-range base pay are based on senior-level law enforcement positions in salary groups C04, C05, and C06 in Salary Schedule C, which include Sergeants, Lieutenants, and Captains, respectively.				

Sources: State Auditor’s Office’s local law enforcement department survey conducted in July 2022 and the State’s Salary Schedule C in the General Appropriations Act (87th Legislature), Article IX, Section 2.01, page IX-20, for fiscal years 2022 and 2023.

Chapter 1-C

Salary Schedule C Options

To maintain market competitiveness, the salary rates in Salary Schedule C would need to be adjusted, using the methodologies specified in Texas Government Code 654.037(b), for these six agencies:

- Department of Public Safety.
- Parks and Wildlife Department.
- Alcoholic Beverage Commission.
- Department of Criminal Justice.
- Office of the Attorney General.
- Department of Insurance.

The estimated annual cost for all six agencies to align salaries with the market averages would be \$16.8 million (maximum base pay) or \$15.7 million (mid-range base pay).⁹

This report offers two options for maintaining the market competitiveness of Salary Schedule C, based on the market averages for both maximum base pay and mid-range base pay:

- **Option 1: Align Salary Schedule C with the market average maximum base pay.** Aligning Salary Schedule C with the market average maximum base pay would have an estimated cost to six state agencies of approximately \$16.8 million in each year of the 2024–2025 biennium.
- **Option 2: Align Salary Schedule C with the market average mid-range base pay.** Aligning Salary Schedule C with the market average mid-range base pay would have an estimated cost to six state agencies of

⁹ The State Classification Team estimates an additional cost of \$1.0 million (maximum base pay) or \$926,000 (mid-range base pay) in each year of the 2024–2025 biennium, if the Legislature approves reassigning the State Park Police Officer job classification series to Salary Schedule C as recommended in Chapter 2 of this report.

approximately \$15.7 million in each year of the 2024–2025 biennium. (See Figure 8 on page 17 of this chapter for more information on the costs for Options 1 and 2).

Figure 6 on the next page presents a proposed Salary Schedule C for Option 1 based on the market average maximum base pay analysis, along with the corresponding salary rates for Salary Schedule C for fiscal years 2022 and 2023. (See [Figure 12](#) in Chapter 2 for a list of job classification titles and their salary groups included in Salary Schedule C.)

Figure 6

**Option 1 (Based on the Market Average Maximum Base Pay)
for Salary Schedule C for the 2024–2025 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
Salary Group C01 – Including Trooper Trainee						
Fiscal Years 2022 and 2023	\$45,255	Not Applicable				
Option 1	\$46,999					
Salary Group C02 – Including Probationary Trooper						
Fiscal Years 2022 and 2023	\$49,441	Not Applicable				
Option 1	\$51,346					
Salary Group C03 – Including Trooper						
Fiscal Years 2022 and 2023	\$59,715	\$72,811	\$77,995	\$81,441	\$85,204	\$88,966
Option 1	\$62,016	\$75,616	\$81,000	\$84,579	\$88,487	\$92,394
Salary Group C04 – Including Sergeant						
Fiscal Years 2022 and 2023	Not Applicable	\$81,615	\$87,147	\$90,718	\$94,725	\$97,087
Option 1	Applicable	\$84,766	\$90,512	\$94,221	\$98,382	\$100,836
Salary Group C05 – Including Lieutenant						
Fiscal Years 2022 and 2023	Not Applicable	\$92,672	\$98,647	\$102,438	\$106,793	\$109,474
Option 1	Applicable	\$96,221	\$102,425	\$106,361	\$110,883	\$113,666
Salary Group C06 – Including Captain						
Fiscal Years 2022 and 2023	Not Applicable	\$115,449	\$119,374	\$121,785	\$124,207	\$125,697
Option 1	Applicable	\$119,769	\$123,841	\$126,343	\$128,855	\$130,401
Salary Group C07 – Including Assistant Commander						
Fiscal Years 2022 and 2023	Not Applicable	\$120,031	\$120,998	\$123,237	\$125,630	\$128,023
Option 1	Applicable	\$124,523	\$125,526	\$127,849	\$130,331	\$132,814
Salary Group C08 – Including Commander/Major						
Fiscal Years 2022 and 2023	Not Applicable	\$135,817	\$135,906	\$135,960	\$135,960	\$135,960
Option 1	Applicable	\$140,900	\$140,992	\$141,048	\$141,048	\$141,048

Sources: State Auditor’s Office’s local law enforcement department survey conducted in July 2022 and the State’s Salary Schedule C in the General Appropriations Act (87th Legislature), Article IX, Section 2.01, page IX-20, for fiscal years 2022 and 2023.

Figure 7 on the next page presents a proposed Salary Schedule C for Option 2 based on the market average mid-range base pay analysis, along with the corresponding salary rates for Salary Schedule C for fiscal years 2022 and 2023.

(See [Figure 12](#) in Chapter 2 for a list of job classification titles and their salary groups included in Salary Schedule C.)

Figure 7

**Option 2 (Based on the Market Average Mid-range Base Pay)
for Salary Schedule C for the 2024–2025 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
Salary Group C01 – Including Trooper Trainee						
Fiscal Years 2022 and 2023	\$45,255	Not Applicable				
Option 2	\$46,002					
Salary Group C02 – Including Probationary Trooper						
Fiscal Years 2022 and 2023	\$49,441	Not Applicable				
Option 2	\$50,257					
Salary Group C03 – Including Trooper						
Fiscal Years 2022 and 2023	\$59,715	\$72,811	\$77,995	\$81,441	\$85,204	\$88,966
Option 2	\$60,701	\$74,013	\$79,283	\$82,786	\$86,611	\$90,436
Salary Group C04 – Including Sergeant						
Fiscal Years 2022 and 2023	Not Applicable	\$81,615	\$87,147	\$90,718	\$94,725	\$97,087
Option 2		\$86,771	\$92,652	\$96,449	\$100,709	\$103,220
Salary Group C05 – Including Lieutenant						
Fiscal Years 2022 and 2023	Not Applicable	\$92,672	\$98,647	\$102,438	\$106,793	\$109,474
Option 2		\$98,317	\$104,656	\$108,678	\$113,298	\$116,142
Salary Group C06 – Including Captain						
Fiscal Years 2022 and 2023	Not Applicable	\$115,449	\$119,374	\$121,785	\$124,207	\$125,697
Option 2		\$118,976	\$123,021	\$125,505	\$128,001	\$129,537
Salary Group C07 – Including Assistant Commander						
Fiscal Years 2022 and 2023	Not Applicable	\$120,031	\$120,998	\$123,237	\$125,630	\$128,023
Option 2		\$123,698	\$124,694	\$127,002	\$129,468	\$131,934
Salary Group C08 – Including Commander/Major						
Fiscal Years 2022 and 2023	Not Applicable	\$135,817	\$135,906	\$135,960	\$135,960	\$135,960
Option 2		\$139,966	\$140,058	\$140,113	\$140,113	\$140,113

Sources: State Auditor’s Office’s local law enforcement department survey conducted in July 2022 and the State’s Salary Schedule C in the General Appropriations Act (87th Legislature), Article IX, Section 2.01, page IX-20, for fiscal years 2022 and 2023.

Annual Costs to Implement Options 1 and 2. Figure 8 presents the annual cost to the six state agencies for each of the two options.

Figure 8

***Annual Cost to Implement Proposed Salary Schedule C
Options by Agency and Salary Group***

Salary Group	Option 1 – Based on Maximum Base Pay	Option 2 – Based on Mid-range Base Pay
Department of Public Safety		
C01	\$272,021	\$116,582
C02	\$421,018	\$180,443
C03	\$6,666,665	\$2,862,667
C04	\$4,197,786	\$6,868,193
C05	\$1,081,907	\$1,720,883
C06	\$411,081	\$335,547
C07	\$0	\$0
C08	\$198,435	\$161,973
Subtotals for Department of Public Safety	\$13,248,913	\$12,246,288
Parks and Wildlife Department		
C01	\$0	\$0
C02	\$59,057	\$25,311
C03	\$1,176,150	\$504,100
C04	\$67,069	\$109,735
C05	\$90,998	\$144,741
C06	\$213,569	\$174,327
C07	\$32,827	\$26,795
C08	\$61,057	\$49,838
Subtotals for Parks and Wildlife Department	\$1,700,727	\$1,034,847

Salary Group	Option 1 – Based on Maximum Base Pay	Option 2 – Based on Mid-range Base Pay
Alcoholic Beverage Commission		
C01	\$0	\$0
C02	\$43,816	\$18,779
C03	\$388,571	\$166,536
C04	\$104,521	\$171,011
C05	\$64,409	\$102,449
C06	\$0	\$0
C07	\$0	\$0
C08	\$30,526	\$24,917
Subtotals for Alcoholic Beverage Commission	\$631,843	\$483,692
Department of Criminal Justice		
C01	\$0	\$0
C02	\$1,905	\$816
C03	\$21,940	\$9,403
C04	\$376,790	\$616,485
C05	\$61,581	\$97,952
C06	\$27,347	\$22,322
C07	\$0	\$0
C08	\$20,352	\$16,613
Subtotals for Department of Criminal Justice	\$509,915	\$763,591
Office of the Attorney General		
C01	\$0	\$0
C02	\$0	\$0
C03	\$0	\$0
C04	\$492,967	\$806,567
C05	\$90,788	\$144,407
C06	\$76,498	\$62,442
C07	\$0	\$0
C08	\$15,264	\$12,459
Subtotals for Office of the Attorney General	\$675,517	\$1,025,875

Salary Group	Option 1 – Based on Maximum Base Pay	Option 2 – Based on Mid-range Base Pay
Department of Insurance		
C01	\$0	\$0
C02	\$0	\$0
C03	\$0	\$0
C04	\$57,792	\$94,556
C05	\$11,249	\$17,893
C06	\$9,206	\$7,514
C07	\$4,528	\$3,696
C08	\$0	\$0
Subtotals for Department of Insurance	\$82,775	\$123,659
All Agencies		
C01	\$272,021	\$116,582
C02	\$525,796	\$225,349
C03	\$8,253,326	\$3,542,706
C04	\$5,296,925	\$8,666,547
C05	\$1,400,932	\$2,228,325
C06	\$737,701	\$602,152
C07	\$37,355	\$30,491
C08	\$325,634	\$265,800
Totals for All Agencies	\$16,849,690	\$15,677,952

Source: State Auditor’s Office analysis.

Chapter I-D

Supplemental Pay Components of Law Enforcement Direct Compensation

The State Classification Team requested information regarding supplemental pay that enhances the direct compensation of law enforcement officers of the seven largest local law enforcement departments in the state.

For purposes of this study, the various forms of supplemental pay include pay for education, certifications, and bilingual skills, as well as hazardous duty pay, longevity pay, field training officer duty pay, and shift differential pay.

In most cases, the State’s education, certification, and bilingual skills pay is less than the corresponding pay provided by the seven largest local law enforcement departments in the state.

In fiscal year 2022, the State spent approximately \$8.0 million on supplemental pay for education, certifications, and bilingual skills (see text box in this chapter and [Appendix 6](#) for more information).

Figure 9 on the next page presents the annual supplemental pay for these three categories offered by the seven local law enforcement departments included in this study and by the State as of July 2022.

The State’s Supplemental Pay for Education, Certifications, and Bilingual Skills

Education Pay – Pay that can be earned by completing a college degree at an associate’s, bachelor’s, or master’s level.

Certification Pay – Pay that can be earned by meeting the Commission on Law Enforcement’s proficiency requirements to obtain an intermediate, advanced, or master certification.

Bilingual Skills Pay – Pay that can be earned by having the ability to speak a language other than English.

State commissioned peace officers may receive a stipend for education level or certification level, but not both.

Source: General Appropriations Act (87th Legislature), Article IX, Section 3.12(b), page IX-24.

Figure 9

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

Education Pay		Commission on Law Enforcement Certification Pay		Bilingual Skills Pay
City of Austin ^a				
Associate’s Degree	\$1,200	Intermediate Certification ^b	Not offered	\$2,100
Bachelor’s Degree	\$2,640	Advanced Certification ^b	Not offered	
Master’s Degree	\$3,600	Master Certification	\$1,800	
City of Dallas				
Associate’s Degree ^c	Varies	Intermediate Certification	\$600	\$1,800 ^d
Bachelor’s Degree	\$3,600	Advanced Certification	\$4,800	
Master’s Degree	Not offered	Master Certification	\$7,200	
City of El Paso				
Associate’s Degree	\$900	Intermediate Certification	\$900	Not offered
Bachelor’s Degree	\$2,100	Advanced Certification	\$1,260	
Master’s Degree	\$2,400	Master Certification	Not offered	
City of Fort Worth ^e				
Associate’s Degree	\$720	Intermediate Certification	\$360	\$1,500 ^f
Bachelor’s Degree	\$2,160	Advanced Certification	\$720	
Master’s Degree	\$2,880	Master Certification	\$2,880	
City of Houston ^g				
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 Certification	\$8,282	
City of San Antonio ^h				
Associate’s Degree	\$2,580	Intermediate Certification	\$1,920	\$600
Bachelor’s Degree	\$3,780	Advanced Certification	\$2,400	
Master’s Degree	\$4,020	Master Certification	\$2,880	

Education Pay		Commission on Law Enforcement Certification Pay		Bilingual Skills Pay
Harris County				
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 Certification	\$6,000	
State of Texasⁱ				
Associate’s Degree	\$600	Intermediate Certification	\$600	\$600
Bachelor’s Degree	\$1,200	Advanced Certification	\$1,200	
Master’s Degree	\$1,800	Master Certification	\$1,800	

^a Law enforcement officers of the City of Austin are eligible to receive certification pay or education pay, at the highest qualifying rate, but not both.

^b No officer of the City of Austin hired after March 25, 2001, is eligible for intermediate or advanced peace officer proficiency certification pay.

^c The City of Dallas provides education pay at a rate of \$12 per month for every additional 3 hours of credit exceeding 45 hours. Education pay is limited to a maximum of \$240 per month without a bachelor’s degree or \$300 per month with a bachelor’s degree, regardless of the number of degrees an officer earns.

^d The City of Dallas’ bilingual skills pay is dependent on proficiency and ranges from \$1,320 to \$1,800 annually (the maximum is presented in this figure).

^e The City of Fort Worth also provides education pay for a doctorate degree in the amount of \$3,600 annually. For the direct compensation analysis in Figure 4 in this report, the State Classification Team used the annual amount paid for a master’s degree.

^f The City of Fort Worth’s bilingual skills pay is dependent on proficiency and ranges from \$1,200 to \$1,500 annually (the maximum is presented in this figure).

^g The City of Houston also provides education pay for a doctorate degree in the amount of \$8,840 annually. For the direct compensation analysis in Figure 4 in this report, the State Classification Team used the annual amount paid for a master’s degree.

^h The City of San Antonio also provides education pay for a doctorate degree in the amount of \$4,200 annually. For the direct compensation analysis in Figure 4 in this report, the State Classification Team used the annual amount paid for a master’s degree.

ⁱ The General Appropriations Act (87th Legislature), Article IX, Section 3.12(b), page IX-24, specifies that commissioned peace officers may receive a stipend for education level or certification level, but not both.

Sources: State Auditor’s Office’s local law enforcement department survey conducted in July 2022 and the General Appropriations Act (87th Legislature), Article IX, Section 3.12(b), page IX-24, for fiscal years 2022 and 2023.

The State provides hazardous duty pay but not longevity pay to its Salary Schedule C employees.

State Law Enforcement’s Hazardous Duty 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.¹⁰ According to statute, the amount of hazardous duty pay is based on the number of months served in a hazardous duty position. That 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.¹¹ In fiscal year 2022, the State spent approximately \$7.0 million on hazardous duty pay for Salary Schedule C employees (see [Appendix 6](#) for more information on compensation expenditures for law enforcement employees in Salary Schedule C). Longevity pay is not available under this salary schedule.

Local Law Enforcement’s Longevity Pay. Although none of the seven local law enforcement departments included in this study offer hazardous duty pay, in some cases, they offer pay for performing certain assignments that may be considered hazardous or specialized, such as assignments to a bomb squad, a special weapons and tactics unit, or a dive team. In addition, all seven local law enforcement departments included in this study provide longevity pay, which is tied to years of service. 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 per month. An officer who has 25 years of service would receive \$1,200 annually.

Figure 10 on the next page presents information on the maximum annual longevity pay offered by the seven local law enforcement departments included in this study.

¹⁰ “Lifetime service credit” is the number of months an individual has served in a hazardous duty position during the individual’s lifetime. Lifetime service credit is used in the calculation of the “effective service date” for the purposes of hazardous duty pay.

¹¹ For the purposes of this example, the State Auditor’s Office used 30 years of service for the calculation; however, the State does not have a maximum number of years for hazardous duty pay.

Figure 10

Maximum Annual Longevity Pay and Years of Service to Reach It

Law Enforcement Department	Maximum Annual Longevity Pay ^a	Number of Years of Service Needed to Reach Maximum
City of Austin	\$2,675	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	\$15,392	30 years
Harris County	\$1,800	30 years
State of Texas	Not offered	Not applicable

^a With the exception of the City of San Antonio, longevity pay is based on a dollar amount per pay period, month, or year (based on years of service). The City of San Antonio calculates longevity pay based on a percentage of base pay.

Source: State Auditor’s Office’s local law enforcement department survey conducted in July 2022.

Field training officer duty pay and shift differential pay are not offered to the State’s Salary Schedule C employees.

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 trainees or probationary officers to help them transition from the classroom setting to working in the field.

Shift differential pay is provided when an employee works a schedule that differs from the standard day shift. Standard day shifts and shifts (or work hours) eligible for shift differential pay vary by department. Examples of shifts (or work hours) eligible for shift differential pay are shifts that begin after 12 p.m.; shifts that cover the hours between 11 p.m. and 8 a.m.; or any time worked between the hours of 6 p.m. and 6 a.m.

Neither of these types of pay are available to Salary Schedule C employees.

Figure 11 presents the annual supplemental pay for these two categories at the seven local law enforcement departments included in this study as of July 2022.

Figure 11

Annual Field Training Officer Duty Pay and Shift Differential Pay

Local Law Enforcement Department	Field Training Officer Duty Pay ^a	Shift Differential Pay ^b
City of Austin	\$2,100	\$3,600
City of Dallas	\$1,200	\$5,994
City of El Paso	\$5,809	\$4,979
City of Fort Worth	\$10,675	\$6,405
City of Houston	\$3,900	\$1,800
City of San Antonio	\$3,180	\$4,200
Harris County	\$2,100	Not Offered
State of Texas	Not Offered	Not Offered

^a Field training officer duty pay is based on a dollar amount per pay period or month, except for the cities of El Paso and Fort Worth, which calculate field training officer duty pay based on a percentage of base pay.

^b Shift differential pay is based on a dollar amount per pay period or month, except for the cities of Dallas, El Paso, and Fort Worth, which calculate shift differential pay based on a percentage of base pay.

Source: State Auditor’s Office’s local law enforcement department survey conducted in July 2022.

Chapter 2

Recommended Changes for the Law Enforcement Occupational Category

As part of this study, the State Classification Team requested input from state agencies with Salary Schedule C employees regarding their recommended changes to the State's Position Classification Plan (Plan) for the Law Enforcement occupational category. Three agencies—the Parks and Wildlife Department, the Alcoholic Beverage Commission, and the Department of Criminal Justice—submitted a total of 12 requested changes. The State Classification Team concurred with all 12 of those requests as submitted. The other 20 recommendations in this chapter were initiated by the State Classification Team.

Recommended changes for the 2024-2025 Plan include reassigning the State Park Police Officer job classification series from Salary Schedule B to Salary Schedule C.

These recommended changes will help make the Plan for the 2024–2025 biennium current, flexible, and equitable for state employees. (Figure 12 on page 28 of this chapter summarizes those changes.) Those changes include:

- **Reassigning seven job classification titles from Salary Schedule B to Salary Schedule C.** Reassigning the State Park Police Officer job classification series will help create and maintain parity with the other law enforcement job classification series in the Law Enforcement occupational category and the Plan.
- **Adding one new job classification title.** Adding a Senior Agent job classification title will create a new level in a current job classification series that will accommodate higher-level job duties and employee skills.
- **Deleting four job classification titles.** Deleting unused job classification titles will help streamline the Plan.

- **Changing six job classification titles.** Changing titles for some job classifications would provide a better description of those jobs' functions. Additionally, certain job classification titles would need to be renamed if the first job classification title in a series is deleted.
- **Renumbering 14 job classification titles.** Assigning new numbers to certain job classification titles would create consistency in job classification numbering within the Law Enforcement occupational category, which would make the Plan easier to use.

The Parks and Wildlife Department would incur a cost if the State Park Police Officer job classification series is reassigned from Salary Schedule B to Salary Schedule C.

Two of the state agencies requesting changes—the Alcoholic Beverage Commission and the Department of Criminal Justice—would incur no cost to implement those changes.

However, the Parks and Wildlife Department indicates that it will cost a minimum of approximately \$676,000 in each year of the 2024–2025 biennium to move the State Park Police Officer job classification series from Salary Schedule B to Salary Schedule C. This cost includes only the increase in base salary created by moving the State Park Police Officer job classification titles to the current salary steps in Salary Schedule C.¹²

Figure 12 on the next page presents the Law Enforcement occupational category's job classification numbers, salary groups, and job classification titles for the 2022–2023 biennium;¹³ the proposed job classifications for the 2024–2025 biennium; and a description of the recommended changes.

¹² If either option presented in Chapter 1-C of this report (aligning Salary Schedule C with either the market average maximum base pay or mid-range base pay) is approved by the Legislature, then the State Classification Team estimates that the minimum cost to the Parks and Wildlife Department to move the State Park Police Officer job classification series from Salary Schedule B to Salary Schedule C could be approximately \$1.0 million or \$926,000, respectively, in each year of the 2024–2025 biennium.

¹³ The Parks and Wildlife Department's State Park Police Officer job classification series is currently not in the Law Enforcement occupational category nor compensated according to Salary Schedule C. However, the series is presented in Figure 12 to illustrate the proposed placement of the series within the Plan.

Figure 12

Recommended Changes to the Law Enforcement Job Classification Titles in the State’s Position Classification Plan

2022–2023 Biennium			Recommended for the 2024–2025 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Department of Insurance						
9894	C04	Sergeant, Texas Department of Insurance	9894	C04	Sergeant, Texas Department of Insurance	No change recommended
9895	C05	Lieutenant, Texas Department of Insurance	9895	C05	Lieutenant, Texas Department of Insurance	No change recommended
9896	C06	Captain, Texas Department of Insurance	9896	C06	Captain, Texas Department of Insurance	No change recommended
9897	C07	Deputy Chief Investigator, Texas Department of Insurance	9897	C07	Deputy Chief Investigator, Texas Department of Insurance	No change recommended
Department of Public Safety						
9901	C05	Public Safety Inspector I				Deletion
9902	C06	Public Safety Inspector II				Deletion
9905	C04	Pilot Investigator I				Deletion
9906	C05	Pilot Investigator II	9906	C05	Pilot Investigator I	Title change
9907	C06	Pilot Investigator III	9907	C06	Pilot Investigator II	Title change
9908	C07	Pilot Investigator IV				Deletion
9920	C01	Trooper Trainee	9920	C01	Trooper Trainee	No change recommended
9922	C02	Probationary Trooper	9922	C02	Probationary Trooper	No change recommended
9928	C03	Trooper	9928	C03	Trooper	No change recommended
9935	C03	Corporal	9935	C03	Corporal	No change recommended
9940	C04	Sergeant, Public Safety	9940	C04	Sergeant, Public Safety	No change recommended
9941	C05	Lieutenant, Public Safety	9941	C05	Lieutenant, Public Safety	No change recommended

2022–2023 Biennium			Recommended for the 2024–2025 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9942	C06	Captain, Public Safety	9942	C06	Captain, Public Safety	No change recommended
9943	C07	Assistant Commander, Public Safety	9943	C07	Assistant Commander, Public Safety	No change recommended
9944	C08	Commander, Public Safety	9944	C08	Commander, Public Safety	No change recommended
9945	C08	Major, Public Safety	9945	C08	Major, Public Safety	No change recommended

Alcoholic Beverage Commission

9949	C01	Agent Trainee	9949	C01	Agent Trainee	No change recommended
9950	C02	Probationary Agent	9950	C02	Probationary Agent	No change recommended
9956	C03	Agent	9956	C03	Agent	No change recommended
			9957	C04	Senior Agent, Alcoholic Beverage	New job classification
9960	C04	Sergeant, Alcoholic Beverage	9960	C04	Sergeant, Alcoholic Beverage	No change recommended
9961	C05	Lieutenant, Alcoholic Beverage	9961	C05	Lieutenant, Alcoholic Beverage	No change recommended
9962	C06	Captain, Alcoholic Beverage	9962	C06	Captain, Alcoholic Beverage	No change recommended
9963	C08	Major, Alcoholic Beverage	9963	C08	Major, Alcoholic Beverage	No change recommended

Department of Criminal Justice

9965	C01	Investigator I, Trainee - Office of the Inspector General	9965	C01	Investigator I, Trainee - Office of the Inspector General	No change recommended
9970	C02	Investigator II - Office of the Inspector General	9970	C02	Investigator II - Office of the Inspector General	No change recommended
9971	C03	Investigator III - Office of the Inspector General	9971	C03	Investigator III - Office of the Inspector General	No change recommended
9972	C04	Investigator IV - Office of the Inspector General	9972	C04	Investigator IV - Office of the Inspector General	No change recommended
9973	C05	Regional Supervisor - Office of the Inspector General	9973	C05	Lieutenant - Office of the Inspector General	Title change

2022–2023 Biennium			Recommended for the 2024–2025 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9974	C06	Regional Manager - Office of the Inspector General	9974	C06	<i>Captain - Office of the Inspector General</i>	<i>Title change</i>
9975	C07	Multi-Regional Administrator - Office of the Inspector General	9975	C07	<i>Assistant Commander - Office of the Inspector General</i>	<i>Title change</i>
9976	C08	Chief Inspector - Office of the Inspector General	9976	C08	<i>Commander - Office of the Inspector General</i>	<i>Title change</i>

Parks and Wildlife Department ^a

9980	C01	Game Warden Trainee	9980	C01	Game Warden Trainee	No change recommended
9981	C02	Probationary Game Warden	9981	C02	Probationary Game Warden	No change recommended
9987	C03	Game Warden	9982	C03	<i>Game Warden</i>	<i>Classification number change</i>
9990	C04	Sergeant, Game Warden	9983	C04	<i>Sergeant, Game Warden</i>	<i>Classification number change</i>
9991	C05	Lieutenant, Game Warden	9984	C05	<i>Lieutenant, Game Warden</i>	<i>Classification number change</i>
9992	C06	Captain, Game Warden	9985	C06	<i>Captain, Game Warden</i>	<i>Classification number change</i>
9993	C07	Assistant Commander, Game Warden	9986	C07	<i>Assistant Commander, Game Warden</i>	<i>Classification number change</i>
9994	C08	Commander, Game Warden	9987	C08	<i>Commander, Game Warden</i>	<i>Classification number change</i>
9995	C08	Major, Game Warden	9988	C08	<i>Major, Game Warden</i>	<i>Classification number change</i>
6250	B14	State Park Police Officer Trainee (Cadet)	9989	C01	<i>State Park Police Officer Trainee (Cadet)</i>	<i>Salary schedule change and classification number change</i>
6251	B16	Probationary State Park Police Officer	9990	C02	<i>Probationary State Park Police Officer</i>	<i>Salary schedule change and classification number change</i>
6252	B21	State Park Police Officer	9991	C03	<i>State Park Police Officer</i>	<i>Salary schedule change and classification number change</i>
6253	B22	Sergeant, State Park Police Officer	9992	C04	<i>Sergeant, State Park Police Officer</i>	<i>Salary schedule change and classification number change</i>

2022–2023 Biennium			Recommended for the 2024–2025 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6254	B23	Lieutenant, State Park Police Officer	9993	C05	<i>Lieutenant, State Park Police Officer</i>	<i>Salary schedule change and classification number change</i>
6255	B24	Captain, State Park Police Officer	9994	C06	<i>Captain, State Park Police Officer</i>	<i>Salary schedule change and classification number change</i>
6256	B25	Major, State Park Police Officer	9995	C08	<i>Major, State Park Police Officer</i>	<i>Salary schedule change and classification number change</i>

Office of the Attorney General

9996	C04	Sergeant, Texas Attorney General’s Office	9996	C04	Sergeant, Texas Attorney General’s Office	No change recommended
9997	C05	Lieutenant, Texas Attorney General’s Office	9997	C05	Lieutenant, Texas Attorney General’s Office	No change recommended
9998	C06	Captain, Texas Attorney General’s Office	9998	C06	Captain, Texas Attorney General’s Office	No change recommended
9999	C08	Major, Texas Attorney General’s Office	9999	C08	Major, Texas Attorney General’s Office	No change recommended

^a The State Classification Team is recommending a salary schedule change for the State Park Police Officer job classification series. If the Legislature approves the salary schedule change, the State Auditor’s Office will move the State Park Police Officer job classification series from the Public Safety occupational category to the Law Enforcement occupational category.

Sources: Position Classification Plan in the General Appropriations Act (87th Legislature), Article IX, Section 2.01, page IX-18, and State Auditor’s Office analysis.



Appendix 1

Objective, Scope, and Methodology

Objective

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

Scope

The scope of this study focused on comparing the State’s law enforcement pay in accordance with Salary Schedule C and the pay of local law enforcement departments that employ more than 1,000 commissioned law enforcement officers. The State Classification Team within the State Auditor’s Office conducted this study in accordance with Texas Government Code, Sections 654.036 and 654.037.

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



- Juan R. Sanchez, MPA (Project Manager)
 - Kathy-Ann Moe, SHRM-CP, MBA (Assistant Project Manager)
 - Laura Alvarez, MBA
 - Lara Foronda Tai, PHR, SHRM-CP
 - Ann E. Karnes, CPA (Quality Control Reviewer)
 - Sharon K. Schneider, CCP, PHR, SHRM-CP (Classification Manager)
-

Methodology

The primary focus of this study was to compare the State’s direct compensation for law enforcement positions paid in accordance with Salary Schedule C to the direct compensation paid by the seven largest local law enforcement departments in Texas. Fieldwork was conducted from June 2022 through October 2022.

This study 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.

In reviewing the salaries for the State’s law enforcement positions paid in accordance with Salary Schedule C, the State Classification Team compared the maximum base pay and mid-range base pay of the seven largest local law enforcement departments in Texas and the base pay for the following job classification titles, which represent the benchmark jobs for their respective salary groups:

- Trooper – Department of Public Safety (salary group C03).
- Sergeant – Department of Public Safety (salary group C04).
- Lieutenant – Department of Public Safety (salary group C05).
- Captain – Department of Public Safety (salary group C06).

This study was based on the State Auditor’s Office’s July 2022 survey 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.

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

- Department of Public Safety.
- Parks and Wildlife Department.
- Alcoholic Beverage Commission.
- Department of Criminal Justice.
- Office of the Attorney General.
- Department of Insurance.

For this study, the State Classification Team analyzed the following:

- Salary Schedule C as approved by the 87th Legislature for the 2022–2023 biennium.
- Information on salary range maximum and mid-range base pay levels for law enforcement positions at the seven largest local law enforcement departments in Texas that was collected through a survey conducted in July 2022.
- Salaries and headcounts of employees in each job classification within Salary Schedule C as of the third quarter of fiscal year 2022 (the quarter ending May 31, 2022).
- Turnover rate data for each job classification title assigned to Salary Schedule C for fiscal year 2021.
- Requests that the Alcoholic Beverage Commission, the Department of Criminal Justice, and the Parks and Wildlife Department submitted for changes to the State’s Position Classification Plan for the law enforcement occupational category.

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

The State Classification Team also reviewed supplemental pay information provided by the seven largest local law enforcement departments in the state. That included information on pay for education, certifications, bilingual skills, hazardous duty, longevity, field training officer duty, and shift differentials.

In addition, the State Classification Team reviewed overtime pay for Salary Schedule C employees.

Appendix 2

Law Enforcement Salary Schedule (Salary Schedule C) for Fiscal Years 2022 and 2023

The salary rates presented in Figure 13 were approved by the 87th Legislature, and effective September 1, 2021. ([Figure 12](#) in Chapter 2 contains a list of job classification titles assigned to Salary Schedule C.)

Figure 13

Law Enforcement Salary Schedule (Salary Schedule C) Fiscal Years 2022 and 2023

Salary Group	< 4 Years of Service	≥ 4 Years of Service	≥ 8 Years of Service	≥ 12 Years of Service	≥ 16 Years of Service	≥ 20 Years of Service
C01	\$45,255					
C02	\$49,441					
C03	\$59,715	\$72,811	\$77,995	\$81,441	\$85,204	\$88,966
C04		\$81,615	\$87,147	\$90,718	\$94,725	\$97,087
C05		\$92,672	\$98,647	\$102,438	\$106,793	\$109,474
C06		\$115,449	\$119,374	\$121,785	\$124,207	\$125,697
C07		\$120,031	\$120,998	\$123,237	\$125,630	\$128,023
C08		\$135,817	\$135,906	\$135,960	\$135,960	\$135,960

Source: General Appropriations Act (87th Legislature), Article IX, Section 2.01, page IX-20.

Appendix 3

Headcounts and Turnover Rates

Figure 14 presents headcounts as of the third quarter of fiscal year 2022 (the quarter ending May 31, 2022), and turnover rates for fiscal year 2021 by state agency and law enforcement job classification title.

Figure 14

Headcounts and Turnover Rates by State Agency and Law Enforcement Job Classification Title

Job Classification Title	Salary Group	Headcount as of May 31, 2022	Turnover Rate for Fiscal Year 2021
Department of Public Safety			
Trooper Trainee	C01	156	35.8%
Probationary Trooper	C02	221	4.7%
Trooper	C03	2,002	3.9%
Corporal	C03	268	4.0%
Pilot Investigator I	C04	0	0.0%
Sergeant, Public Safety	C04	1,195	4.2%
Public Safety Inspector I	C05	0	0.0%
Pilot Investigator II	C05	31	6.6%
Lieutenant, Public Safety	C05	234	5.7%
Public Safety Inspector II	C06	0	0.0%
Pilot Investigator III	C06	10	0.0%
Captain, Public Safety	C06	78	5.4%
Pilot Investigator IV	C07	0	0.0%
Assistant Commander, Public Safety	C07	0	0.0%
Commander, Public Safety	C08	0	0.0%
Major, Public Safety	C08	39	2.7%
Subtotals for the Department of Public Safety		4,234	4.8%^a

Job Classification Title	Salary Group	Headcount as of May 31, 2022	Turnover Rate for Fiscal Year 2021
Parks and Wildlife Department			
Game Warden Trainee	C01	0	30.2%
Probationary Game Warden	C02	31	0.0%
Game Warden	C03	399	3.8%
Sergeant, Game Warden	C04	19	5.5%
Lieutenant, Game Warden	C05	23	9.2%
Captain, Game Warden	C06	46	4.4%
Assistant Commander, Game Warden	C07	7	0.0%
Commander, Game Warden	C08	0	0.0%
Major, Game Warden	C08	12	0.0%
Subtotals for the Parks and Wildlife Department		537	5.0%^a
Alcoholic Beverage Commission			
Agent Trainee	C01	0	0.0%
Probationary Agent	C02	23	7.8%
Agent	C03	138	10.8%
Sergeant, Alcoholic Beverage	C04	30	9.4%
Lieutenant, Alcoholic Beverage	C05	16	5.8%
Captain, Alcoholic Beverage	C06	0	0.0%
Major, Alcoholic Beverage	C08	6	0.0%
Subtotals for the Alcoholic Beverage Commission		213	9.7%^a
Department of Criminal Justice			
Investigator I, Trainee - Office of the Inspector General	C01	0	0.0%
Investigator II - Office of the Inspector General	C02	1	0.0%
Investigator III – Office of the Inspector General	C03	8	7.0%
Investigator IV – Office of the Inspector General	C04	112	12.1%
Regional Supervisor - Office of the Inspector General	C05	16	13.3%
Regional Manager - Office of the Inspector General	C06	6	0.0%
Multi-Regional Administrator - Office of the Inspector General	C07	0	0.0%
Chief Inspector - Office of the Inspector General	C08	4	0.0%
Subtotals for the Department of Criminal Justice		147	10.0%^a

Job Classification Title	Salary Group	Headcount as of May 31, 2022	Turnover Rate for Fiscal Year 2021
Office of the Attorney General			
Sergeant, Texas Attorney General's Office	C04	151	7.7%
Lieutenant, Texas Attorney General's Office	C05	24	7.9%
Captain, Texas Attorney General's Office	C06	17	11.4%
Major, Texas Attorney General's Office	C08	3	0.0%
Subtotals for the Office of the Attorney General		195	7.9%^a
Department of Insurance			
Sergeant, Texas Department of Insurance	C04	18	5.9%
Lieutenant, Texas Department of Insurance	C05	3	28.6%
Captain, Texas Department of Insurance	C06	2	0.0%
Deputy Chief Investigator, Texas Department of Insurance	C07	1	0.0%
Subtotals for the Department of Insurance		24	8.5%^a
All Agencies			
Law Enforcement Occupational Category Totals		5,350	5.3%^b

^a The agency turnover rate subtotal is not the sum or average of the turnover rates for the individual job classification titles.

^b The law enforcement occupational category total turnover rate is not the sum or average of the percentages. It is the overall turnover rate for the State's job classification titles within the law enforcement occupational category.

Sources: State Auditor's Office's 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.

Appendix 4

Comparison of State Agencies and Local Law Enforcement Departments

Figure 15 presents the entry-level pay and minimum qualifications for the State's Salary Schedule C employees and the seven largest local law enforcement departments in the state.

Figure 15

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

State Agency or Local Law Enforcement Department	Entry-level Salary ^a	Time to Next Rank	Minimum Education Requirement ^b	Peace Officer Certification Required?
State Agencies ^c				
Department of Public Safety (Trooper Trainee) ^d	\$62,226	26 weeks	60 hours of college credit	No
Parks and Wildlife Department (Game Warden Trainee)	\$45,255	30 weeks	Bachelor's degree	No
Alcoholic Beverage Commission (Probationary Agent) ^e	\$49,441	52 weeks	High school diploma or general equivalency diploma (GED) plus four years of law enforcement experience	Yes
Department of Criminal Justice (Investigator I, Trainee - Office of the Inspector General)	\$45,255	26 weeks	Bachelor's degree or qualifying military or law enforcement experience may be substituted	No
Local Law Enforcement Departments ^f				
City of Austin	\$50,000	35 weeks	High school diploma or GED	No
City of Dallas	\$64,194	52 weeks ^g	45 hours of college credit	No
City of El Paso	\$36,090	48 weeks	12 hours of college credit	No
City of Fort Worth	\$40,044	39 weeks	12 hours of college credit	No
City of Houston	\$42,000	26 weeks	48 hours of college credit	No
City of San Antonio	\$45,000	32 weeks	High school diploma or GED	No
Harris County	\$41,071	33 weeks	60 hours of college credit	No

State Agency or Local Law Enforcement Department	Entry- level Salary ^a	Time to Next Rank	Minimum Education Requirement ^b	Peace Officer Certification Required?
<p>^a Entry-level salaries for state agencies are based on Salary Schedule C for fiscal years 2022 and 2023. Entry-level salaries for local law enforcement departments were reported through the State Auditor’s Office’s local law enforcement department survey conducted in July 2022.</p> <p>^b Some state agencies allow substitutions for the stated minimum education requirements.</p> <p>^c The Office of the Attorney General and Department of Insurance are not presented in this figure since those agencies hire Salary Schedule C employees starting at the senior-level rank of Sergeant at salary group C04.</p> <p>^d The Texas Legislature authorized an expanded enforcement program that includes a 50-hour work week. Therefore, the entry-level salary presented for the Department of Public Safety includes the base salary for a Trooper Trainee paid in accordance with Salary Group C01, plus the 10 hours of weekly mandatory overtime pay.</p> <p>^e The Alcoholic Beverage Commission hires new agents at the rank of Probationary Agent at salary group C02.</p> <p>^f The information presented for the local law enforcement departments are for job titles or positions of Trainee, Recruit, or Cadet.</p> <p>^g The City of Dallas does not use the rank of probationary officer; therefore, promoting to the next rank involves promoting from Police Officer year 0-1 to Police Officer year 1-2.</p>				

Sources: Information obtained from the seven largest local law enforcement departments in July 2022 and from state agencies in September 2022.

Appendix 5

Law Enforcement Pay at Higher Education Institutions

Although higher education institutions were not included in the scope of this study, the State Classification Team collected information on law enforcement salary ranges as of October 2022 from selected higher education institutions as a point of reference (Figure 16).

Figure 16

Law Enforcement Base Pay at Higher Education Institutions as of October 2022

Entry and Journey Level				
Higher Education Institution	Police Cadet/Trainee/Recruit		Police Officer	
	Salary Range Minimum	Salary Range Maximum	Salary Range Minimum	Salary Range Maximum
The University of Texas at Austin	\$36,096	\$36,096	\$54,250	\$80,613
The University of Texas at Dallas	Not applicable		\$46,202	\$87,321 ^a
The University of Texas at El Paso	\$28,272	\$42,408	\$38,000	\$76,500 ^b
University of North Texas Health Science Center at Fort Worth	\$45,108	\$74,400	\$48,300	\$82,104 ^c
University of Houston	Not applicable		\$63,140	\$88,879 ^d
The University of Texas at San Antonio ^e	\$45,092	Not Applicable	\$54,462	\$79,400 ^f
Texas A&M University ^g	\$33,362	\$61,958	\$40,712	\$93,158 ^h

Senior Level						
Higher Education Institution	Sergeant		Lieutenant		Captain	
	Salary Range Minimum	Salary Range Maximum	Salary Range Minimum	Salary Range Maximum	Salary Range Minimum	Salary Range Maximum
The University of Texas at Austin	\$76,044	\$110,781	\$95,146	\$138,609	\$105,643	\$153,902
The University of Texas at Dallas	\$59,058	\$113,982	\$64,104	\$125,002	Not applicable	
The University of Texas at El Paso	\$56,000	\$84,000	\$70,000	\$105,000	\$74,664	\$111,996
University of North Texas Health Science Center at Fort Worth	\$63,204	\$107,400	76,404	\$133,704	\$84,108	\$147,204
University of Houston	\$90,000	\$99,000	\$102,000	\$112,200	\$116,555	\$128,211
The University of Texas at San Antonio	\$75,000	\$86,400	\$85,000	\$96,400	\$99,000	\$110,400
Texas A&M University	\$55,412	\$102,908	\$68,012	\$126,308	Not applicable	

^a The University of Texas at Dallas also has a Police Corporal job title with a salary range maximum of \$95,270.

^b The salary range maximum for a police officer at the University of Texas at El Paso is for the Corporal job title.

^c University of North Texas Health Science Center at Fort Worth also has a Police Corporal job title, which has a salary range maximum of \$97,608.

^d The salary range maximum for a police officer at the University of Houston is for the Police Corporal job title.

^e The University of Texas at San Antonio also has a Police Officer in Training job title, which has a salary range minimum of \$45,092.

^f The salary range maximum for a police officer at the University of Texas at San Antonio is for the Police Officer IV job title.

^g Texas A&M University also has a Police Officer in Training job title, which has a salary range maximum of \$67,808.

^h The salary range maximum for a police officer at Texas A&M University is for the Police Officer IV job title.

Sources: Higher education institution pay plans as of October 2022.

Appendix 6

Compensation Expenditures

Figure 17 presents compensation expenditures by state agency for Salary Schedule C employees in fiscal year 2022.

Figure 17

Compensation Expenditures for Salary Schedule C Employees in Fiscal Year 2022^a

Agency	Base Pay	Hazardous Duty Pay	Overtime Pay ^b	Pay for Education, Certifications, and Bilingual Skills	Totals
Department of Public Safety	\$336,927,891	\$5,748,140	\$185,667,566	\$6,139,710	\$534,483,307
Parks and Wildlife Department	\$44,329,475	\$718,420	\$3,936,703	\$875,950	\$49,860,548
Office of the Attorney General	\$17,380,712	\$133,690	\$212,803	\$354,800	\$18,082,005
Alcoholic Beverage Commission	\$15,617,903	\$225,200	\$493,198	\$335,909	\$16,672,210
Department of Criminal Justice	\$13,136,218	\$215,831	\$1,456,050	\$231,100	\$15,039,199
Department of Insurance	\$2,048,198	\$5,100	\$3,180	\$42,600	\$2,099,078
Totals	\$429,440,397	\$7,046,381	\$191,769,500	\$7,980,069	\$636,236,347

^a The amounts presented are from data extracted from the Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System and Uniform Statewide Accounting System for pay periods between September 2021 and August 2022; the amounts do not reflect adjustments made after September 8, 2022.

^b Amounts may include payments for state compensatory time related to Texas Government Code, Chapter 659, which allows agencies to pay employees for compensatory time for work directly related to public safety, disaster, or emergency response activities.

Sources: The Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System and the Uniform Statewide Accounting System.

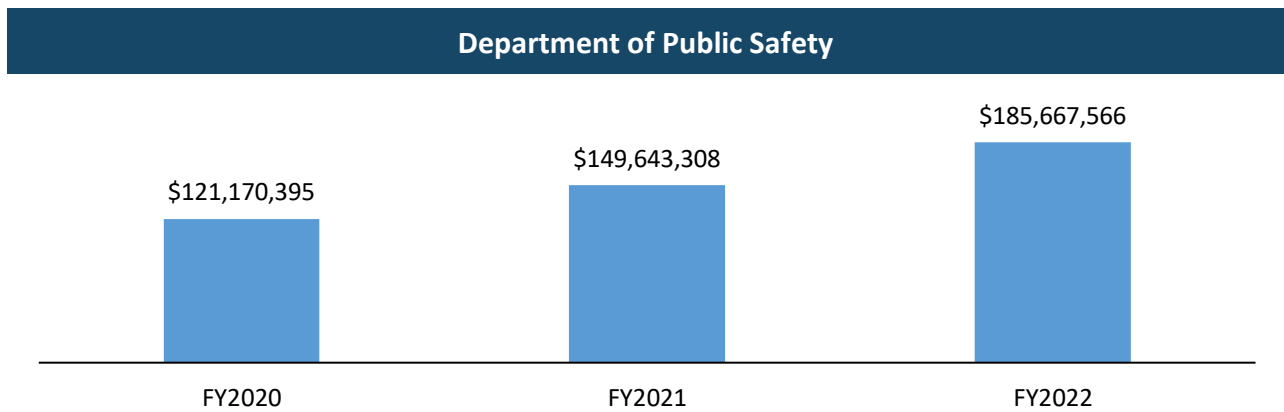
Appendix 7

Overtime Pay

The State Classification Team reviewed overtime pay for Salary Schedule C employees. Figure 18 shows the three-year trends in overtime pay by agency, as well as current explanations for the overtime pay that were provided by the six state agencies and summarized by the State Classification Team.

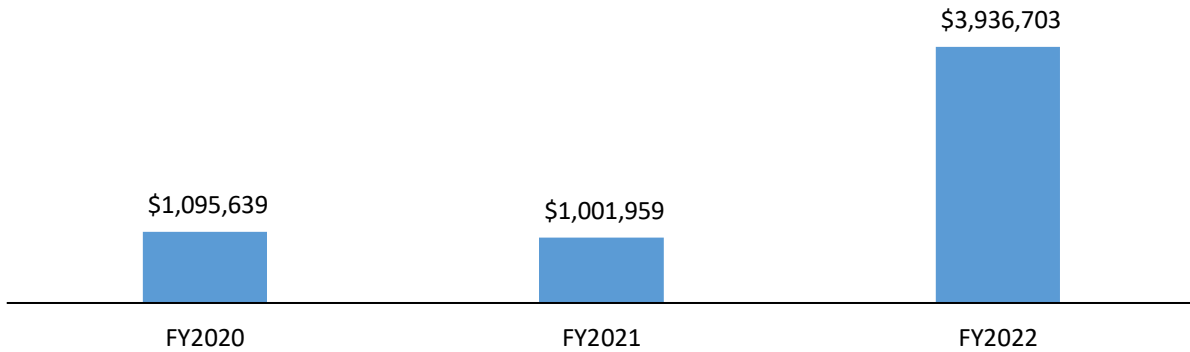
Figure 18

Overtime Pay for Salary Schedule C Employees Fiscal Years 2020 through 2022^{a b}



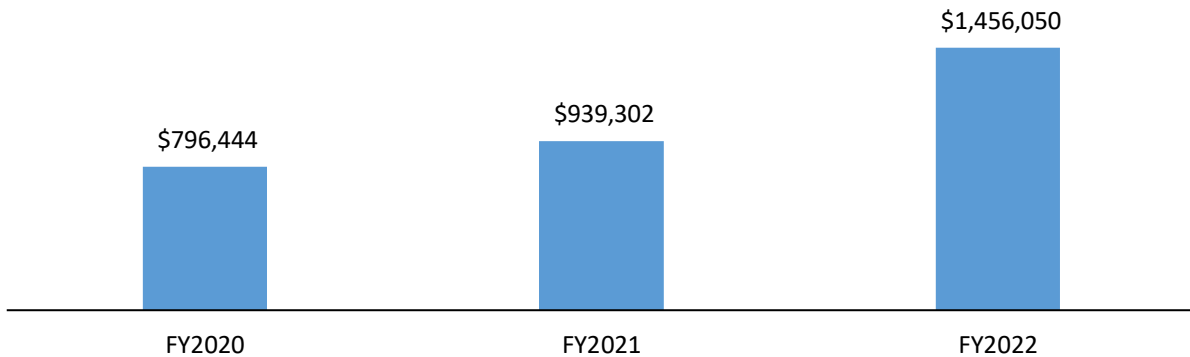
The Department of Public Safety (Department) asserted that the increases in overtime pay in fiscal year 2022 were the result of the May 31, 2021, disaster declaration concerning border security in which the Department was directed to initiate Operation Lone Star and devote additional law enforcement resources to deterring illegal border crossings and protecting Texas border communities. In addition, the 87th Legislature increased pay for Salary Schedule C employees, which also contributed to the Department’s increases in overtime pay in fiscal year 2022.

Parks and Wildlife Department



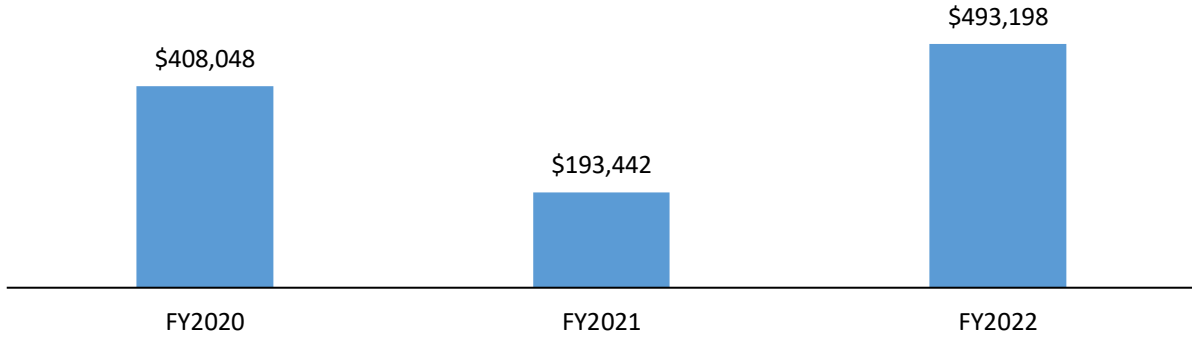
The Parks and Wildlife Department (Department) asserted the increase in overtime paid in fiscal year 2022 was primarily the result of the game warden participation in Operation Lone Star border operations. Game wardens also conducted patrols in federal waters in keeping with their Joint Enforcement Agreement with the National Oceanic and Atmospheric Administration, as well as with their Deepwater Horizon Agreement concerning sea turtle restoration work. These efforts resulted in overtime accrual and payment. In addition, the Department asserted that a small portion of overtime paid represents lump sum payments to employees who left the agency.

Department of Criminal Justice



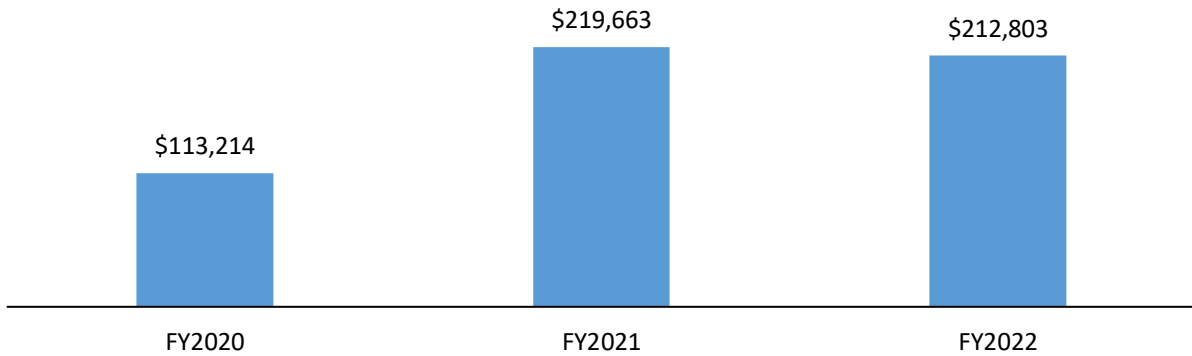
The Department of Criminal Justice asserted that the increases in overtime in fiscal year 2021 and 2022 were due to (1) an increased number of criminal investigations and related caseloads, and (2) increased workloads relating to fugitive apprehension and anti-gang multi-agency task force activities.

Alcoholic Beverage Commission



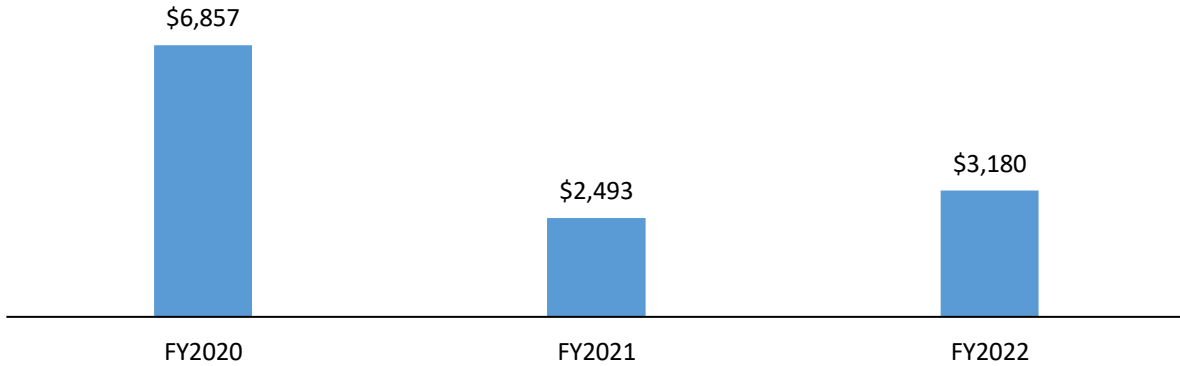
The Alcoholic Beverage Commission asserted that overtime paid in fiscal years 2020, 2021, and 2022 is grant-related and reimbursable and includes (1) federal grant-funded task force operations completed in coordination with federal agencies, (2) grant-funded overtime activities, such as additional inspections at special events and licensed locations to reduce driving while intoxicated and minors in possession of alcohol, and (3) overtime payout for law enforcement personnel compensatory time earned in accordance with Texas Government Code, Chapter 659, while on duty at the Remote State Operations Center during 2022. Some overtime pay was reimbursed through the Texas Division of Emergency Management and the Texas Department of Transportation.

Office of the Attorney General



The Office of the Attorney General asserted that overtime was paid in fiscal years 2020, 2021, and 2022 for the following reasons: (1) overtime leave balances paid to separating employees; (2) payment to employees with an overtime balance of more than 240 hours; (3) work performed on grant-related projects that allow for paid overtime; and (4) work on projects related to agreements with third-party entities that allow for paid overtime.

Department of Insurance



The Department of Insurance asserted that overtime was paid in fiscal years 2020, 2021, and 2022 for (1) projects related to agreements with third-party entities that allow for paid overtime, and (2) overtime leave balance pay-down.

^a Amounts may include payments for state compensatory time related to Texas Government Code, Chapter 659, which allows agencies to pay employees for compensatory time for work directly related to public safety, disaster, or emergency response activities.

^b **For Fiscal Year 2022:** The amounts presented are from data extracted from the Office of the Comptroller of Public Accounts’ Standardized Payroll/Personnel Reporting System for pay periods between September 2021 and August 2022; the amounts do not reflect adjustments made after September 8, 2022.

For Fiscal Year 2021: The amounts presented are from data extracted from the Office of the Comptroller of Public Accounts’ Standardized Payroll/Personnel Reporting System for pay periods between September 2020 and August 2021; the amounts do not reflect adjustments made after December 10, 2021.

For Fiscal Year 2020: The amounts presented are from data extracted from the Office of the Comptroller of Public Accounts’ Standardized Payroll/Personnel Reporting System for pay periods between September 2019 and August 2020; the amounts do not reflect adjustments made after December 8, 2020.

Source: The Office of the Comptroller of Public Accounts’ Standardized Payroll/Personnel Reporting System and information provided by the state agencies.



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