



STIPENDS

SAO Finds Texas' Supplemental Pay for Law Enforcement Officers is Not Keeping Pace with Peer Agencies

Background: In its biennial review of the seven largest local law enforcement agencies in Texas, the State Auditor's Office (SAO) noted that the state's supplemental pay for education, certification, and bilingual skills for employees in Salary Schedule C (state law enforcement officers) is also not keeping pace with peer agency officers.

Who is Impacted: 5,244 law enforcement officers across six (6) state agencies: DPS 78.8%; Parks and Wildlife 10.1%; Alcoholic Beverage Commission 4.3%; AG 3.8%; TDCJ 2.6%; and TDI 0.4%.

What is the Current Supplemental Pay for Texas Law Enforcement Officers?

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

Texas DPS Supplemental Pay Rates Compared to Peer Agencies

Schedule C Stipend Increases			Current Rate			Peer-Average Rate Increase*				
		2018 FTEs	Monthly Rate	Cost per Month	Cost per Biennium	Monthly Rate	Cost per Month	Cost per Biennium	Increase over Current	% Increase
Education	Master's	136	\$150	\$20,400	\$489,600	\$328	\$44,653	\$1,071,680	\$582,080	119%
	Bachelor	1220	\$100	\$122,000	\$2,928,000	\$251	\$306,452	\$7,354,857	\$4,426,857	151%
	Associate	165	\$50	\$8,250	\$198,000	\$133	\$22,000	\$528,000	\$330,000	167%
	TOTAL			\$150,650	\$3,615,600		\$373,106	\$8,954,537	\$5,338,937	148%
Certification	Master's	2391	\$150	\$358,650	\$8,607,600	\$403	\$964,436	\$23,146,474	\$14,538,874	169%
	Advanced	304	\$100	\$30,400	\$729,600	\$204	\$62,106	\$1,490,555	\$760,955	104%
	Intermediate	151	\$50	\$7,550	\$181,200	\$109	\$16,430	\$394,326	\$213,126	118%
	TOTAL			\$396,600	\$9,518,400		\$1,042,973	\$25,031,355	\$15,512,955	163%
Bilingual		1104	\$50	\$55,200	\$1,324,800	\$133	\$147,200	\$3,532,800	\$2,208,000	167%
TOTAL				\$602,450	\$14,458,800		\$1,563,279	\$37,518,692	\$23,059,892	159%

Local Law Enforcement Comparison

Employing ≥1,000 commissioned law enforcement officers:

Austin	Dallas	El Paso
Harris County	San Antonio	Fort Worth

Stipends have not been increased since their implementation in **2005**.

