



SALARY

State Auditor Finds Texas' Law Enforcement Officers Lag Behind Market

Background: In its biennial review of the seven largest local law enforcement agencies in Texas, the State Auditor's Office (SAO) found that the state's law enforcement officers' salaries are below market. The report used the maximum (highest pay within the salary range) and mid-range (middle of the salary range) base pay for comparison purposes.

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%.

KEY SAO FINDINGS

- The state's maximum base pay has **remained stagnant** compared to the seven largest law enforcement departments which saw increases in the maximum base pay since FY 2018.
- In the same two-year period, these seven law enforcement departments also saw an increase in the mid-range base pay.

Local Law Enforcement Comparison

Employing $\geq 1,000$ commissioned law enforcement officers:

Austin	Dallas	El Paso	
Harris County	San Antonio	Houston	Fort Worth

How Far is Texas Behind?

Maximum Base Pay Disparity

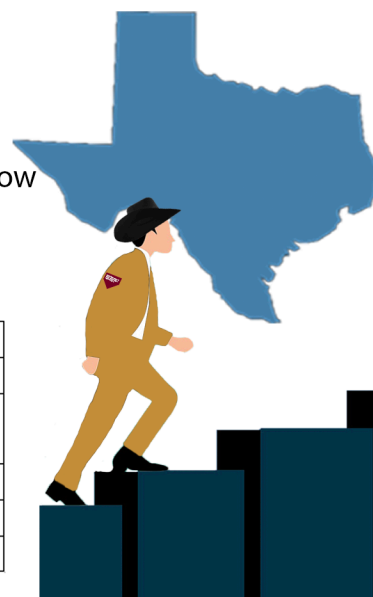
- DPS Troopers and Game Wardens (Journey Level) are 12.2% below average maximum base pay.
- FY 2018, the maximum base pay for Schedule C was 5.90% below the average maximum base pay.
- Senior level positions are also falling behind.

Below Market: Maximum		
	2018	Now
Troopers & Game Wardens	5.90%	12.20%
Sergeants	5.10%	12.20
Lieutenants	7.50%	15.00
Captains	8.50%	16.70

Mid-Range Base Pay Disparity

- DPS Troopers and Game Wardens (Journey Level) are 9.3 % below average mid-range base pay.
- FY 2018, the mid-range base pay for Schedule C was 1.60% below the average mid-range base pay.
- Senior level positions are also falling behind.

Below Market: Mid-Range		
	2018	Now
Troopers & Game Wardens	1.60%	9.30%
Sergeants	5.30%	14.90%
Lieutenants	7.70%	17.50%
Captains	7.90%	15.90%



Addressing the Disparity

Option #1
Align with average maximum base

Annual State Investment
\$48.3m
Biennial State Investment
\$96.6m

Option #2
Align with average mid-range base

Annual State Investment
\$45.8m
Biennial State Investment
\$91.6m

Option #3
Adjust Schedule C salaries by 2.29%

Annual State Investment
\$8.7m
Biennial State Investment
\$17.4m