



# 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:** 5,433 law enforcement officers across 5 state agencies: DPS 79.9%; Parks and Wildlife 10.3%; Alcoholic Beverage Commission 4.1%; AG 3.2 %; and TDCJ at 2.5%.

## 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 fiscal year 2016.
- 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 ≥1,000 commissioned law enforcement officers:	Austin	Dallas	El Paso
	Harris County	Houston	Fort Worth

## How Far is Texas Behind?

### Maximum Base Pay Disparity

- DPS Troopers and Game Wardens (Journey Level) are 5.9% below average maximum base pay.
- FY 2016, the maximum base pay for Schedule C was 3.0 % below the average maximum base pay.
- Senior level positions are also falling behind.

Below Market: Maximum		
	2016	Now
Troopers	3.00%	5.90%
Sergeants	1.80%	5.10%
Lieutenants	4.20%	7.50%
Captains	4.70%	8.50%

### Mid-Range Base Pay Disparity

- DPS Troopers and Game Wardens (Journey Level) are 1.6 % below average mid-range base pay.
- FY 2016, the mid-range base pay for Schedule C was 2.5% above the average mid-range base pay.
- Senior level positions are also falling behind.

Below Market: Mid-Range		
	2016	Now
Troopers	+2.50%	1.60%
Sergeants	1.10%	5.30%
Lieutenants	3.60%	7.70%
Captains	0.90%	7.90%



## Addressing the Disparity

### Option #1

Align with average maximum base

Annual State Investment: \$22.9m

Biennial State Investment: \$45.8m

### Option #2

Align with average mid-range base

Annual State Investment: \$13.6m

Biennial State Investment: \$27.2m