



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: 5,433 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%.

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

Potential DPS Stipend Increases		2018 FTEs	Current Rate			Peer-Average Rate Increase*			
			Monthly Rate	Cost per Month	Cost per Biennium	Monthly Rate	Cost per Month	Cost per Biennium	Increase over Current
Education	Master's	32	\$150	\$4,800	\$115,200	\$324	\$10,373	\$248,960	\$133,760
	Bachelor	471	\$100	\$47,100	\$1,130,400	\$248	\$116,629	\$2,799,086	\$1,668,686
	Associate	113	\$50	\$5,650	\$135,600	\$128	\$14,502	\$348,040	\$212,440
	TOTAL			\$57,550	\$1,381,200		\$141,504	\$3,396,086	\$2,014,886
Certification	Master's	1,931	\$150	\$289,650	\$6,951,600	\$403	\$778,890	\$18,693,367	\$11,741,767
	Advanced	627	\$100	\$62,700	\$1,504,800	\$204	\$128,095	\$3,074,271	\$1,569,471
	Intermediate	109	\$50	\$5,450	\$130,800	\$106	\$11,549	\$277,171	\$146,371
	TOTAL			\$357,800	\$8,587,200		\$918,534	\$22,044,809	\$13,457,609
Bilingual		1,745	\$50	\$87,250	\$2,094,000	\$133	\$232,667	\$5,584,000	\$3,490,000
TOTAL				\$502,600	\$12,062,400		\$1,292,704	\$31,024,895	\$18,962,495

Local Law Enforcement Comparison

Employing ≥1,000 commissioned law enforcement officers:	Austin	Dallas	El Paso
	Harris County	Houston	Fort Worth

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

