



A Report on

The State's Law Enforcement Salary Schedule (Salary Schedule C) for the 2026-2027 Biennium

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The State Classification Team, located within the State Auditor's Office, surveyed 7 local law enforcement departments that each employed more than 1,000 commissioned law enforcement officers and compared their direct compensation (base pay and supplemental pay) to the State's direct compensation for law enforcement positions paid in accordance with Salary Schedule C.

The study determined that the base pay in Salary Schedule C has become more competitive with the base pay provided by the 7 largest local law enforcement departments, due in large part to the salary increases approved by the 88th Legislature. However, further adjustments to the base pay in Salary Schedule C may be needed to ensure that it remains competitive.¹

- [Background](#) | p. 2
- [Study Objective](#) | p. 26

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 total direct compensation for law enforcement positions.

[Chapter 1-A | p. 5](#)

MAXIMUM BASE PAY ANALYSIS

Salary Schedule C salary steps may need further adjustments to remain competitive with the seven largest local law enforcement departments.

[Chapter 1-B | p. 8](#)

COST OF SALARY SCHEDULE C CHANGES

The estimated cost to align the salaries in Salary Schedule C with the market average is approximately \$7.0 million in each year of the 2026–2027 biennium.

[Chapter 1-C | p. 11](#)

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.

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RECOMMENDED CHANGE FOR THE LAW ENFORCEMENT OCCUPATIONAL CATEGORY

The State Classification Team recommends the deletion of one job classification title due to non-utilization.

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¹ Some of the entities included in this study recently approved, or continue to negotiate, new contracts that would provide future pay increases to law enforcement officers. The analysis in this report does not include these increases.

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.²

The Plan for the 2024–2025 biennium contains 61 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).

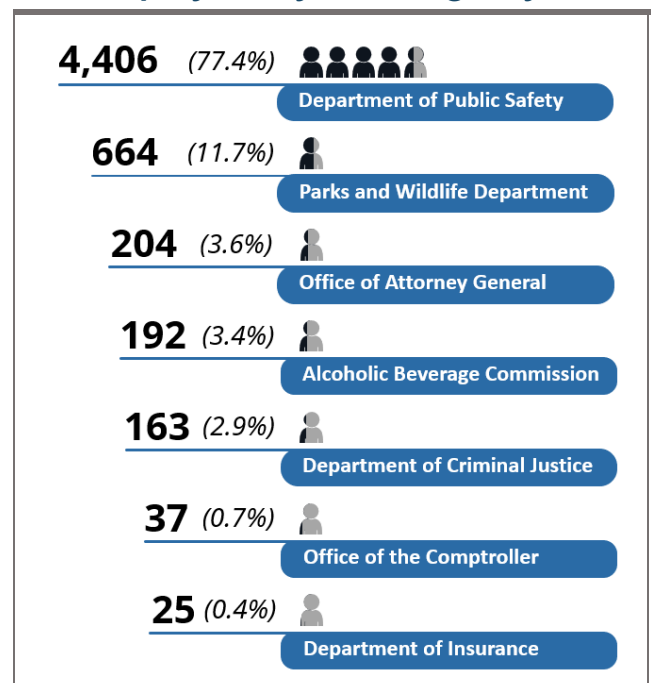
Employee Distribution. The following 7 state agencies employed 5,691 full-time classified Salary Schedule C employees³ as of the third quarter of fiscal year 2024 (the quarter ending May 31, 2024):

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

These employees represent 3.8 percent of the total state agency classified workforce.⁴ Figure 1 shows the distribution of those employees by agency.

Figure 1

Distribution of Salary Schedule C Employees by State Agency^a



^a Percentages do not sum to 100.0 due to rounding.

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

² Occupational category is a broad series of job families characterized by the nature of work performed (for example, Law Enforcement).

³ 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. Effective September 1, 2023 (fiscal year 2024), the Parks and Wildlife Department’s State Park Police Officers and the Office of the Comptroller of Public Accounts’ Criminal Investigation Division’s Investigators were added to and paid in accordance with Salary Schedule C.

⁴ This percentage is based on 148,636 classified, regular full-time and part-time employees as of the third quarter of fiscal year 2024 (the quarter ending May 31, 2024). There are no part-time employees in Salary Schedule C. “Classified” employees are employees assigned to a job classification title in the Plan.

Employee Turnover. In fiscal year 2023, the overall turnover rate for the State’s Law Enforcement occupational category was 5.8 percent. This represents a slight increase from fiscal year 2022, when the turnover rate was 4.3 percent, but is significantly lower than the statewide turnover rate of 18.7 percent. It is important to note that in fiscal year 2023, 50.3 percent of the separations in the Law Enforcement occupational category were attributed to retirements.⁵

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

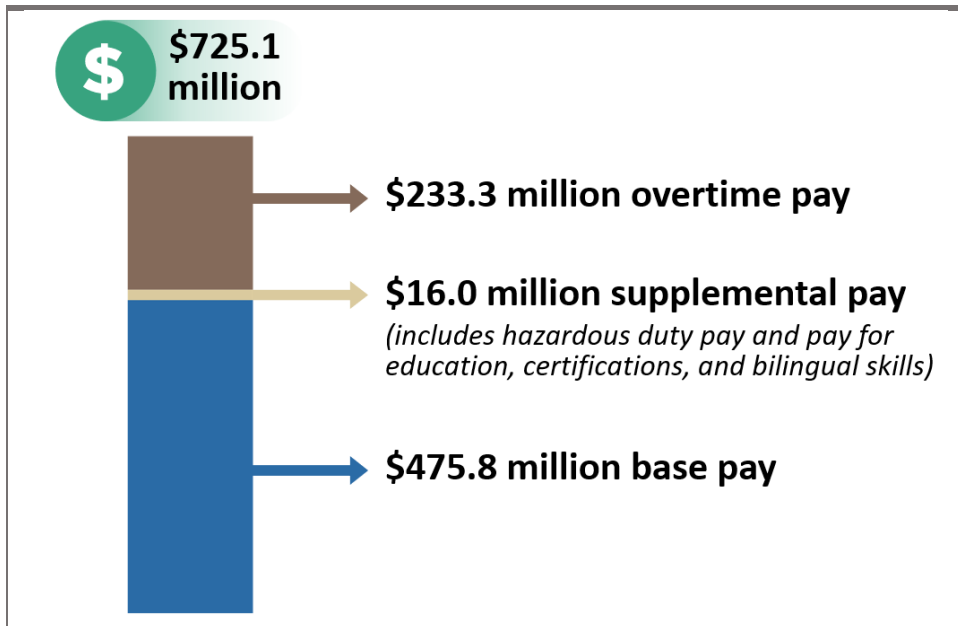
Compensation Expenditures. In fiscal year 2024, base pay, overtime pay, and supplemental pay for state agency Salary Schedule C employees totaled approximately \$725.1 million (see Figure 2 on the next page and [Appendix 6](#) for more information on the State’s compensation expenditures paid for Salary Schedule C employees).⁶ This is an increase from fiscal year 2022, when compensation expenditures totaled approximately \$648.4 million. This increase in expenditures is attributed, in part, to the higher salary rates in Salary Schedule C for fiscal year 2024 compared to fiscal year 2022 and the addition of two groups of employees being paid in accordance with Salary Schedule C (see footnote 3 on the previous page).

⁵ The statewide and Law Enforcement occupational category turnover rates, including the percentage of separations in the Law Enforcement occupational category attributed to retirements in fiscal year 2023, exclude employees who transferred to another State agency or higher education institution because those transfers are not considered losses to the State. For more information about turnover rates in fiscal year 2023, see [An Annual Report on Classified Employee Turnover for Fiscal Year 2023](#) (SAO Report No. 24-702, January 2024).

⁶ Law enforcement positions at higher education institutions were not included in this study because they are not paid in accordance with the Plan. However, information on law enforcement salary ranges as of September 2024 from selected higher education institutions was included as a point of reference (see [Appendix 5](#)).

Figure 2

Summary of State Agency Compensation Expenditures for Salary Schedule C Employees for Fiscal Year 2024



Source: The Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System.

Plan Maintenance. The State Classification Team, located within the State Auditor's Office, 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.⁷ 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.

⁷ 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 I-A Analysis of Direct Compensation

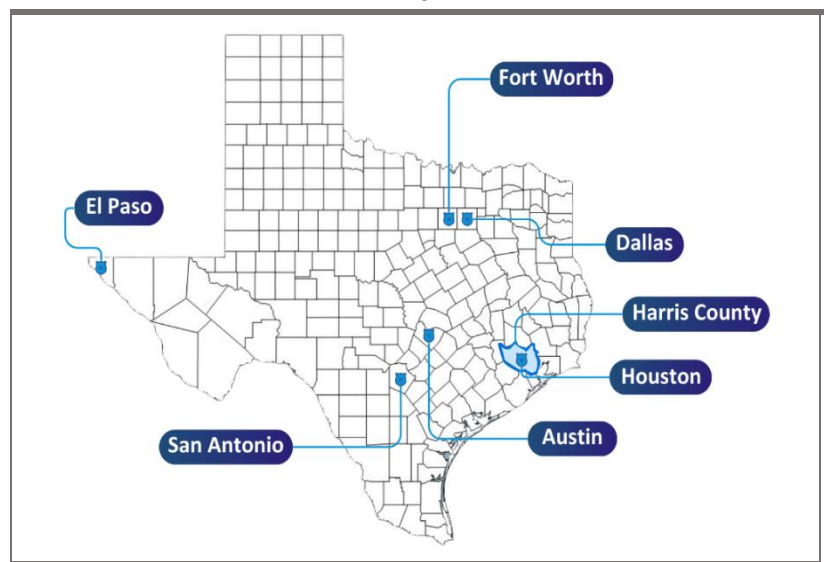
This study compares the State’s direct compensation for law enforcement positions paid in accordance with Salary Schedule C to the direct compensation paid by the seven largest local law enforcement departments in Texas (see department locations in Figure 3). Those departments were:

- 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 (received for work performed) plus supplemental pay (received for education, certifications, and bilingual skills; hazardous duty; longevity; field training officer duty; and/or shift differentials).⁸ Direct compensation does **not** include benefits or retirement, which are considered indirect compensation.

Figure 3

Law Enforcement Department Locations



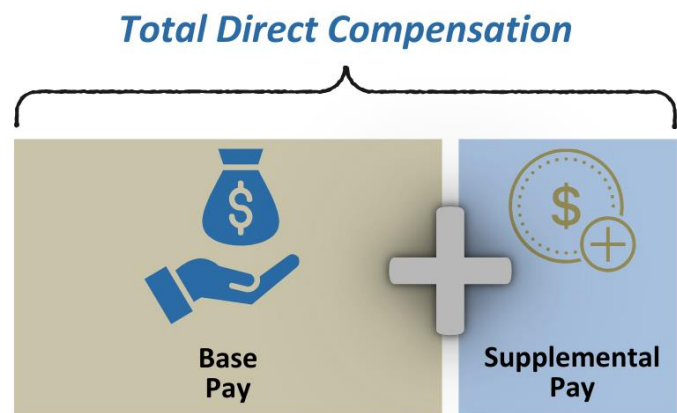
⁸ Supplemental pay components such as pay for education, certifications, and bilingual skills were matched at the maximum level provided by the State to the corresponding supplemental pay components provided by the seven largest local law enforcement departments included in this study. In some cases, the local law enforcement departments provided other supplemental pay components not provided by the State.

The following State job classification titles (and their respective salary groups) were used as benchmark jobs⁹ in comparing the base pay and supplemental pay for the State’s law enforcement positions to the base pay and supplemental pay for the seven largest local law enforcement departments:

- Trooper/Corporal – 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).

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

Figure 4 on the next page presents the detailed information on the **total direct compensation** analysis and ranks the seven largest local law enforcement departments 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. See [Appendix 2](#) for the Salary Schedule C salary ranges.



⁹ Benchmark jobs are job classification titles within the State Position Classification Plan that match the jobs of the local law enforcement departments included in this study in terms of duties, scope, and responsibility.

Figure 4

Ranking of Total 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	\$111,052	\$26,228	\$137,280
2	City of Austin	\$119,227	\$15,875	\$135,102
3	City of San Antonio ^c	\$91,608	\$31,369	\$122,977
4	City of Dallas	\$100,243	\$21,516	\$121,759
5	City of Houston ^d	\$88,884	\$23,342	\$112,226
6	City of El Paso	\$93,678	\$17,338	\$111,016
7	Harris County	\$91,083	\$16,200	\$107,283
	State of Texas ^e	\$98,085	\$6,000	\$104,085

^a 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 do not provide hazardous duty pay. The State provides either certification pay or education pay, but not both. For 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 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 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 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, Investigator III – Office of the Inspector General, State Park Police Officer, and Corporal – Office of the Comptroller.

Sources: State Auditor’s Office’s local law enforcement department survey conducted in June 2024 and the State’s Salary Schedule C in the General Appropriations Act (88th Legislature), Article IX, Section 2.01, page IX-21, for fiscal year 2025.

Chapter 1-B

Maximum Base Pay Analysis

Salary Schedule C is a structured compensation system in which each salary range has a defined minimum and maximum pay level for a given position. These ranges include predefined “salary steps,” with each step representing a gradual increase in salary based on tenure. Employees advance through these steps at regular intervals until they reach the maximum salary within their designated salary range.

The 88th Legislature authorized adjustments to the salary steps within Salary Schedule C (see text box for more information). 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 compared to fiscal year 2022.

Salary Schedule C salary steps may need further adjustments to remain competitive with the seven largest local law enforcement departments in the state.

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 (see text box for more information on the study’s methodology):

- **Maximum base pay for state journey-level law enforcement positions** (for example, Troopers and Game Wardens in salary group C03) is 1.3 percent below the average maximum base pay of the seven largest local law enforcement departments in the state. That is an improvement

Actions and Salary Range Adjustments

The 88th Legislature approved salary increases and salary range adjustments of 5.0 percent or \$3,000 (whichever was greater) for classified employees effective July 1, 2023, and again on September 1, 2024.

Methodology

Under Texas Government Code, Section 654.037(b), the State Auditor’s Office (SAO) is mandated to conduct a survey of local law enforcement departments in Texas that employ more than 1,000 commissioned law enforcement officers. The purpose of this survey is to collect data on the total compensation provided to law enforcement officers by these departments. Before January 1 of each odd-numbered year, the SAO must analyze the survey results and submit a report to the Legislature. This report highlights the highest average total compensation provided to officers employed by the surveyed departments. Consequently, this study’s analysis focuses on compensation provided at the maximum pay levels.

from two years ago, in fiscal year 2022, when the State's maximum base pay for positions in salary group C03 was 3.9 percent below the average maximum base pay of the seven largest local law enforcement departments in the state.¹⁰

- **Maximum base pay for state senior-level law enforcement positions** (for example, Sergeants, Lieutenants, and Captains in salary groups C04, C05, and C06) is 1.8 percent, 0.6 percent, and 0.4 percent, respectively, below the average maximum base pay of the seven largest local law enforcement departments in the state. That is an improvement from two years ago, in fiscal year 2022, when the State's maximum base pay for positions in salary groups C04, C05, and C06 was 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.

It is important to note that some of the local law enforcement departments included in this study provided annual increases in base pay over the past two years in accordance with those departments' meet-and-confer agreements.¹¹ Similar increases are authorized for future years following this study's period for some of those departments. Therefore, in order for Salary Schedule C to remain competitive with those local law enforcement departments, the salary steps in Salary Schedule C may need to be further adjusted.

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

¹⁰ See [A Report on the State's Law Enforcement Salary Schedule \(Salary Schedule C\) for the 2024-2025 Biennium](#) (SAO Report No. 23-702, November 2022) for the maximum base pay comparisons performed in 2022.

¹¹ A meet-and-confer agreement is negotiated between a municipality and its police officers' association or union. In those agreements, annual across-the-board increases are negotiated and awarded. In some cases, across-the-board increases may be awarded for each year that the agreement is in effect.

Figure 5

**Maximum Base Pay Comparison
for Law Enforcement Positions as of June 2024**

Local Law Enforcement Department	Journey Level	Senior Level		
	Police Officer/Corporal/Detective	Sergeant	Lieutenant	Captain
City of Austin	\$119,227	\$129,957	\$149,450	\$172,809
City of Dallas	\$100,243	\$110,649	\$122,136	\$134,815
City of El Paso	\$93,678	\$106,103	\$114,561	\$135,612
City of Fort Worth	\$111,052	\$122,366	\$134,909	\$148,699
City of Houston	\$88,884	\$102,465	\$114,838	\$135,560
City of San Antonio	\$91,608	\$100,092	\$112,116	\$128,640
Harris County	\$91,083	\$91,270	\$101,691	\$117,603
Average Maximum Base Pay	\$99,396	\$108,986	\$121,386	\$139,105
State of Texas Maximum Base Pay (Fiscal Year 2025)	\$98,085 ^a	\$107,038 ^b	\$120,695 ^b	\$138,581 ^b

Comparison ^c	State of Texas maximum base pay is <u>1.3%</u> below the market.	State of Texas maximum base pay is <u>1.8%</u> below the market.	State of Texas maximum base pay is <u>0.6%</u> below the market.	State of Texas maximum base pay is <u>0.4%</u> below the market.
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^a 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, State Park Police Officer, Agent, Investigator III – Office of the Inspector General, and Corporal – Office of the Comptroller.

^b The State of Texas maximum base pay is 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.

^c Market comparison percentages are rounded to the nearest tenth of a percent.

Sources: State Auditor’s Office’s local law enforcement department survey conducted in June 2024 and the State’s Salary Schedule C in the General Appropriations Act (88th Legislature), Article IX, Section 2.01, page IX-21, for fiscal year 2025 (effective September 1, 2024).

Chapter 1-C

Cost of Salary Schedule C Changes

To maintain the market competitiveness of Salary Schedule C, the salary steps in Salary Schedule C would need to be adjusted.

The estimated cost to align the salaries in Salary Schedule C with the market average is approximately \$7.0 million in each year of the 2026-2027 biennium.

Using the methodology outlined in Texas Government Code, Chapter 654,¹² aligning Salary Schedule C with the market average maximum base pay would have an estimated cost to the seven state agencies of approximately \$7.0 million in each year of the 2026–2027 biennium. The majority of that cost would be incurred by the Department of Public Safety. (See Figure 7 on page 13 for a list of the seven state agencies and the annual costs by agency.)

Figure 6 on the next page presents a proposed Salary Schedule C based on the market average maximum base pay analysis (discussed in [Chapter 1-B](#)), along with the corresponding salary rates for Salary Schedule C for fiscal year 2025. Legislative action is required to implement the proposed changes. (See [Figure 11](#) in Chapter 2 for a list of job classification titles and their salary groups included in Salary Schedule C.)

Calculating the Estimated Annual Cost

The estimated annual cost for implementing the recommendations was based on:

- The number of employees in each salary step within the salary groups of the law enforcement salary schedule as of the third quarter of fiscal year 2024 (the quarter ending May 31, 2024).
- The fiscal impact of moving employees to the proposed pay rate at the same placement within the law enforcement salary schedule.

To calculate a more realistic cost estimate, the salary steps and rates for fiscal year 2025 were used since those steps and rates include the 5.0 percent or \$3,000 increase (whichever was greater) that was approved by the 88th Legislature and became effective September 1, 2024.

¹² Texas Government Code, Section 654.037(b), requires the State Auditor’s Office to identify the five local law enforcement departments that employ more than 1,000 commissioned law enforcement officers and that provide the highest average total compensation to law enforcement officers; therefore, the maximum salary levels were used to determine the market average.

Figure 6

***Proposed Salary Schedule C for the 2026–2027 Biennium
(Based on the Market Average Maximum Base Pay Analysis)***


	< 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 Year 2025	\$51,255	Not Applicable				
Proposed	\$51,940					
Salary Group C02 – Including Probationary Trooper						
Fiscal Year 2025	\$55,441	Not Applicable				
Proposed	\$56,182					
Salary Group C03 – Including Trooper						
Fiscal Year 2025	\$65,851	\$80,274	\$85,989	\$89,789	\$93,937	\$98,085
Proposed	\$66,731	\$81,347	\$87,139	\$90,990	\$95,193	\$99,396
Salary Group C04 – Including Sergeant						
Fiscal Year 2025	Not Applicable	\$89,981	\$96,080	\$100,017	\$104,434	\$107,038
Proposed		\$91,619	\$97,829	\$101,837	\$106,335	\$108,986
Salary Group C05 – Including Lieutenant						
Fiscal Year 2025	Not Applicable	\$102,171	\$108,758	\$112,938	\$117,739	\$120,695
Proposed		\$102,756	\$109,381	\$113,584	\$118,413	\$121,386
Salary Group C06 – Including Captain						
Fiscal Year 2025	Not Applicable	\$127,283	\$131,610	\$134,268	\$136,938	\$138,581
Proposed		\$127,765	\$132,108	\$134,776	\$137,456	\$139,105
Salary Group C07 – Including Assistant Commander						
Fiscal Year 2025	Not Applicable	\$132,334	\$133,400	\$135,869	\$138,507	\$141,145
Proposed		\$132,835	\$133,905	\$136,383	\$139,031	\$141,679
Salary Group C08 – Including Commander/Major						
Fiscal Year 2025	Not Applicable	\$149,738	\$149,836	\$149,896	\$149,896	\$149,896
Proposed		\$150,305	\$150,403	\$150,463	\$150,463	\$150,463

Sources: State Auditor’s Office’s local law enforcement department survey conducted in June 2024 and the State’s Salary Schedule C in the General Appropriations Act (88th Legislature), Article IX, Section 2.01, page IX-21, for fiscal year 2025.

Figure 7 presents the annual cost to the seven state agencies to align Salary Schedule C with the market average maximum base pay.

Figure 7

Annual Cost to Align Salary Schedule C with the Market Average (Maximum Base Pay) by Agency and Salary Group

Salary Group ^a	Department of Public Safety	Parks and Wildlife Department	Alcoholic Beverage Commission	Department of Criminal Justice	Office of the Attorney General	Department of Insurance	Office of the Comptroller of Public Accounts	 Total Cost by Salary Group
C01	\$177,504	\$28,784	\$0	\$0	\$0	\$0	\$0	\$206,288
C02	\$166,055	\$24,463	\$12,602	\$0	\$0	\$0	\$0	\$203,120
C03	\$2,450,426	\$500,185	\$142,610	\$12,109	\$0	\$0	\$18,283	\$3,123,613
C04	\$2,369,290	\$86,356	\$40,007	\$215,201	\$269,767	\$31,448	\$21,933	\$3,034,002
C05	\$194,621	\$17,521	\$12,469	\$12,858	\$15,533	\$1,844	\$2,617	\$257,463
C06	\$47,943	\$28,484	\$0	\$2,561	\$7,005	\$1,000	\$498	\$87,491
C07	\$0	\$3,710	\$0	\$0	\$0	\$524	\$0	\$4,234
C08	\$22,694	\$8,510	\$3,404	\$2,269	\$3,403	\$0	\$0	\$40,280
Subtotals	\$5,428,533	\$698,013	\$211,092	\$244,998	\$295,708	\$34,816	\$43,331	\$6,956,491

^a Some agencies have salary groups with a cost of \$0 because there were no employees in those salary groups within the agencies.

Source: State Auditor’s Office analysis.

Chapter I-D

Supplemental Pay Components of Law Enforcement Direct Compensation

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

Supplemental pay is additional compensation given to an employee in addition to their base pay. There are several types of supplemental pay including pay for education, certifications, and bilingual skills, as well as hazardous duty, longevity, field training officer duty, and shift differentials.

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 2024, the State spent approximately **\$8.6 million** on supplemental pay for education, certifications, and bilingual skills for Salary Schedule C employees (see text box for information on the State’s supplemental pay and [Appendix 6](#) for information on the State’s compensation expenditures paid for supplemental pay in fiscal year 2024 for Salary Schedule C employees).

Figure 8 starting on the next page presents the annual supplemental pay for these three categories offered by the seven largest local law enforcement departments and the State as of June 2024.

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 (88th Legislature), Article IX, Section 3.12(b), page IX-25.

Figure 8

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

Education Pay		Commission on Law Enforcement Certification Pay		Bilingual Skills Pay
City of Austin				
Associate’s Degree	\$1,200	Intermediate Certification ^a	Not offered	\$2,100
Bachelor’s Degree	\$2,640	Advanced Certification ^a	Not offered	
Master’s Degree	\$3,600	Master Certification	\$1,800	
City of Dallas				
Associate’s Degree ^b	Varies	Intermediate Certification	\$600	\$1,800 ^c
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 ^d				
Associate’s Degree	\$720	Intermediate Certification	\$360	\$1,500 ^e
Bachelor’s Degree	\$2,160	Advanced Certification	\$720	
Master’s Degree	\$2,880	Master Certification	\$2,880	
City of Houston ^f				
Associate’s Degree	Not offered	Intermediate Certification	\$1,400	\$1,820
Bachelor’s Degree	\$3,640	Advanced Certification	\$3,361	
Master’s Degree	\$6,240	Master Certification	\$8,282	
City of San Antonio ^g				
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 Texas^h				
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 No officer of the City of Austin hired after March 25, 2001, is eligible for intermediate or advanced peace officer proficiency certification pay.

^b 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.

^c 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).

^d The City of Fort Worth also provides education pay for a doctorate in the amount of \$3,600 annually.

^e 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).

^f The City of Houston also provides education pay for a doctorate in the amount of \$8,840 annually.

^g The City of San Antonio also provides education pay for a doctorate in the amount of \$4,200 annually.

^h The General Appropriations Act (88th Legislature), Article IX, Section 3.12(b), page IX-25, 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 June 2024 and the General Appropriations Act (88th Legislature), Article IX, Section 3.12(b), page IX-25, for fiscal years 2024 and 2025.

State Law Enforcement’s Hazardous Duty Pay. State law enforcement officers (Salary Schedule C employees) receive hazardous duty pay if they have completed at least 12 months of “lifetime service credit” by the last day of the preceding month.¹³ 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

¹³ “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.

\$3,600 annually.¹⁴ In fiscal year 2024, the State spent approximately **\$7.4 million** on hazardous duty pay for Salary Schedule C employees (see [Appendix 6](#) for information on the State’s compensation expenditures paid in fiscal year 2024 for hazardous duty pay for Salary Schedule C employees). Longevity pay is not available under this salary schedule.

Local Law Enforcement’s Longevity Pay. Although none of the seven largest local law enforcement departments offer hazardous duty pay, in some cases, they offer pay for assignments that may be considered hazardous or specialized, such as service on a bomb squad, a special weapons and tactics unit, or a dive team. In addition, all seven local law enforcement departments 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 9 presents information on the maximum annual longevity pay offered by the seven largest local law enforcement departments.

Figure 9

Maximum Annual Longevity Pay and Years 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	\$1,500	25 years
City of Fort Worth	\$1,200	25 years
City of Houston	\$1,300	25 years
City of San Antonio	\$16,489	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 June 2024.

¹⁴ 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.

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 10 on the next page presents the annual supplemental pay for these two categories at the seven largest local law enforcement departments included in this study as of June 2024.

Figure 10

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	\$6,516
City of El Paso	\$6,557	\$5,621
City of Fort Worth	\$11,105	\$6,663
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 June 2024.

Additional Incentives

Some additional compensation strategies local law enforcement agencies are implementing to increase recruitment and retention include:

- **Referral, signing, and recruitment bonuses.** Referral, signing, and recruitment bonuses can be used as a strategy to attract new officers and retain current officers.
- **Hiring tenured officers at a corresponding level.** This offers law enforcement agencies the ability to offer experienced candidate pay at a salary step placement based on that officer’s current years of service as a law enforcement officer, not just service with the State.

- **Retention Incentives.** Retention bonuses can be offered to officers who stay for a certain number of years. This may also include a lump sum payment for those employees who complete their probationary period.
- **Shorter amounts of time between steps in terms of years of service.** Currently, the State has a 4-year interval between steps. Some law enforcement agencies offer reduced steps, such as requiring 2 years of service between steps, to help law enforcement officers move faster through the salary ranges.

Chapter 2

Recommended Change 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.

Only one change is recommended for law enforcement job classification titles for the 2026-2027 biennium.

The State Classification Team recommends the **deletion** of the Agent Trainee job classification title at the Alcoholic Beverage Commission due to non-utilization. Legislative action is required to implement this change. There is no cost associated with this change.

Figure 11 presents the Law Enforcement occupational category’s job classification numbers, salary groups, and job classification titles for the 2024–2025 biennium and the proposed job classification numbers, salary groups, and titles for the 2026–2027 biennium.

Figure 11

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

2024–2025 Biennium			Recommended for the 2026–2027 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Office of the Comptroller of Public Accounts ^a						
9880	C01	Investigator I (Trainee), Office of the Comptroller	9880	C01	Investigator I (Trainee), Office of the Comptroller	No change
9881	C02	Investigator II, Office of the Comptroller	9881	C02	Investigator II, Office of the Comptroller	No change

2024–2025 Biennium			Recommended for the 2026–2027 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9882	C03	Corporal, Office of the Comptroller	9882	C03	Corporal, Office of the Comptroller	No change
9883	C04	Sergeant, Office of the Comptroller	9883	C04	Sergeant, Office of the Comptroller	No change
9884	C05	Lieutenant, Office of the Comptroller	9884	C05	Lieutenant, Office of the Comptroller	No change
9885	C06	Captain, Office of the Comptroller	9885	C06	Captain, Office of the Comptroller	No change
Department of Insurance						
9894	C04	Sergeant, Texas Department of Insurance	9894	C04	Sergeant, Texas Department of Insurance	No change
9895	C05	Lieutenant, Texas Department of Insurance	9895	C05	Lieutenant, Texas Department of Insurance	No change
9896	C06	Captain, Texas Department of Insurance	9896	C06	Captain, Texas Department of Insurance	No change
9897	C07	Deputy Chief Investigator, Texas Department of Insurance	9897	C07	Deputy Chief Investigator, Texas Department of Insurance	No change
Department of Public Safety						
9901	C05	Public Safety Inspector I	9901	C05	Public Safety Inspector I	No change
9902	C06	Public Safety Inspector II	9902	C06	Public Safety Inspector II	No change
9905	C04	Pilot Investigator I	9905	C04	Pilot Investigator I	No change
9906	C05	Pilot Investigator II	9906	C05	Pilot Investigator II	No change
9907	C06	Pilot Investigator III	9907	C06	Pilot Investigator III	No change
9908	C07	Pilot Investigator IV	9908	C07	Pilot Investigator IV	No change
9920	C01	Trooper Trainee	9920	C01	Trooper Trainee	No change
9922	C02	Probationary Trooper	9922	C02	Probationary Trooper	No change
9928	C03	Trooper	9928	C03	Trooper	No change
9935	C03	Corporal	9935	C03	Corporal	No change
9940	C04	Sergeant, Public Safety	9940	C04	Sergeant, Public Safety	No change
9941	C05	Lieutenant, Public Safety	9941	C05	Lieutenant, Public Safety	No change
9942	C06	Captain, Public Safety	9942	C06	Captain, Public Safety	No change

2024–2025 Biennium			Recommended for the 2026–2027 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9943	C07	Assistant Commander, Public Safety	9943	C07	Assistant Commander, Public Safety	No change
9944	C08	Commander, Public Safety	9944	C08	Commander, Public Safety	No change
9945	C08	Major, Public Safety	9945	C08	Major, Public Safety	No change
Alcoholic Beverage Commission						
9949	C01	Agent Trainee				<i>Deletion</i>
9950	C02	Probationary Agent	9950	C02	Probationary Agent	No change
9956	C03	Agent	9956	C03	Agent	No change
9960	C04	Sergeant, Alcoholic Beverage	9960	C04	Sergeant, Alcoholic Beverage	No change
9961	C05	Lieutenant, Alcoholic Beverage	9961	C05	Lieutenant, Alcoholic Beverage	No change
9962	C06	Captain, Alcoholic Beverage	9962	C06	Captain, Alcoholic Beverage	No change
9963	C08	Major, Alcoholic Beverage	9963	C08	Major, Alcoholic Beverage	No change
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
9970	C02	Investigator II - Office of the Inspector General	9970	C02	Investigator II - Office of the Inspector General	No change
9971	C03	Investigator III - Office of the Inspector General	9971	C03	Investigator III - Office of the Inspector General	No change
9972	C04	Investigator IV - Office of the Inspector General	9972	C04	Investigator IV - Office of the Inspector General	No change
9973	C05	Regional Supervisor - Office of the Inspector General	9973	C05	Regional Supervisor - Office of the Inspector General	No change
9974	C06	Regional Manager - Office of the Inspector General	9974	C06	Regional Manager - Office of the Inspector General	No change
9975	C07	Multi-Regional Administrator - Office of the Inspector General	9975	C07	Multi-Regional Administrator - Office of the Inspector General	No change
9976	C08	Chief Inspector - Office of the Inspector General	9976	C08	Chief Inspector - Office of the Inspector General	No change

2024–2025 Biennium			Recommended for the 2026–2027 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Parks and Wildlife Department ^b						
9913	C01	State Park Police Officer Trainee (Cadet)	9913	C01	State Park Police Officer Trainee (Cadet)	No change
9914	C02	Probationary State Park Police Officer	9914	C02	Probationary State Park Police Officer	No change
9915	C03	State Park Police Officer	9915	C03	State Park Police Officer	No change
9916	C04	Sergeant, State Park Police Officer	9916	C04	Sergeant, State Park Police Officer	No change
9917	C05	Lieutenant, State Park Police Officer	9917	C05	Lieutenant, State Park Police Officer	No change
9918	C06	Captain, State Park Police Officer	9918	C06	Captain, State Park Police Officer	No change
9919	C08	Major, State Park Police Officer	9919	C08	Major, State Park Police Officer	No change
9980	C01	Game Warden Trainee	9980	C01	Game Warden Trainee	No change
9981	C02	Probationary Game Warden	9981	C02	Probationary Game Warden	No change
9987	C03	Game Warden	9987	C03	Game Warden	No change
9990	C04	Sergeant, Game Warden	9990	C04	Sergeant, Game Warden	No change
9991	C05	Lieutenant, Game Warden	9991	C05	Lieutenant, Game Warden	No change
9992	C06	Captain, Game Warden	9992	C06	Captain, Game Warden	No change
9993	C07	Assistant Commander, Game Warden	9993	C07	Assistant Commander, Game Warden	No change
9994	C08	Commander, Game Warden	9994	C08	Commander, Game Warden	No change
9995	C08	Major, Game Warden	9995	C08	Major, Game Warden	No change
Office of the Attorney General						
9996	C04	Sergeant, Texas Attorney General’s Office	9996	C04	Sergeant, Texas Attorney General’s Office	No change
9997	C05	Lieutenant, Texas Attorney General’s Office	9997	C05	Lieutenant, Texas Attorney General’s Office	No change
9998	C06	Captain, Texas Attorney General’s Office	9998	C06	Captain, Texas Attorney General’s Office	No change
9999	C08	Major, Texas Attorney General’s Office	9999	C08	Major, Texas Attorney General’s Office	No change

2024–2025 Biennium			Recommended for the 2026–2027 Biennium			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change

^a The job classification titles for the Office of the Comptroller of Public Accounts were added to the law enforcement occupational category and Salary Schedule C effective September 1, 2023 (fiscal year 2024).

^b The State Park Police Officer job classification titles for the Parks and Wildlife Department were moved to the law enforcement occupational category and Salary Schedule C effective September 1, 2023 (fiscal year 2024).

Sources: Position Classification Plan in the General Appropriations Act (88th Legislature), Article IX, Section 2.01, pages IX-18 and IX-19, 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, CGAP (Project Manager)
- Taylor Sams, PHR, CIA, CGAP, MBA (Assistant Project Manager)
- Lara Foronda Tai, CCP, PHR, SHRM-CP
- Dana Musgrave, MBA, CFE (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 May 2024 through October 2024.

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 of the seven largest local law enforcement departments in Texas and the base pay for the following State job classification titles, which represent the benchmark jobs for their respective salary groups:

- Trooper/Corporal – 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 June 2024 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:

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

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

- Salary Schedule C as approved by the 88th Legislature for fiscal years 2024 and 2025.
- Information on salary range maximum 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 June 2024.
- Salaries and headcounts of employees in each job classification title within Salary Schedule C as of the third quarter of fiscal year 2024 (the quarter ending May 31, 2024).
- Turnover rate data for each job classification title assigned to Salary Schedule C for fiscal year 2023.
- Requests submitted by agencies with Salary Schedule C employees for changes to the State's Position Classification Plan for the law enforcement occupational category.

To determine the cost for recommendations, the State Classification Team used the number of classified, regular full-time employees in each of the job classification titles as of the third quarter of fiscal year 2024 (the quarter ending May 31, 2024). The estimated cost was calculated by determining the effect of moving those employees to the recommended pay rate at the same placement within the salary schedule. The salary rates in Salary Schedule C for fiscal year 2025 (effective September 1, 2024) were used in this analysis and those salary rates include the pay increases approved by the 88th Legislature. To calculate the recommended costs, 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. This 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 compensation expenditures, including overtime pay, for Salary Schedule C employees. It is important to note that state agencies can continue to update data in the Office of Comptroller of Public Accounts' systems, therefore, previously reported compensation expenditures data may have changed in those systems.

Appendix 2

Law Enforcement Salary Schedule (Salary Schedule C) for Fiscal Years 2024 and 2025

The salary rates presented in Figure 12 and in Figure 13 on the next page were approved by the 88th Legislature effective July 1, 2023, and September 1, 2024. (Figure 11 in Chapter 2 lists the job classification titles assigned to Salary Schedule C.)

Figure 12

Law Enforcement Salary Schedule (Salary Schedule C) Fiscal Year 2024

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	\$48,255					
C02	\$52,441					
C03	\$62,715	\$76,452	\$81,895	\$85,513	\$89,464	\$93,414
C04		\$85,696	\$91,504	\$95,254	\$99,461	\$101,941
C05		\$97,306	\$103,579	\$107,560	\$112,133	\$114,948
C06		\$121,221	\$125,343	\$127,874	\$130,417	\$131,982
C07		\$126,033	\$127,048	\$129,399	\$131,912	\$134,424
C08		\$142,608	\$142,701	\$142,758	\$142,758	\$142,758

Source: General Appropriations Act (88th Legislature), Article IX, Section 2.01, page IX-21.

Figure 13

Law Enforcement Salary Schedule (Salary Schedule C)
Fiscal Year 2025

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	\$51,255					
C02	\$55,441					
C03	\$65,851	\$80,274	\$85,989	\$89,789	\$93,937	\$98,085
C04		\$89,981	\$96,080	\$100,017	\$104,434	\$107,038
C05		\$102,171	\$108,758	\$112,938	\$117,739	\$120,695
C06		\$127,283	\$131,610	\$134,268	\$136,938	\$138,581
C07		\$132,334	\$133,400	\$135,869	\$138,507	\$141,145
C08		\$149,738	\$149,836	\$149,896	\$149,896	\$149,896

Source: General Appropriations Act (88th Legislature), Article IX, Section 2.01, page IX-21.

Appendix 3

Headcounts and Turnover Rates

Figure 14 presents headcounts as of the third quarter of fiscal year 2024 (the quarter ending May 31, 2024) and turnover rates (excluding interagency transfers) for fiscal year 2023 by state agency and law enforcement job classification title.¹⁵

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, 2024	Turnover Rate for Fiscal Year 2023
Department of Public Safety			
Trooper Trainee	C01	259	28.4%
Probationary Trooper	C02	224	5.3%
Trooper	C03	1,899	4.0%
Corporal	C03	299	6.1%
Pilot Investigator I	C04	0	0.0%
Sergeant, Public Safety	C04	1,304	4.7%
Public Safety Inspector I	C05	0	0.0%
Pilot Investigator II	C05	28	0.0%
Lieutenant, Public Safety	C05	261	6.2%
Public Safety Inspector II	C06	0	0.0%
Pilot Investigator III	C06	11	0.0%
Captain, Public Safety	C06	81	13.7%
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	40	10.5%
Subtotals for the Department of Public Safety		4,406	5.5%^a

¹⁵ State agencies can continue to update data in the Office of the Comptroller of Public Accounts' systems; therefore, previously reported data may have changed in those systems.

Job Classification Title	Salary Group	Headcount as of May 31, 2024	Turnover Rate for Fiscal Year 2023
Parks and Wildlife Department – Game Wardens			
Game Warden Trainee	C01	29	22.2%
Probationary Game Warden	C02	23	0.0%
Game Warden	C03	375	4.6%
Sergeant, Game Warden	C04	34	0.0%
Lieutenant, Game Warden	C05	22	0.0%
Captain, Game Warden	C06	47	2.2%
Assistant Commander, Game Warden	C07	7	0.0%
Commander, Game Warden	C08	0	0.0%
Major, Game Warden	C08	12	8.2%
Subtotals for the Parks and Wildlife Department – Game Wardens		549	4.6%^a
Parks and Wildlife Department – State Park Police Officers^b			
State Park Police Officer Trainee (Cadet)	C01	13	Not Applicable
Probationary State Park Police Officer	C02	10	Not Applicable
State Park Police Officer	C03	62	Not Applicable
Sergeant, State Park Police Officer	C04	14	Not Applicable
Lieutenant, State Park Police Officer	C05	5	Not Applicable
Captain, State Park Police Officer	C06	8	Not Applicable
Major, State Park Police Officer	C08	3	Not Applicable
Subtotals for the Parks and Wildlife Department – State Park Police Officers		115	Not Applicable^a
Alcoholic Beverage Commission			
Agent Trainee	C01	0	0.0%
Probationary Agent	C02	17	48.5%
Agent	C03	128	11.4%
Sergeant, Alcoholic Beverage	C04	22	11.2%
Lieutenant, Alcoholic Beverage	C05	19	11.4%
Captain, Alcoholic Beverage	C06	0	0.0%
Major, Alcoholic Beverage	C08	6	0.0%
Subtotals for the Alcoholic Beverage Commission		192	12.5%^a

Job Classification Title	Salary Group	Headcount as of May 31, 2024	Turnover Rate for Fiscal Year 2023
Department of Criminal Justice			
Investigator I, Trainee - Office of the Inspector General	C01	0	0.0%
Investigator II - Office of the Inspector General	C02	0	0.0%
Investigator III – Office of the Inspector General	C03	12	10.8%
Investigator IV – Office of the Inspector General	C04	122	5.2%
Regional Supervisor - Office of the Inspector General	C05	20	0.0%
Regional Manager - Office of the Inspector General	C06	5	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		163	4.7%^a
Office of the Attorney General			
Sergeant, Texas Attorney General’s Office	C04	159	7.1%
Lieutenant, Texas Attorney General’s Office	C05	25	4.0%
Captain, Texas Attorney General’s Office	C06	14	22.6%
Major, Texas Attorney General’s Office	C08	6	0.0%
Subtotals for the Office of the Attorney General		204	7.6%^a
Department of Insurance			
Sergeant, Texas Department of Insurance	C04	19	6.7%
Lieutenant, Texas Department of Insurance	C05	3	29.6%
Captain, Texas Department of Insurance	C06	2	44.4%
Deputy Chief Investigator, Texas Department of Insurance	C07	1	100.0%
Subtotals for the Department of Insurance		25	20.0%^a

Job Classification Title	Salary Group	Headcount as of May 31, 2024	Turnover Rate for Fiscal Year 2023
Office of the Comptroller of Public Accounts ^c			
Investigator I (Trainee), Office of the Comptroller	C01	0	Not Applicable
Investigator II, Office of the Comptroller	C02	0	Not Applicable
Corporal, Office of the Comptroller	C03	19	Not Applicable
Sergeant, Office of the Comptroller	C04	13	Not Applicable
Lieutenant, Office of the Comptroller	C05	4	Not Applicable
Captain, Office of the Comptroller	C06	1	Not Applicable
Subtotals for the Office of the Comptroller		37	Not Applicable ^a
All Agencies			
Law Enforcement Occupational Category Totals		5,691	5.8% ^d

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

^b The Parks and Wildlife Department’s State Park Police Officers were not part of Salary Schedule C or the law enforcement occupational category in fiscal year 2023. In fiscal year 2023, State Park Police Officers were part of Salary Schedule B and the public safety occupational category and had the following turnover rates: State Park Police Officer Trainee (Cadet), 76.9 percent; State Park Police Officer, 6.8 percent; and Captain, State Park Police Officer, 14.3 percent. The Probationary State Park Police Officer; Sergeant, State Park Police Officer; Lieutenant, State Park Officer; and Major, State Park Police Officer job titles had no turnover in fiscal year 2023. State Park Police Officers were added to Salary Schedule C effective September 1, 2023 (fiscal year 2024).

^c The Office of the Comptroller of Public Accounts’ Criminal Investigation Division’s Investigators were not part of Salary Schedule C or the law enforcement occupational category in fiscal year 2023; therefore, turnover rates for fiscal year 2023 are not presented. In fiscal year 2023, the Investigators were part of Salary Schedule B. They were added to Salary Schedule C effective September 1, 2023 (fiscal year 2024).

^d 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 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	\$70,476	30 weeks	60 hours of college credit	No
Parks and Wildlife Department (Game Warden Trainee)	\$51,255	30 weeks	Bachelor's degree	No
Parks and Wildlife Department (State Park Police Officer Trainee (Cadet))	\$51,255	30 weeks	Bachelor's degree	No
Alcoholic Beverage Commission (Probationary Agent) ^e	\$55,441	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)	\$51,255	Not Applicable	Bachelor's degree or qualifying military or law enforcement experience	No
Office of the Comptroller (Investigator I (Trainee))	\$51,255	26 weeks	Bachelor's degree	No
Local Law Enforcement Departments ^f				
City of Austin	\$50,000	32 weeks	High school diploma or GED	No
City of Dallas	\$70,314	52 weeks ^g	45 hours of college credit	No
City of El Paso	\$48,649	36 weeks	High school diploma or GED	No
City of Fort Worth	\$55,536	34 weeks	High school diploma	No
City of Houston	\$42,000	26 weeks	High school diploma	No

State Agency or Local Law Enforcement Department	Entry-level Salary ^a	Time to Next Rank	Minimum Education Requirement ^b	Peace Officer Certification Required?
City of San Antonio	\$56,000	35 weeks	High school diploma or GED	No
Harris County	\$56,752	26 weeks	60 hours of college credit	No

^a Entry-level salaries for state agencies are based on Salary Schedule C for fiscal year 2025. Entry-level salaries for local law enforcement departments were reported through the State Auditor’s Office’s local law enforcement department survey conducted in June 2024.

^b Some state agencies allow substitutions for the stated minimum education requirements.

^c The Office of the Attorney General and the Department of Insurance are not presented in this figure because those agencies hire Salary Schedule C employees starting at the senior-level rank of Sergeant at salary group C04.

^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.

^e The Alcoholic Beverage Commission hires new agents at the rank of Probationary Agent at salary group C02.

^f The information presented for the local law enforcement departments are for the job titles or positions of Trainee, Recruit, or Cadet.

^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.

Sources: Information obtained from the seven largest local law enforcement departments in June 2024 and from state agencies in August 2024.

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 September 2024 from selected higher education institutions as a point of reference (Figure 16).

Figure 16

Law Enforcement Base Pay at Higher Education Institutions as of September 2024

Entry and Journey Levels				
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	\$42,440	\$78,513	\$49,967	\$94,438 ^a
The University of Texas at El Paso	\$28,272	\$42,408	\$46,639	\$91,500 ^b
University of North Texas Health Science Center at Fort Worth	\$51,744	\$77,616	\$56,640	\$84,960 ^c
University of Houston	\$38,100	\$57,200	\$63,141	\$88,879 ^d
The University of Texas at San Antonio ^e	\$45,092	Not Applicable	\$54,462	\$82,900 ^f
Texas A&M University ^g	\$33,363	\$68,162	\$40,706	\$102,482 ^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	\$63,871	\$123,271	\$69,328	\$135,190	Not applicable	
The University of Texas at El Paso	\$66,000	\$99,000	\$85,000	\$127,500	\$93,500	\$140,250
University of North Texas Health Science Center at Fort Worth	\$74,352	\$111,528	\$89,952	\$134,928	\$98,976	\$148,464
University of Houston	\$90,000	\$99,000	\$102,000	\$112,200	\$116,555	\$128,211
The University of Texas at San Antonio	\$77,000	\$88,400	\$86,800	\$98,200	\$99,000	\$110,400
Texas A&M University	\$55,411	\$113,214	\$68,016	\$138,944	Not applicable	

^a The University of Texas at Dallas also has a Police Corporal job title with a salary range maximum of \$103,035.

^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 \$101,808.

^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 Corporal job title.

^g Texas A&M University also has a Police Officer in Training job title, which has a salary range maximum of \$74,589.

^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 September 2024.

Appendix 6

Compensation Expenditures

Figure 17 presents compensation expenditures by state agency for Salary Schedule C employees in fiscal year 2024.

Figure 17

Compensation Expenditures for Salary Schedule C Employees in Fiscal Year 2024^a

Agency	Base Pay	Hazardous Duty Pay	Overtime Pay ^b	Pay for Education, Certifications, and Bilingual Skills	Totals
Department of Public Safety	\$364,605,944	\$5,860,940	\$225,951,469	\$6,472,050	\$602,890,403
Parks and Wildlife Department ^c	\$56,563,941	\$902,380	\$5,605,983	\$1,024,800	\$64,097,104
Office of the Attorney General	\$18,763,896	\$157,880	\$263,393	\$360,600	\$19,545,769
Department of Criminal Justice	\$14,978,076	\$229,780	\$1,278,436	\$261,900	\$16,748,192
Alcoholic Beverage Commission	\$15,599,165	\$226,060	\$239,321	\$324,100	\$16,388,646
Office of the Comptroller of Public Accounts ^d	\$2,972,041	\$28,090	\$0	\$64,250	\$3,064,381
Department of Insurance	\$2,284,752	\$7,070	\$6,314	\$44,150	\$2,342,286
Totals	\$475,767,815	\$7,412,200	\$233,344,916	\$8,551,850	\$725,076,781

^a The amounts presented were extracted from the Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System for fiscal year 2024 (pay periods between September 2023 and August 2024); the amounts were pulled on September 18, 2024, and do not reflect any adjustments made or transactions reported after that date.

^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.

Agency	Base Pay	Hazardous Duty Pay	Overtime Pay ^b	Pay for Education, Certifications, and Bilingual Skills	Totals
<p>^c The amounts presented for the Parks and Wildlife Department includes pay for Game Wardens and State Park Police Officers. State Park Police Officers were first paid in accordance with Salary Schedule C effective September 1, 2023 (fiscal year 2024).</p> <p>^d The amounts presented for the Office of the Comptroller of Public Accounts includes pay for the agency’s Criminal Investigation Division’s Investigators. Those investigators were first paid in accordance with Salary Schedule C effective September 1, 2023 (fiscal year 2024).</p>					

Source: The Office of the Comptroller of Public Accounts’ Standardized Payroll/Personnel Reporting System.

Appendix 7

Overtime Pay

Figure 18 through Figure 23 on the following pages show the trends for fiscal years 2022 through 2024 in overtime pay for Salary Schedule C employees at six state agencies, along with explanations provided by those agencies.¹⁶ The Office of the Comptroller of Public Accounts, which first had Salary Schedule C employees in fiscal year 2024, did not have any overtime pay for those employees.

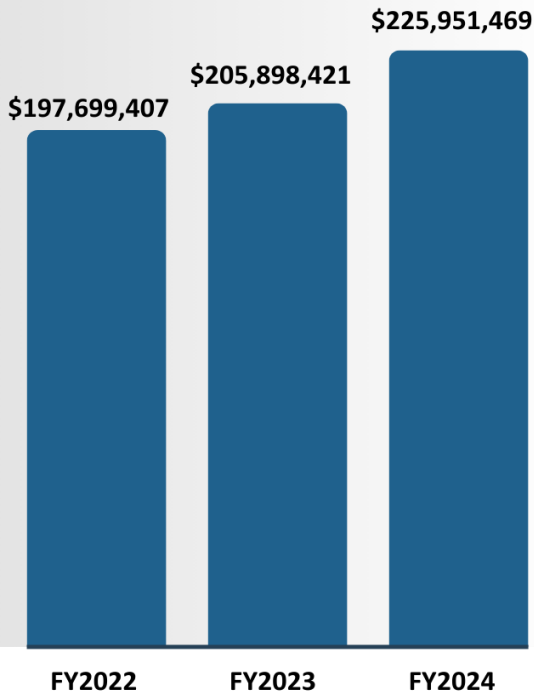
The three-year trends presented in this appendix is based on data from the Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System and information provided by the state agencies (see text box for more information).

Sources

- **For Fiscal Year 2024:** The amounts presented were extracted from the Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System for fiscal year 2024 (pay periods between September 2023 and August 2024); the amounts were pulled on September 18, 2024, and do not reflect any adjustments made or transactions reported after that date.
- **For Fiscal Year 2023:** The amounts presented were extracted from the Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System for fiscal year 2023 (pay periods between September 2022 and August 2023); the amounts were pulled on July 10, 2024, and do not reflect any adjustments made or transactions reported after that date.
- **For Fiscal Year 2022:** The amounts presented were extracted from the Office of the Comptroller of Public Accounts' Standardized Payroll/Personnel Reporting System for fiscal year 2022 (pay periods between September 2021 and August 2022); the amounts were pulled on July 10, 2024, and do not reflect any adjustments made or transactions reported after that date.

¹⁶ 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.

Figure 18



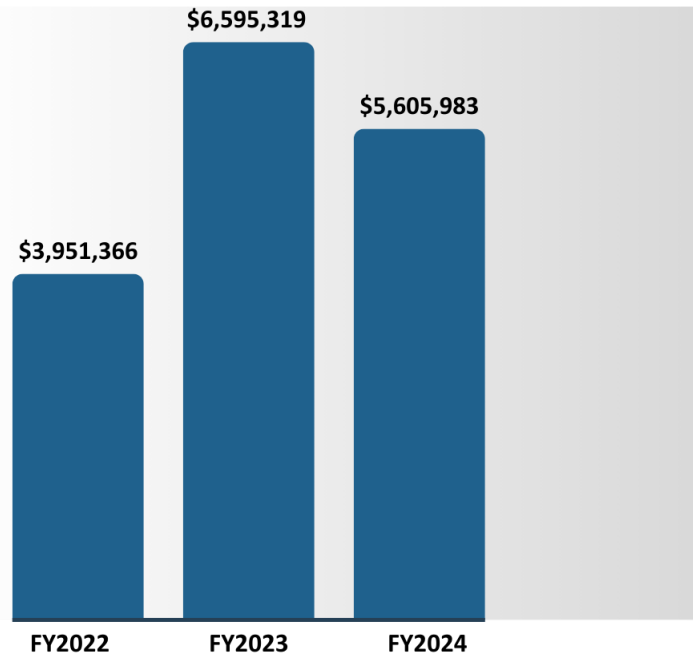
Department of Public Safety

The Department of Public Safety (Department) asserted that the increases in overtime pay from 2022 to 2023 were the result of a 2.7 percent increase in paid overtime hours and the first two months of the 5.0 percent legislative salary increase for Salary Schedule C employees at the end of fiscal year 2023. Additionally, the increases in overtime pay from 2023 to 2024 were the result of the 5.0 percent legislative salary increase effective September 1, 2023, for Salary Schedule C employees and a 4.65 percent increase in paid overtime hours. The increase in paid overtime hours is attributable to the fluctuations associated with ongoing deployments resulting from 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.

Figure 19

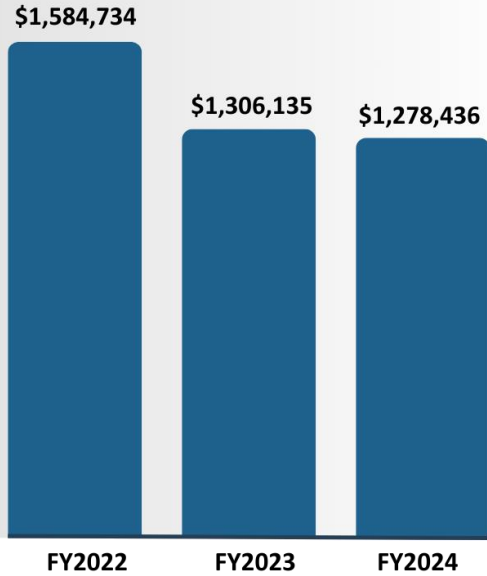
Parks and Wildlife Department ¹⁷

The Parks and Wildlife Department (Department) asserted that overtime paid to Game Warden positions resulted from Game Warden participation in Operation Lone Star border operations. Game Wardens also perform border operations outside of Operation Lone Star by conducting patrols in federal waters as stated in the Joint Enforcement Agreement with the National Oceanic and Atmospheric Administration and conducting patrols as stated in the Deepwater Horizon Agreement for sea turtle restoration work, which also contribute to overtime accrual and payment. The Department also asserted that overtime paid to State Park Police positions resulted from Operation Lone Star Border assignments. Additionally, a small portion of overtime paid represents employees that left the agency and their associated overtime lump sum payment.



¹⁷ The amount presented for the Parks and Wildlife Department for fiscal year 2024 includes overtime pay for Game Wardens and State Park Police Officers. State Park Police Officers were first paid in accordance with Salary Schedule C effective September 1, 2023 (fiscal year 2024).

Figure 20



Department of Criminal Justice

The Department of Criminal Justice asserted that the Office of the Inspector General investigators incurred overtime completing criminal investigations and managing workloads relating to fugitive apprehension and anti-gang multi-agency task force activities.

Figure 21

Alcoholic Beverage Commission

The Alcoholic Beverage Commission asserted that overtime paid in fiscal years 2022, 2023, and 2024 resulted from grant-related and reimbursable activities and included (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 was reimbursed through the Texas Division of Emergency Management and the Texas Department of Transportation.

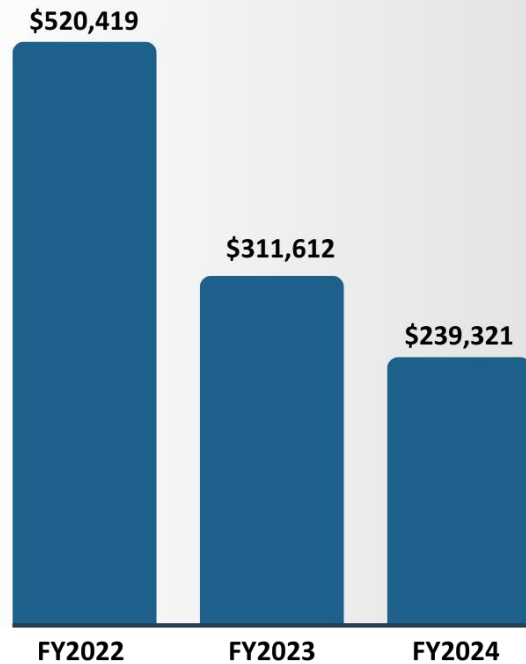
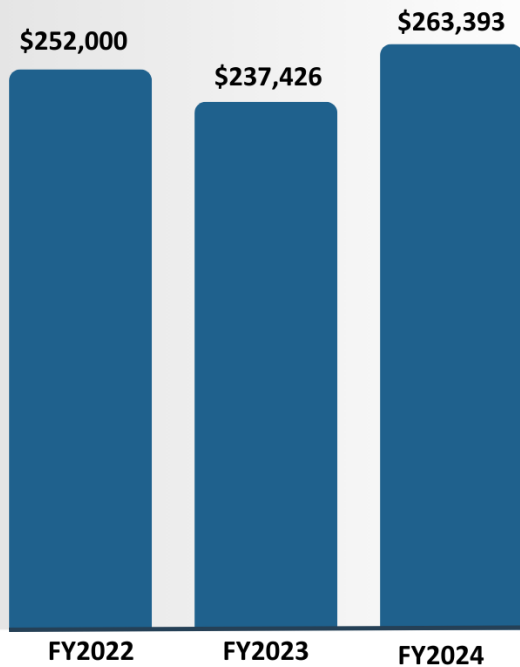


Figure 22



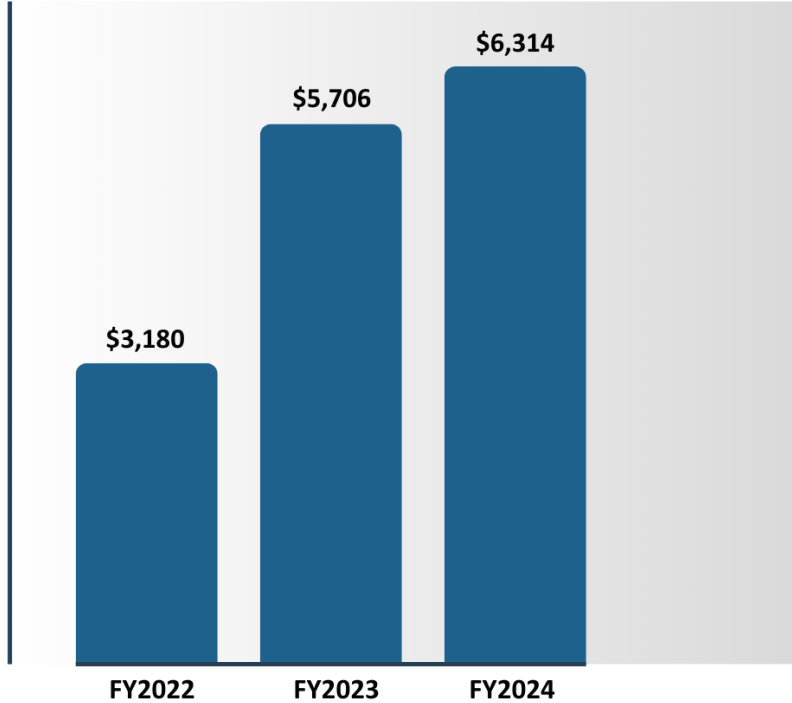
Office of the Attorney General

The Office of the Attorney General (Office) asserted that Peace Officers earn overtime when they are out in the field on active cases and cannot reasonably complete their work by the end of their regular workday. Ending the work abruptly could jeopardize the outcome of the criminal matter. Typical examples include field investigations, surveillance, processing crime scenes, or processing an arrest. The Office asserts that overtime was paid out to Salary Schedule C employees in fiscal years 2022, 2023, and 2024 for the following reasons: (1) payment of overtime leave balances to separating employees; (2) payment of overtime leave to employees that have an overtime balance of more than 240 hours; (3) payment of overtime worked on grant-related projects that allow for paid overtime; and (4) payment of overtime worked on projects related to agreements with third-party entities that allow for paid overtime.

Figure 23

Department of Insurance

The Department of Insurance asserted that overtime was paid for projects related to agreements with third-party entities that allow for paid overtime, and overtime leave balance paydown.





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