

Gifts, Grants, and Donations for Salary Supplement Reporting | TX Govt. Code Chapter 659

The Texas Commission on Law Enforcement does **not** accept or utilize gifts, grants or donations or other consideration from a person that the person designates to be used as a salary supplement for an employee of the agency. Conflict of interest rules are not required in accordance with Texas Government Code 659.0201(c).

Agency Data

Number of Full Time Equivalent Employees for Fiscal Years 2020 and 2021: 53.6

Amount of Legislative Appropriations

	For the Years ending	August 31, 2020	August 31, 2021
General Revenue Fund		\$137,264	\$137,264
Law Enforcement Officer Standards and Education Account No. 116		\$ 3,196,512	\$ 3,290,940
Texas Peace Officer Flag Account No. 5059		7,000	7,000
Appropriated Receipts		<u>702,000</u>	<u>692,000</u>
Total, Method of Financing		\$ 4,042,776	\$ 4,127,204

Executive Salary Methodology

The 86th Legislature increased the Executive Director salary from \$127,833 to \$136,649 effective September 1, 2019. This is a not-to-exceed amount. The salary of the Executive Director is determined by the Agency's governing board up to the not-to-exceed amount. *A Report on Executive Compensation at State Agencies August 2018*, from the State Auditor recommended salary range of \$106,500 to \$171,688 for the Executive Director. This report identified the market average for this position to be \$143,841.

Executive Director Kim Vickers is responsible for determining the compensation of executive staff employed by the agency. Executive staff are not eligible for a salary supplement.

Market Average Compensation for Director III Salaries at State of Texas

Source: Texas State Auditor's Office, *A Biennial Report on The State's Position Classification Plan for the 2020-2021 Biennium*

Market Average Salary \$120,295

Market Average Compensation for General Counsel II Salaries at the State of Texas

Source: Texas Tribune

Market Average Salary \$85,523

Market Average Compensation for Director I Salaries at State of Texas

Source: Texas State Auditor's Office, *A Biennial Report on The State's Position Classification Plan for the 2020-2021 Biennium*

Market Average Salary \$96,669

Average Compensation for Non-Executive Staff

The average compensation paid to employees that are not members of the executive staff is \$48,616 per year.

Percentage Change in Compensation of Executive Staff and Legislative Appropriations

Position	FY 2016	% Change	FY 2017	% Change	FY 2018	% Change	FY 2019	% Change	FY 2020	% Change
Executive Director	117,295	26%	117,295	0%	127,833	9%	127,833	0%	136,649	7%
General Counsel	96,709	3%	96,709	0%	96,709	0%	96,709	0%	101,544	5%
Director	86,254	3%	86,254	0%	86,254	0%	86,254	0%	90,566	5%
Director	86,254	3%	86,254	0%	85,000	-1%	85,000	0%	89,250	5%
Director*	N/A	N/A	N/A	N/A	85,000	0%	85,000	0%	89,250	5%
Director	85,000	18%	85,000	0%	85,000	0%	85,000	0%	89,250	5%
Appropriation	3,613,073	8%	3,912,121	8%	3,699,908	-5%	3,705,317	0%	4,042,776	9%

*Agency did not have this position prior to FY 2018. FY16-20 salaries are annual base salary as of August 31 of the fiscal year indicated. FY20 amounts are as of January 2020. In FY16 employees received a 2.5% increase to offset a higher pension contribution rate. In FY20 employees received a 5% increase.