

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 2016 and 2017: 50.6 and 53.6

Amount of Legislative Appropriations

	For the Years ending	August 31, 2016	August 31, 2017
Law Enforcement Officer Standards and Education Account No. 116		\$ 3,050,823	\$ 3,433,871
Texas Peace Officer Flag Account No. 5059		250	250
Appropriated Receipts		<u>562,000</u>	<u>478,000</u>
Total, Method of Financing		\$ 3,613,073	\$ 3,912,121

Executive Salary Methodology

The 84th Legislature increased the Executive Director salary from \$93,443 to \$117,295 effective September 1, 2016. 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 2016*, from the State Auditor recommended salary range of \$117,294 to \$171,688 for the Executive Director. This report identified the market average for this position to be \$142,037.

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 2018-2019 Biennium*

Market Average Salary \$119,179

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

Source: Texas Tribune

Market Average Salary \$95,799

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 2018-2019 Biennium*

Market Average Salary

\$91,363

Average Compensation for Non-Executive Staff

The average compensation paid to employees that are not members of the executive staff is \$47,787 per year.

Percentage Change in Compensation of Executive Staff and Legislative Appropriations

Position	FY 2013	% Change	FY 2014	% Change	FY 2015	% Change	FY 2016	% Change	FY 2017	% Change
Executive Director	88,000	0%	93,443	6%	93,443	0%	117,295	26%	117,295	0%
General Counsel	85,000	0%	92,500	9%	94,350	2%	96,709	3%	96,709	0%
Director	75,000	0%	82,500	10%	84,150	2%	86,254	3%	86,254	0%
Director	75,000	0%	82,500	10%	84,150	2%	86,254	3%	86,254	0%
Director*	N/A	N/A	N/A	N/A	70,000	0%	85,000	21%	85,000	0%
Appropriation	2,826,755	2%	3,301,285	17%	3,334,963	1%	3,613,073	8%	3,912,121	8%

*Agency did not have this position prior to FY 2014. FY13-16 salaries are annual base salary as of August 31 of the fiscal year indicated. FY17 amounts are as of December 2016. In FY14 employees received a 1% increase or minimum of \$50 a month. In FY15 employees received a 2% increase or minimum of \$50 a month. In FY16 employees received a 2.5% increase to offset a higher pension contribution rate.