



**TEXAS**  
Department of Family  
and Protective Services

**DFPS Staff Compensation Report**

**In Accordance With:**

**Texas Government Code, Section 659.026**

**December 31, 2019**

## Executive Summary

As required by Section 659.026 of Texas Government Code, certain executive and non-executive compensation information must be made available to the public on the agency's internet website. In order to comply with this requirement, the following compensation information on the Department of Family and Protective Services (DFPS) employees is reported.

As of August 30<sup>th</sup>, 2019, DFPS employed 12,324.3 full-time equivalent employees (FTEs). An FTE is a unit equivalent to an employee working an eight-hour day. The total work hours used to calculate FTEs may come from full-time or part-time positions.

### Appropriations

As reported in Article II of the General Appropriations Act (GAA), the agency received the following legislative appropriations for each fiscal year of the current biennium:

Method of Financing	FY 2018	FY 2019
General Revenue Fund	\$1,160,099,072	\$1,154,523,892
Federal Funds	\$870,448,008	\$888,799,233
Other Funds	\$7,760,588	\$7,760,588
Total Method of Financing	\$2,038,307,668	\$2,051,083,713

## Executive Salary Determination Methodology

### Non-Classified Executive Staff

The annual compensation for the agency's Commissioner is legislatively set in Article II of the General Appropriations Act at \$231,893 and falls within Salary Group 7 (for positions exempt from the State's Position Classification Plan). In addition, pursuant to Article IX, Section 3.04 of the 2018-2019 General Appropriations Act, the Office of the Governor may authorize the Commissioner of DFPS to receive a rate of compensation within the appropriate exempt salary group schedule.

As reported in the State Auditor's Office (SAO) [Report on Executive Compensation at State Agencies](#) (August 2018, Report No. 18-705), the SAO provides the legislature with recommended salary ranges for executive officer positions, based on an analysis of:

- executive officer salaries and assigned salary groups;

- the amount of annual appropriations for the agency;
- the number of authorized full-time equivalent employees at the agency;
- market average compensation for similar executive positions;
- the agency's mission;
- salaries of classified employees; and
- specialized education required for the position.

To obtain the market average compensation for similar executive positions, the SAO reviewed data from public, nonprofit, and private sector salary sources, and sent salary surveys to populous states outside of Texas, quasi-governmental agencies, and major Texas cities and counties.

Through this methodology, the SAO reported the market average for the DFPS Commissioner as \$265,059.

### **Classified Executive Staff**

The annual compensation of executive staff in classified positions is determined by the agency commissioner based on a number of factors, including the complexity of the work performed, skill and experience requirements, education required, budget and staff oversight, and the internal relationship to comparable positions in the agency. In addition, the agency monitors and reviews these positions to ensure that proper reporting relationships are maintained.

The minimum and maximum salary ranges for these positions are specified in the State's Position Classification Plan in Article IX of the General Appropriations Act. As reported in the SAO Biennial Report on the State's Position Classification Plan for the 2020-2021 Biennium (October 2018, Report No. 19-702), the SAO conducts market analyses and recommends changes to the legislature when established salary ranges are identified as no longer equitable or competitive. To conduct this analysis and review, the SAO collected market data from multiple salary survey sources for positions representative of the work performed in state government.

Please note that the agency's executive staff are not eligible for a salary supplement.

### **Market Average for Executive Staff**

For the purpose of conducting a comparison of market average compensation of similar executive staff in the private and public sectors, the following table provides the annual state and national wages for public and chief executives, based on the Bureau of Labor Statistics data for Standard Occupational Code 11-1011.00, Chief Executives. The percentile wage

estimate is the value of a wage below which a certain percent of employees fall:

**May 2018\* Salary Data Average**

Location	10 <sup>th</sup> Percentile	25 <sup>th</sup> Percentile	Salary	75 <sup>th</sup> Percentile	90 <sup>th</sup> Percentile
United States	\$68,360	\$115,960	\$189,600	\$--	\$--
Texas	\$108,040	\$167,070	\$239,680	\$--	\$--

\*Reflects most recent data available.

The following table provides market average data for state agency executive staff in Texas based on October 2018 data provided by the Texas State Auditor’s Office.

Level	Class Title	Market Average
1	Director I	\$96,669
2	Director II	\$106,930
3	Director III	\$120,295
4	Director IV	\$136,639
5	Director V	\$150,247
6	Director VI	Market Data Not Available
7	Director VII	Market Data Not Available
8	Deputy Director I	\$190,039

\*Salaries are annual rates.

\*\*SAO: [A Biennial Report on the State's Position Classification Plan for the 2020-21 Biennium](#)

**Non-Executive Staff Compensation**

The average salary for non-executive staff on November 5<sup>th</sup>, 2019 was \$53,275.

## Executive Salaries Compared to Appropriations

The following table shows the percentage change in DFPS' legislative appropriations between FY 2015 and FY2019.

Fiscal Year	Appropriation	Difference From Prior FY
FY21	\$ 2,233,349,693	1.8%
FY20	\$ 2,194,601,116	7.0%
FY19	\$ 2,051,083,713	0.6%
FY18	\$ 2,038,307,668	16.8%
FY17	\$ 1,745,667,131	0.2%
FY16	\$ 1,741,519,091	13.8%
FY15	\$ 1,530,397,838	

The following table shows the percentage changes in DFPS' executive salaries between FY 2015 and FY 2019.

Position	FY2015 Salary / % Change	FY2016 Salary / % Change	FY2017 Salary / % Change	FY2018 Salary / % Change	FY2019 Salary / % Change
Commissioner	\$210,000.00 0%	\$230,523.00 9.77%	\$219,999.99 -4.56%	\$219,999.99 0%	\$219,999.99 0%
Deputy Commissioner	\$147,703.68 1.97%	\$176,200.08 19.29%	\$148,984.56 -5.44%	\$154,397.04 3.63%	\$178,193.16 15.41%
Chief of Staff	\$ <sup>1</sup> *---	\$ <sup>1</sup> *---	\$119,642.28 0%	\$147,540 23.31%	\$170,131.2 15.31%
CPI Associate Commissioner	\$ <sup>2</sup> ---	\$ <sup>2</sup> ---	\$ <sup>2</sup> ---	\$145,140 0%	\$159,945.24 10.20%
CPS Associate Commissioner	\$147,186.84 9.97%	\$173,906.88 18.15%	\$173,906.88 0%	\$174,146.88 .13%	\$174,146.88 0%
APS Associate Commissioner	\$89,654.28 5.42%	\$92,081.52 2.70%	\$121,953 32.44%	\$134,791.32 10.52%	\$148,006.44 9.8%
SWI Associate Commissioner	\$102,877.80 5.60%	125,640.96 22.12%	125,880.96 .19%	\$130,141.68 3.38%	\$143,255.04 10.07%
PEI Associate Commissioner	\$ <sup>3</sup> ---	\$129,900.72 0%	\$130,140.72 .18%	\$134,620.08 3.44%	\$148,394.04 10.23%

<sup>1</sup> Chief of Staff position created November 1, 2016.

<sup>2</sup> CPI Associate Commissioner position created September 1, 2017.

<sup>3</sup> PEI Associate Commissioner position created December 1, 2015.

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<b>Assistant Deputy Commissioner</b>	\$155,730 2.14%	\$176,200.08 13.14%	\$121,920 -30.80%	\$121,920 0%	\$134,160 10.03%
<b>General Counsel</b>	\$135,960 -1%	\$139,575 2.65%	\$121,680 -2.82%	\$126,120 3.64%	\$138,810.24 10.06%
<b>Chief Financial Officer</b>	\$156,591.96 1.94%	\$155,504.28 -.69%	\$155,504.28 0%	\$168,240 8.18%	\$185,400.24 10.19%
<b>Chief Operating Officer</b>	\$135,000 1.96%	\$138,555 2.63%	\$144,680.64 4.42%	\$144,680.64 0%	\$144,680.64 0%
<b>Internal Audit Director</b>	\$115,000.08 4.31%	\$117,875.04 2.49%	\$118,115.04 .20%	\$122,240.64 3.49%	\$134,946 10.39%