

**TEXAS DEPARTMENT OF CRIMINAL JUSTICE**  
**Report on Staff Compensation, Pursuant to House Bill 12, 83rd Legislature**

**Number of Authorized FTEs**

FY 2020	39,466.4
FY 2021	39,459.4

**Amount of legislative appropriations for each fiscal year of the current biennium**

Budgeted FY 2020: \$	3,485,674,914
Budgeted FY 2021: \$	3,413,163,942

**Average compensation paid to employees employed by the agency who are not executive staff**

<u>Average Non- Executive Salary</u>	
FY 2020: \$	46,505

For additional TDCJ information, see also the SAO Legislative Workforce Summary for the agency at the following link:  
<http://www.hr.sao.texas.gov/Publications/WFSummaries/WorkforceAnalysis/2020/696-2020.pdf>

**Agency's methodology, including any employment market analysis, for determining the compensation of executive staff, along with the name and position of the person who selected the methodology**

The salary for the agency's executive director, which is an exempt position listed under the agency's bill pattern within the General Appropriations Act, is determined by the legislature. Salaries for other executive staff, which are classified positions in the State's Position Classification Plan, are determined by the executive director (Bryan Collier), who sets each salary within the minimum and maximum salary range established for each position. When determining the salary rate for executive staff, various factors are considered, primarily the operational responsibilities of the position in carrying out the agency mission.

See also the following links to the State Auditor's Office (SAO) reports on *Executive Compensation at State Agencies* and *The State's Position Classification Plan for the 2020-2021 Biennium* :

<http://www.sao.texas.gov/reports/main/20-706.pdf>

<http://www.sao.texas.gov/reports/main/19-702.pdf>

**Whether executive staff are eligible for a salary supplement**

No. Texas Government Code Section 659.020 states: "A state employee employed by a state agency as defined by Section 658.001 whose exempt position is classified under Chapter 654 or whose position is funded by the General Appropriations Act may not receive a salary supplement from any source unless a specific grant of authority to do so is provided by the General Appropriations Act or other law." No such authority has been provided for TDCJ employees.

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**Market average for compensation of similar executive staff in the private and public sectors**

- 1) *Executive Compensation at State Agencies* - <http://www.sao.texas.gov/reports/main/20-706.pdf>
- 2) *The State's Position Classification Plan for the 2020-2021 Biennium* - <http://www.sao.texas.gov/reports/main/19-702.pdf>
- 3) Legislative Workforce Summaries for each agency prepared by the State Auditor's Office - To access these reports go to the following link, sort by agency name, and click on the agency's report:  
<http://www.hr.sao.texas.gov/WorkforceAnalysis/Summaries>
- 4) *Government Salaries Explorer* - prepared by the Texas Tribune, with data obtained from the Comptroller, July 2021

**Percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years**

**Salaries of Executive Management**

Title	FY 2016	% Inc	FY 2017	% Inc	FY 2018	% Inc	FY 2019	% Inc	FY 2020	% Inc	FY 2021
Executive Director	\$ 266,500	0.00%	\$ 266,500	0.00%	\$ 266,500	0.00%	\$ 266,500	3.38%	\$ 275,501	0.00%	\$ 275,501
Health Services Division Director	\$ 409,275	7.00%	\$ 437,924	5.00%	\$ 459,821	5.00%	\$ 482,812	3.70%	\$ 500,676	0.00%	\$ 500,676
Deputy Executive Director	\$ 167,803	0.00%	\$ 167,803	9.00%	\$ 182,905	9.00%	\$ 199,367	0.00%	\$ 199,367	0.00%	\$ 199,367
Chief Financial Officer	\$ 167,803	0.00%	\$ 167,803	9.00%	\$ 182,905	9.00%	\$ 199,367	0.00%	\$ 199,367	0.00%	\$ 199,367
Correctional Institutions Division Director	\$ 167,803	0.00%	\$ 167,803	3.00%	\$ 172,837	6.00%	\$ 183,207	0.00%	\$ 183,207	0.00%	\$ 183,207
Information Technology Division Director	\$ 156,616	0.00%	\$ 156,616	3.00%	\$ 161,314	5.00%	\$ 169,380	0.00%	\$ 169,380	0.00%	\$ 169,380
Facilities Division Director	\$ 148,880	0.00%	\$ 148,880	3.00%	\$ 153,347	5.00%	\$ 161,014	5.20%	\$ 169,380	0.00%	\$ 169,380
General Counsel	\$ 151,716	0.00%	\$ 151,716	3.00%	\$ 156,267	3.00%	\$ 160,956	11.83%	\$ 180,000	0.00%	\$ 180,000
Parole Division Director	\$ 134,864	0.00%	\$ 134,864	6.61%	\$ 143,772	7.36%	\$ 154,352	7.02%	\$ 165,193	0.00%	\$ 165,193
Community Justice Assistance Division Director	\$ 129,935	0.00%	\$ 129,935	6.50%	\$ 138,384	9.00%	\$ 150,838	0.00%	\$ 150,838	0.00%	\$ 150,838
Chief of Staff	\$ 125,751	0.00%	\$ 125,751	5.00%	\$ 132,038	7.00%	\$ 141,281	3.40%	\$ 146,085	0.00%	\$ 146,085
Private Facility Contract Monitoring/Oversight Division Director	\$ 120,054	-3.16%	\$ 116,254	8.00%	\$ 125,555	13.00%	\$ 141,877	0.00%	\$ 141,877	0.00%	\$ 141,877
Administrative Review & Risk Management Division Director	\$ 116,254	0.00%	\$ 116,254	8.00%	\$ 125,555	8.00%	\$ 135,599	0.00%	\$ 135,599	0.00%	\$ 135,599
Human Resources Division Director	\$ 116,254	0.00%	\$ 116,254	8.00%	\$ 125,555	8.00%	\$ 135,599	0.00%	\$ 135,599	0.00%	\$ 135,599
Manufacturing, Agribusiness & Logistics Division Director	\$ 116,254	5.00%	\$ 122,067	8.00%	\$ 131,832	8.00%	\$ 142,379	0.00%	\$ 142,379	0.00%	\$ 142,379
Reentry & Integration Division Director	\$ 116,254	0.00%	\$ 116,254	8.00%	\$ 125,555	8.00%	\$ 135,599	0.00%	\$ 135,599	0.00%	\$ 135,599
Rehabilitation Programs Division Director	\$ 116,254	0.00%	\$ 116,254	8.00%	\$ 125,555	8.00%	\$ 135,599	0.00%	\$ 135,599	0.00%	\$ 135,599
Training and Leader Development Director						0.00%	\$ 141,600	0.00%	\$ 141,600	0.00%	\$ 141,600
Victim Services Division Director	\$ 116,254	0.00%	\$ 116,254	8.00%	\$ 125,555	8.00%	\$ 135,599	0.00%	\$ 135,599	0.00%	\$ 135,599

**Appropriations**

	FY 2016	% Inc	FY 2017	% Inc	FY 2018	% Inc	FY 2019	% Inc	FY 2020	% Inc	FY 2021
Budgeted Amounts (in millions)	\$ 3,374.3	0.88%	\$ 3,403.9	-2.10%	\$ 3,332.3	-1.35%	\$ 3,287.3	6.04%	\$ 3,485.7	-2.08%	\$ 3,413.2