Full-Time Equivalent (FTE) Employees

The agency’s full-time equivalent (FTE) employee limitation remained the same in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had a decrease of 1.5 (2.2 percent) in the total number of FTEs.

Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (10.0 percent) was lower than the statewide turnover rate (18.6 percent) and lower than the turnover rate of Article IV agencies (10.4 percent) during fiscal year 2020. The fiscal year 2020 agency turnover rate including employees who transferred to another state agency or higher education institution was 13.3 percent.

Compensation Information

The average agency salary of $82,420 in fiscal year 2020 represented an increase of 7.6 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 20.4 percent of employees were paid below the midpoint of the salary range in which they were assigned. Total agency expenditures for salaries and benefits were higher compared with fiscal year 2016.
Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for state agencies a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of agency employees.

In fiscal year 2020, the agency's total percent of veterans employed was lower than the statewide average and had decreased since fiscal year 2019.

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**Veteran Employment**

Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for state agencies a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of agency employees.

In fiscal year 2020, the agency's total percent of veterans employed was lower than the statewide average and had decreased since fiscal year 2019.

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**Fiscal Year 2020 Workforce Demographics**

On average, employees at the agency were 46.3 years old and had 10.0 years of agency length of service. Of the agency's employees, 66.2 percent were 40 years old or older, and 42.9 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 35.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

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**Classification Compliance Audit**

During the past two years, this agency was not selected as part of our office's classification compliance audits.

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**Job Classifications**

In fiscal year 2020, the majority (79.2 percent) of employees were classified in the following job titles: Attorney (43.3 percent), Court Law Clerk (15.8 percent), Executive Assistant (15.0 percent), and Deputy Clerk (5.0 percent).

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**Fiscal Year 2020 Major Occupational Categories**

- Legal, 72.5%
- Administrative Support, 20.0%
- Accounting, Auditing, and Finance, 3.3%
- Program Management, 2.5%
- Other, 1.7%

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**Agency Job Classifications**

During the past two years, this agency was not selected as part of our office's classification compliance audits.

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Job classification and demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.

Percentages may not sum exactly due to rounding.