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 no change in the total number of FTEs.

Excluding interagency transfers, the turnover rate within the agency (0.0 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 0.0 percent.

The average agency salary of $89,815 in fiscal year 2020 represented an increase of 3.5 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 18.8 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.

Note: With the exception of the chief justice, the average salary is for classified regular, full-time employees only.

Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (0.0 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 0.0 percent.

Compensation Information

The average agency salary of $89,815 in fiscal year 2020 represented an increase of 3.5 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 18.8 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.

Note: With the exception of the chief justice, the average salary is for classified regular, full-time employees only.
In fiscal year 2020, employees were classified in the following job titles: Attorney (50.0 percent), Chief Deputy Clerk (16.7 percent), Legal Assistant (16.7 percent), Clerk of the Court (8.3 percent), and Executive Assistant (8.3 percent).

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

On average, employees at the agency were 55.0 years old and had 15.5 years of agency length of service. Of the agency’s employees, 91.7 percent were 40 years old or older, and 2.1 percent had fewer than 5 years of agency length of service.

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.

No veterans were employed by the agency in fiscal years 2016, 2017, 2018, 2019, and 2020.

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**Veteran Employment**

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