Employee Turnover\textsuperscript{a}

Excluding interagency transfers, the turnover rate within the agency (8.5 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 17.0 percent.

Compensation Information\textsuperscript{a}

The average agency salary of $56,036 in fiscal year 2020 represented an increase of 4.9 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 81.1 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.

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 an increase of 0.7 (6.8 percent) in the total number of FTEs.
In fiscal year 2020, the employees were classified in the following job titles: Librarian (42.6 percent), Library Assistant (23.4 percent), Manager (8.5 percent), Accountant (8.5 percent), Web Administrator (8.5 percent), and Staff Services Officer (8.5 percent).

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

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.