

# 305 - General Land Office

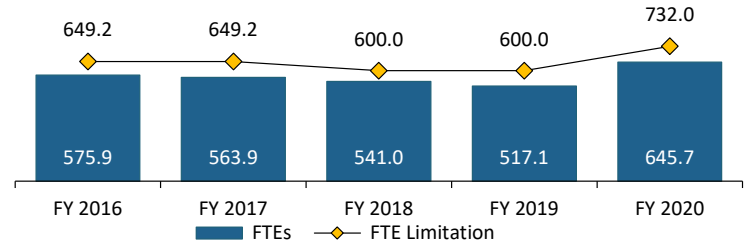
Workforce Summary Document prepared by the State Auditor's Office.  
Based on information self-reported by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees <sup>a</sup>

The agency's full-time equivalent (FTE) employee limitation increased by 22.0 percent to 732.0 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had an increase of 69.8 (12.1 percent) in the total number of FTEs. Additionally, in fiscal years 2016, 2017, 2018, 2019, and 2020, the agency employed 4.0, 4.4, 43.8, 113.6, and 14.8 federally funded FTEs, respectively. Those FTEs do not count toward the FTE limitation.

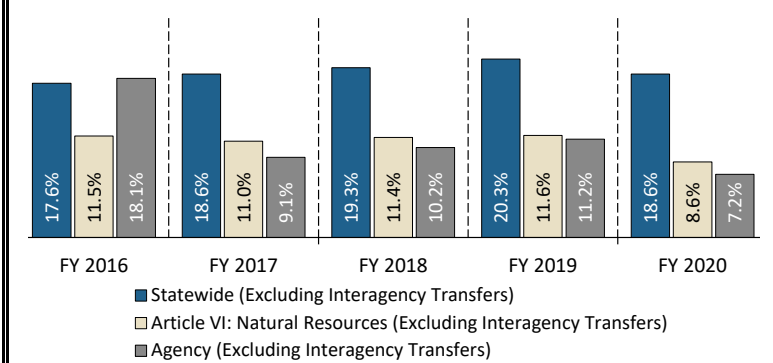
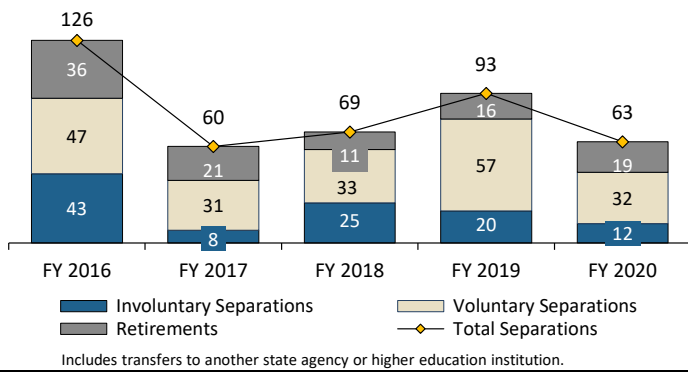
### FTEs Below/Above FTE Limitation

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FTE Limitation	649.2	649.2	600.0	600.0	732.0
Number Below or Above Limitation	-73.3	-85.3	-59.0	-82.9	-86.3
Percent Above or Below Limitation	-11.3%	-13.1%	-9.8%	-13.8%	-11.8%



## Employee Turnover <sup>b</sup>

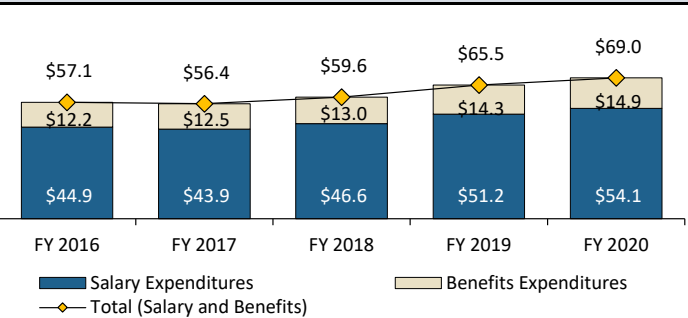
Excluding interagency transfers, the turnover rate within the agency (7.2 percent) was lower than the statewide turnover rate (18.6 percent) and lower than the turnover rate of Article VI agencies (8.6 percent) during fiscal year 2020. The fiscal year 2020 agency turnover rate including employees who transferred to another state agency or higher education institution was 9.2 percent.



## Compensation Information <sup>b</sup>

The average agency salary of \$79,398 in fiscal year 2020 represented an increase of 9.5 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 21.3 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.

### Salary and Benefits Expenditures (in Millions)



### Average Salary Trends

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Commissioner	\$ 140,938	\$ 140,938	\$ 140,938	\$ 140,938	\$ 140,938
Agency Average	\$ 72,484	\$ 74,325	\$ 77,034	\$ 78,150	\$ 79,398
Article Average	\$ 56,766	\$ 57,626	\$ 58,320	\$ 59,018	\$ 60,614
Statewide Average	\$ 45,365	\$ 46,475	\$ 47,506	\$ 47,994	\$ 49,500

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

### Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2019		Fiscal Year 2020	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	126	\$ 359,054	163	\$ 453,657
Merits	353	\$ 499,378	365	\$ 478,396
One-Time Merits	58	\$ 566,132	73	\$ 729,000
Equity Adjustments	0	\$ 0	2	\$ 10,363
Reclassifications	31	\$ 42,851	20	\$ 11,467
<b>Totals</b>	<b>568</b>	<b>\$ 1,467,415</b>	<b>623</b>	<b>\$ 1,682,883</b>

### Salary Range Distribution <sup>c</sup>

	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	35.50	12.0%	88.0%
Salary Schedule B	643.50	21.8%	78.2%
<b>Totals</b>	<b>679.00</b>	<b>21.3%</b>	<b>78.7%</b>

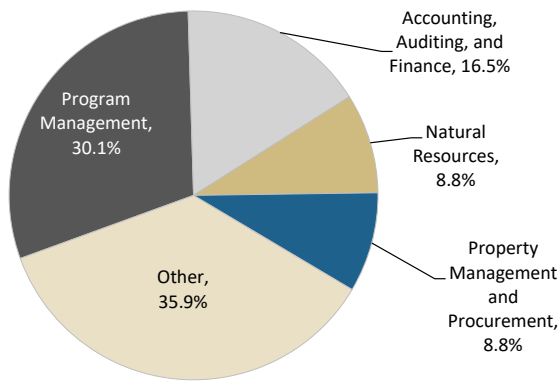
<sup>a</sup> During fiscal year 2018, the agency's increase in federally funded FTEs was related to (1) Federal Emergency Management Agency grant funding for a new short-term housing program in response to those impacted by Hurricane Harvey and (2) a new Community Development Block Grant from the U.S. Department of Housing and Urban Development. Those grants funded new long-term housing and infrastructure projects as well as the administration of Hurricane Harvey-related disaster recovery efforts.

<sup>b</sup> Turnover and salary trends information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Unless otherwise indicated, the data reported is for classified regular, full-time and part-time employees. Salary and benefit information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Accounting System.

<sup>c</sup> Includes classified regular, full-time employees only. The total percentage for salary range distribution is not the sum of salary schedules A and B percentages.

## Job Classifications<sup>d e</sup>

### Fiscal Year 2020 Major Occupational Categories



### Agency Job Classifications

In fiscal year 2020, the majority (52.5 percent) of employees were classified in the following job titles: Program Specialist (10.7 percent), Director (9.6 percent), Natural Resources Specialist (8.1 percent), Manager (6.3 percent), Grant Coordinator (5.7 percent), Accountant (4.9 percent), Auditor (4.1 percent), and Administrative Assistant (3.1 percent).

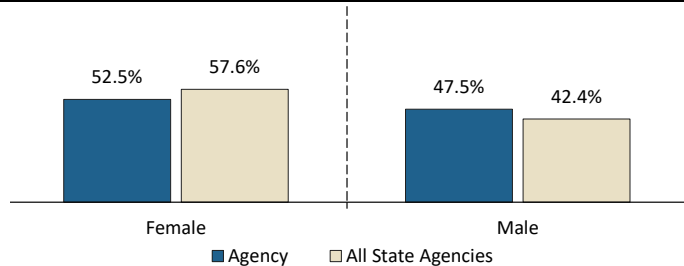
### Classification Compliance Audit

As noted in the report titled *A Classification Compliance Audit Report on Information Technology Positions at Natural Resources Agencies* (SAO Report No. 19-706, February 2019), the agency correctly classified 86.0 percent of the 50 employee positions audited.

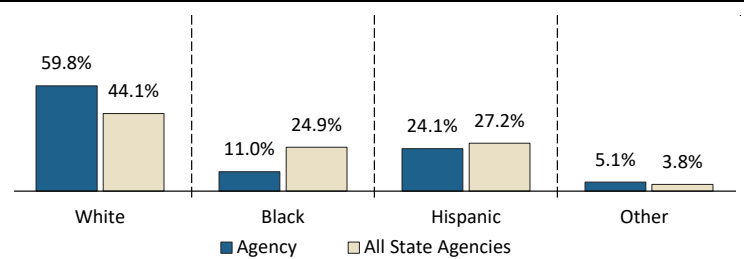
## Fiscal Year 2020 Workforce Demographics<sup>d</sup>

On average, employees at the agency were 47.0 years old and had 7.8 years of agency length of service. Of the agency's employees, 69.2 percent were 40 years old or older, and 50.0 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 25.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

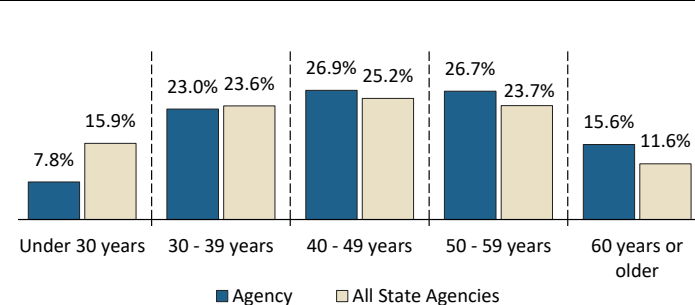
### Gender



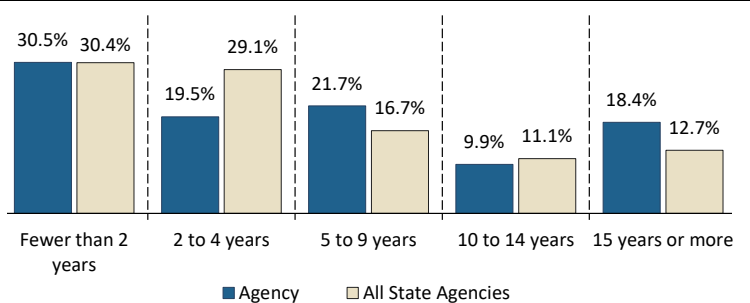
### Ethnicity



### Age



### Agency Length of Service



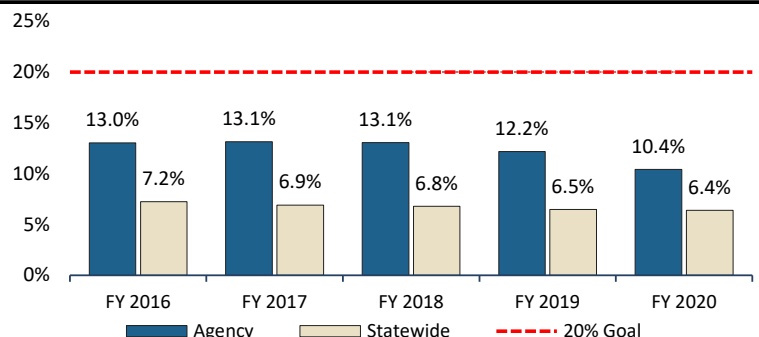
<sup>d</sup> Job classification and demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic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

<sup>e</sup> Percentages may not sum exactly due to rounding.

## Veteran Employment<sup>f</sup>

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 higher than the statewide average and had decreased since fiscal year 2019.



<sup>f</sup> Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.