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 3.5 (7.3 percent) in the total number of FTEs. Additionally, in fiscal years 2019 and 2020, the agency employed 2.4 and 0.3 federally funded FTEs, respectively. Those FTEs do not count toward the FTE limitation.

### Full-Time Equivalent (FTE) Employees

<table>
<thead>
<tr>
<th>FTEs Below/Above FTE Limitation</th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTE Limitation</td>
<td>50.6</td>
<td>53.6</td>
<td>53.6</td>
<td>53.6</td>
<td>53.6</td>
</tr>
<tr>
<td>Number Below or Above Limitation</td>
<td>-2.6</td>
<td>-4.2</td>
<td>-2.5</td>
<td>-2.7</td>
<td>-2.1</td>
</tr>
<tr>
<td>Percent Above or Below Limitation</td>
<td>-5.1%</td>
<td>-7.8%</td>
<td>-4.7%</td>
<td>-5.0%</td>
<td>-3.9%</td>
</tr>
</tbody>
</table>

### Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (11.5 percent) was lower than the statewide turnover rate (18.6 percent) and lower than the turnover rate of Article V agencies (23.1 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 13.5 percent.

### Compensation Information

The average agency salary of $53,231 in fiscal year 2020 represented an increase of 5.7 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 52.9 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.
On average, employees at the agency were 49.9 years old and had 7.6 years of agency length of service. Of the agency’s employees, 71.2 percent were 40 years old or older, and 43.8 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 23.0 percent of the agency’s workforce will be eligible to retire (based on fiscal year 2020 data).

### Fiscal Year 2020 Workforce Demographics

On average, employees at the agency were 49.9 years old and had 7.6 years of agency length of service. Of the agency’s employees, 71.2 percent were 40 years old or older, and 43.8 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 23.0 percent of the agency’s workforce will be eligible to retire (based on fiscal year 2020 data).

### Gender

- Female: 49.0%
- Male: 51.0%

### Ethnicity

- White: 75.0%
- Black: 44.1%
- Hispanic: 3.8%
- Other: 2.0%

### Age

- Under 30 years: 13.9%
- 30 - 39 years: 23.6%
- 40 - 49 years: 25.2%
- 50 - 59 years: 29.8%
- 60 years or older: 27.9%

### Agency Length of Service

- Fewer than 2 years: 13.5%
- 2 to 4 years: 15.9%
- 5 to 9 years: 27.9%
- 10 to 14 years: 29.1%
- 15 years or more: 21.4%

### Job Classifications

- Administrative Support, 20.2%
- Program Management, 43.3%
- Legal, 7.7%
- Inspectors and Investigators, 11.5%
- Other, 17.3%

### Agency Job Classifications

In fiscal year 2020, the majority (71.2 percent) of employees were classified in the following job titles: Program Specialist (27.4 percent), Customer Service Representative (12.5 percent), Investigator (11.5 percent), Director (8.2 percent), Program Supervisor (5.8 percent), and Accountant (5.8 percent).

### Classification Compliance Audit

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

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

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**Source:** State Auditor’s Office

**407 - Texas Commission on Law Enforcement**

**January 2021**