In accordance with House Bill 1523 (86th Legislature), as of September 1, 2019, the Board of Professional Land Surveying (464) was abolished and its duties transferred to this agency.

This agency is a Self-Directed, Semi-Independent (SDSI) agency; therefore, it has no FTE limitation in the General Appropriations Act. The FTEs listed were paid from non-appropriated funds. Compared with fiscal year 2016, the agency’s total number of FTE decreased by 2.2 (7.1 percent).

Excluding interagency transfers, the turnover rate within the agency (3.6 percent) was lower than the statewide turnover rate (18.6 percent) and lower than the turnover rate of Article VIII and SDSI agencies (11.0 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 7.2 percent.

The average agency salary of $71,415 in fiscal year 2020 represented an increase of 11.1 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 33.3 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.

<table>
<thead>
<tr>
<th>Salary Expenditures (in Millions)</th>
<th>Benefits Expenditures</th>
<th>Total (Salary and Benefits)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2016</td>
<td>$2.8</td>
<td>$0.7</td>
</tr>
<tr>
<td>FY 2017</td>
<td>$3.0</td>
<td>$0.8</td>
</tr>
<tr>
<td>FY 2018</td>
<td>$2.9</td>
<td>$0.8</td>
</tr>
<tr>
<td>FY 2019</td>
<td>$3.2</td>
<td>$0.9</td>
</tr>
<tr>
<td>FY 2020</td>
<td>$3.0</td>
<td>$0.8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average Salary Trends</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>Executive Director</td>
<td>$143,463</td>
<td>$150,636</td>
<td>$158,167</td>
<td>$167,658</td>
<td>$176,040</td>
</tr>
<tr>
<td>Agency Average</td>
<td>$64,275</td>
<td>$65,580</td>
<td>$65,922</td>
<td>$68,923</td>
<td>$71,415</td>
</tr>
<tr>
<td>Article Average</td>
<td>$58,297</td>
<td>$59,285</td>
<td>$60,376</td>
<td>$61,598</td>
<td>$63,503</td>
</tr>
<tr>
<td>Statewide Average</td>
<td>$45,365</td>
<td>$46,475</td>
<td>$47,506</td>
<td>$47,994</td>
<td>$49,500</td>
</tr>
</tbody>
</table>

Note: With the exception of the executive director, the average salary is for classified regular, full-time employees only. Article salary average includes Article VIII and SDSI agencies.

<table>
<thead>
<tr>
<th>Number of and Total Dollars Spent on Salary Actions</th>
<th>Fiscal Year 2019</th>
<th>Fiscal Year 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actions</td>
<td>Dollars Spent</td>
<td>Actions</td>
</tr>
<tr>
<td>Promotions</td>
<td>4</td>
<td>$9,001</td>
</tr>
<tr>
<td>Merits</td>
<td>21</td>
<td>$27,043</td>
</tr>
<tr>
<td>One-Time Merits</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Equity Adjustments</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reclassifications</td>
<td>3</td>
<td>$6,805</td>
</tr>
<tr>
<td>Totals</td>
<td>28</td>
<td>$42,849</td>
</tr>
</tbody>
</table>

*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.

*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.
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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