Salary Range Distribution

<table>
<thead>
<tr>
<th></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>Below Midpoint</td>
<td>3.00</td>
<td>3.00</td>
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<tr>
<td>At or Above Midpoint</td>
<td>25.25</td>
<td>25.25</td>
<td>25.25</td>
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<td>25.25</td>
</tr>
</tbody>
</table>

Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (11.1 percent) was lower than the statewide turnover rate (18.6 percent) and higher than the turnover rate of Article VIII and Self-Directed, Semi-Independent (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 13.9 percent.

Compensation Information

The average agency salary of $64,111 in fiscal year 2020 represented an increase of 4.6 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 41.6 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 lower compared with fiscal year 2016.
In fiscal year 2020, the majority (55.6 percent) of employees were classified in the following job titles: Program Specialist (20.8 percent), Investigator (11.8 percent), Program Supervisor (8.3 percent), License and Permit Specialist (8.3 percent), and Director (6.3 percent).

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

Fiscal Year 2020 Workforce Demographics
On average, employees at the agency were 59.6 years old and had 8.7 years of agency length of service. Of the agency’s employees, 97.2 percent were 40 years old or older, and 39.6 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 48.0 percent of the agency’s workforce will be eligible to retire (based on fiscal year 2020 data).

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.

* Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.

Source: State Auditor’s Office
January 2021