The agency’s full-time equivalent (FTE) employee limitation decreased by 0.8 percent to 700.2 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had an increase of 5.2 (0.9 percent) in the total number of FTEs. Additionally, in fiscal years 2016, 2017, 2018, and 2019 the agency employed 20.8, 24.8, 18.8, and 11.3 federally funded FTEs, respectively. Those FTEs do not count toward the FTE limitation.

Employee Turnover
Excluding interagency transfers, the turnover rate within the agency (9.5 percent) was lower than the statewide turnover rate (18.6 percent) and higher 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 13.8 percent.

Compensation Information
The average agency salary of $58,511 in fiscal year 2020 represented an increase of 7.4 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 70.8 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.
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 decreased since fiscal year 2019.

---

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 80.0 percent of the 25 employee positions audited.

---

Fiscal Year 2020 Workforce Demographics

On average, employees at the agency were 47.0 years old and had 7.4 years of agency length of service. Of the agency's employees, 70.1 percent were 40 years old or older, and 48.6 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 20.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

---

Veteran Employment

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