The agency’s full-time equivalent (FTE) employee limitation increased by 12.5 percent to 370.1 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had an increase of 38.9 (13.5 percent) in the total number of FTEs.

Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (6.7 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 8.5 percent.

Compensation Information

The average agency salary of $70,352 in fiscal year 2020 represented an increase of 1.1 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 62.8 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.
In fiscal year 2020, the majority (63.8 percent) of employees were classified in the following job titles: Manager (9.9 percent), Director (9.2 percent), Program Specialist (8.9 percent), Hydrologist (7.2 percent), Project Manager (6.1 percent), Executive Assistant (5.0 percent), Geoscientist (4.5 percent), Accountant (4.5 percent), Financial Analyst (4.2 percent), and Engineer (4.1 percent).

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 86.2 percent of the 29 employee positions audited.

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

---

*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.

*Percentages may not sum exactly due to rounding.*

*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

580 - Water Development Board

January 2021