Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation increased by 1.2 percent to 2,829.3 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had a decrease of 52.2 (1.9 percent) in the total number of FTEs. Additionally, in fiscal year 2018, the agency employed 0.3 federally funded FTEs. Those FTEs do not count toward the FTE limitation.

Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (8.9 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 10.9 percent. The turnover rate of Agency (Excluding Interagency Transfers) was 8.9 percent, lower than the Agency turnover rate (11.4 percent) of Article VI: Natural Resources (Excluding Interagency Transfers) and 11.5 percent of Statewide Average (Excluding Interagency Transfers). 

Compensation Information

The average agency salary of $59,669 in fiscal year 2020 represented an increase of 3.9 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 78.7 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 agency’s total percent of veterans employed was higher than the statewide average and had decreased since fiscal year 2019.

On average, employees at the agency were 44.7 years old and had 9.5 years of agency length of service. Of the agency’s employees, 61.0 percent were 40 years old or older, and 42.6 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 25.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

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.

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**Job Classifications**

### Fiscal Year 2020 Major Occupational Categories

- Natural Resources, 35.9%
- Program Management, 14.5%
- Engineering and Design, 14.3%
- Administrative Support, 9.3%
- Other, 25.9%

**Agency Job Classifications**

In fiscal year 2020, the majority (61.7 percent) of employees were classified in the following job titles: Natural Resources Specialist (29.6 percent), Engineering Specialist (10.6 percent), Administrative Assistant (5.9 percent), Program Supervisor (4.8 percent), Manager (3.8 percent), Engineer (3.7 percent), and Program Specialist (3.3 percent).

**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 83.7 percent of the 160 employee positions audited.

**Fiscal Year 2020 Workforce Demographics**

On average, employees at the agency were 44.7 years old and had 9.5 years of agency length of service. Of the agency's employees, 61.0 percent were 40 years old or older, and 42.6 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 25.0 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 decreased since fiscal year 2019.

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**Source:** State Auditor’s Office

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