

# 781 - Higher Education Coordinating Board

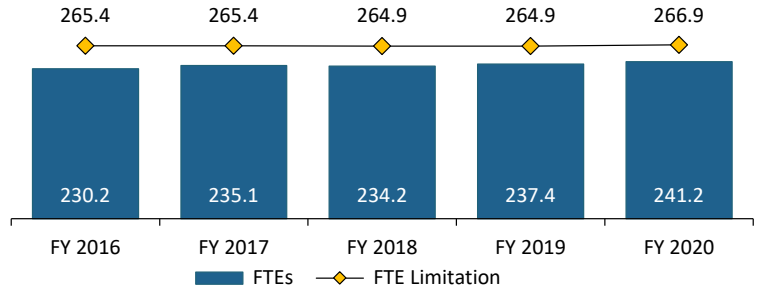
Workforce Summary Document prepared by the State Auditor's Office.  
Based on information self-reported by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation increased by 0.8 percent to 266.9 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had an increase of 11.0 (4.8 percent) in the total number of FTEs. In fiscal years 2016 and 2017, the agency employed 2.5 and 1.0 federally funded FTEs, respectively. Those FTEs do not count toward the FTE limitation.

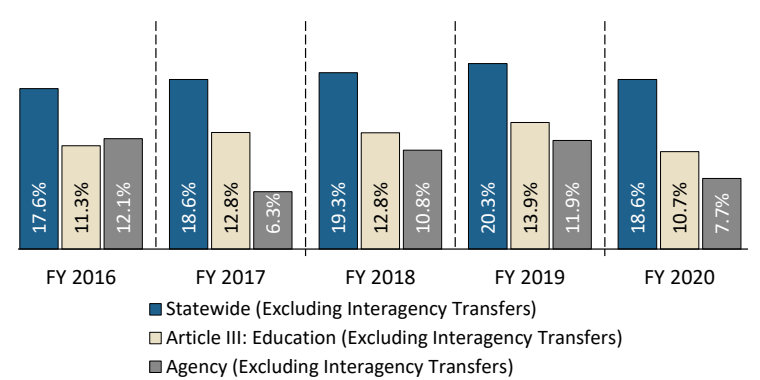
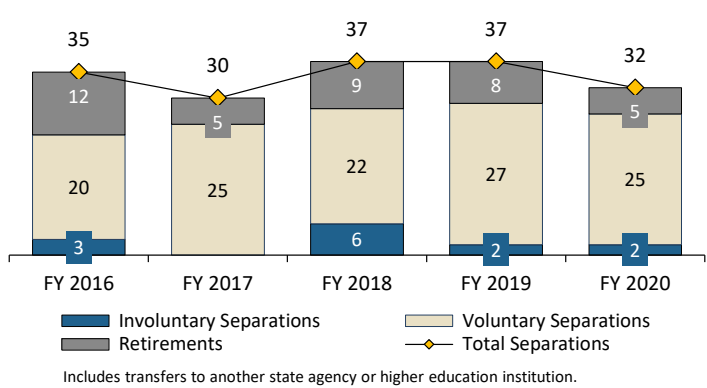
### FTEs Below/Above FTE Limitation

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FTE Limitation	265.4	265.4	264.9	264.9	266.9
Number Below or Above Limitation	-35.2	-30.3	-30.7	-27.5	-25.7
Percent Above or Below Limitation	-13.3%	-11.4%	-11.6%	-10.4%	-9.6%



## Employee Turnover<sup>a</sup>

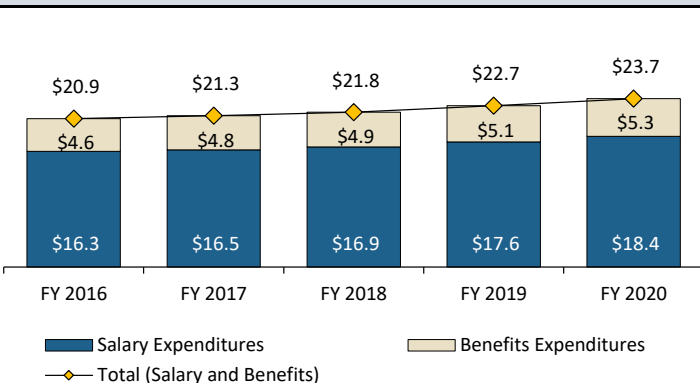
Excluding interagency transfers, the turnover rate within the agency (7.7 percent) was lower than the statewide turnover rate (18.6 percent) and lower than the turnover rate of Article III agencies (10.7 percent) during fiscal year 2020. The fiscal year 2020 agency turnover rate including employees who transferred to another state agency or higher education institution was 13.0 percent.



## Compensation Information<sup>a</sup>

The average agency salary of \$75,139 in fiscal year 2020 represented an increase of 11.8 percent compared with the average agency salary in fiscal year 2016. Total agency expenditures for salaries and benefits were higher compared with fiscal year 2016.

### Salary and Benefits Expenditures (in Millions)



### Average Salary Trends

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Commissioner	\$ 205,160	\$ 205,160	\$ 212,135	\$ 212,135	\$ 299,813
Agency Average	\$ 67,201	\$ 67,740	\$ 69,829	\$ 71,008	\$ 75,139
Article Average	\$ 68,583	\$ 70,346	\$ 72,588	\$ 74,526	\$ 77,870
Statewide Average	\$ 45,365	\$ 46,475	\$ 47,506	\$ 47,994	\$ 49,500

Note: Average salary for the agency includes unclassified, full-time employees because the agency does not follow the State's Position Classification Plan. The statewide and article averages include only full-time regular, classified employees.

### Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2019		Fiscal Year 2020	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	8	\$ 73,930	17	\$ 161,880
Merits	86	\$ 213,360	117	\$ 328,728
One-Time Merits	30	\$ 77,325	1	\$ 500
Equity Adjustments	17	\$ 31,111	15	\$ 117,924
Reclassifications	10	\$ 28,356	9	\$ 41,400
<b>Totals</b>	<b>151</b>	<b>\$ 424,082</b>	<b>159</b>	<b>\$ 650,432</b>

### Salary Range Distribution<sup>b</sup>

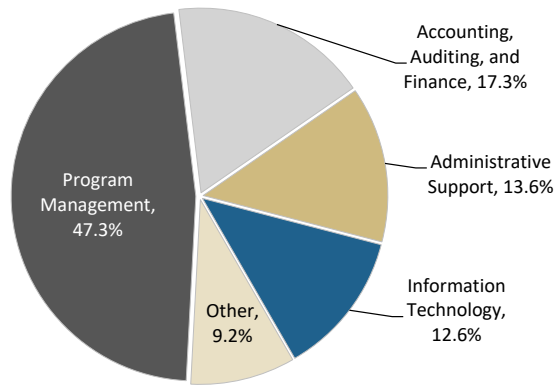
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	0.00	N/A	N/A
Salary Schedule B	0.00	N/A	N/A
<b>Totals</b>	<b>0.00</b>	<b>N/A</b>	<b>N/A</b>

<sup>a</sup> 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. Data reported is for unclassified 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.

<sup>b</sup> The agency is not required to comply with the State's Position Classification Plan and therefore does not have classified positions.

## Job Classifications <sup>c d</sup>

### Fiscal Year 2020 Major Occupational Categories



### Agency Job Classifications

In fiscal year 2020, the majority (62.1 percent) of employees were classified in the following job titles: Director or Manager (36.0 percent), Program Specialist (7.4 percent), Accountant (6.3 percent), Administrative Assistant (6.2 percent), and Customer Service Representative (6.1 percent).

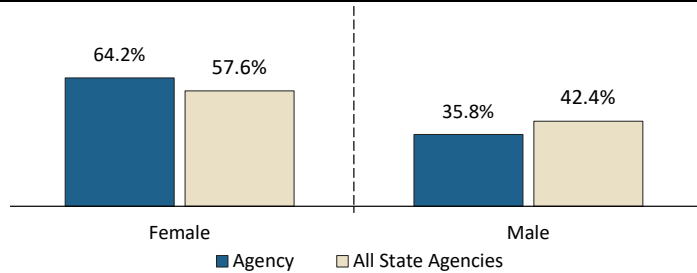
### Classification Compliance Audit

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

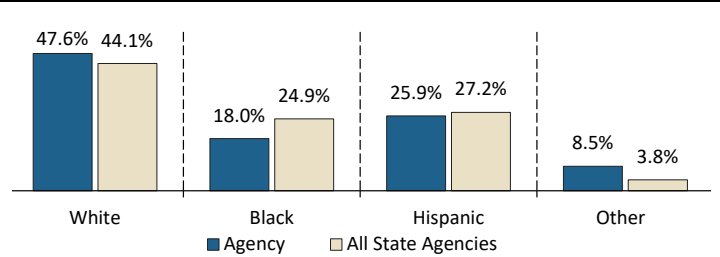
## Fiscal Year 2020 Workforce Demographics <sup>c</sup>

On average, employees at the agency were 49.6 years old and had 8.6 years of agency length of service. Of the agency's employees, 79.1 percent were 40 years old or older, and 46.8 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 28.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

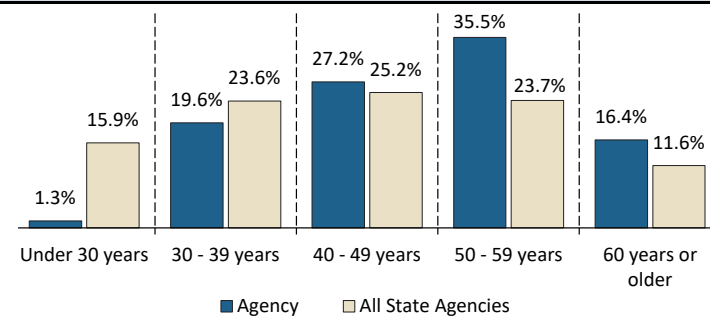
### Gender



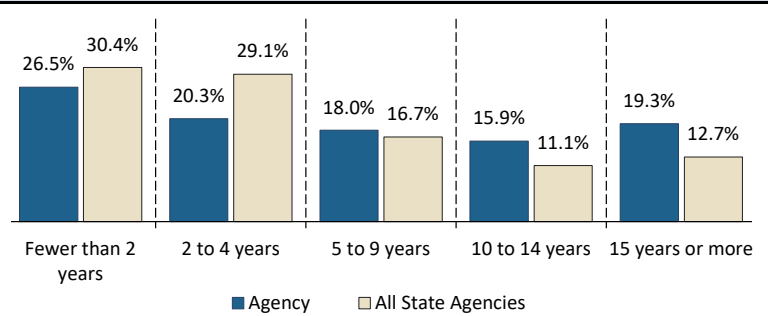
### Ethnicity



### Age



### Agency Length of Service



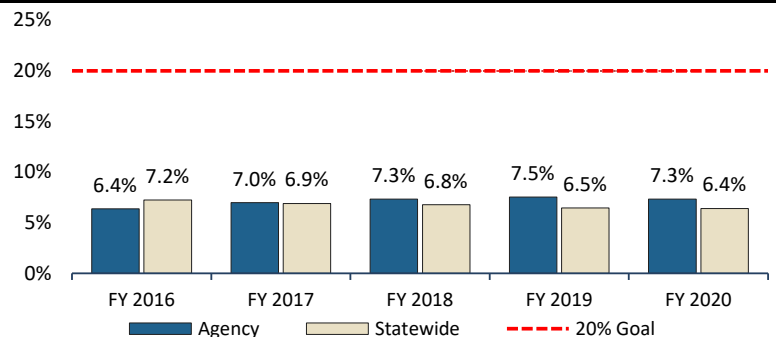
<sup>c</sup> Job classification and demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. The agency is not required to comply with the State's Position Classification Plan and therefore does not have classified positions. Demographic data may appear skewed for agencies with fewer than 50 employees.

<sup>d</sup> Percentages may not sum exactly due to rounding.

## Veteran Employment <sup>e</sup>

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.



<sup>e</sup> Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.