The agency’s full-time equivalent (FTE) employee limitation remained the same in fiscal year 2022 when compared with fiscal year 2021. Compared with fiscal year 2018, the agency had a decrease of 1.0 (6.6 percent) in the total number of FTEs.

### Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (8.9 percent) was lower than the statewide turnover rate (22.7 percent) and lower than the turnover rate of Article IV agencies (16.7 percent) during fiscal year 2022. The fiscal year 2022 agency turnover rate including employees who transferred to another state agency or higher education institution was 8.9 percent.

### Compensation Information

The average agency salary of $87,601 in fiscal year 2022 represented an increase of 12.1 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 29.5 percent of employees were paid below the midpoint of the salary range to which they were assigned. Total agency expenditures for salaries and benefits were higher compared with fiscal year 2018.
On average, employees at the agency were 54.4 years old and had 13.1 years of agency length of service. Of the agency’s employees, 93.3 percent were 40 years old or older, and 22.2 percent had fewer than 5 years of agency length of service.

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 2022, the agency’s total percent of veterans employed was higher than the statewide average and had increased since fiscal year 2021.

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.

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

230 - Tenth Court of Appeals District, Waco

January 2023