The agency’s full-time equivalent (FTE) employee limitation increased by 9.0 percent to 798.0 FTEs in fiscal year 2022 compared with fiscal year 2021. Compared with fiscal year 2018, the agency had an increase of 229.4 (42.4 percent) in the total number of FTEs. In fiscal years 2018, 2019, 2020, 2021, and 2022, the agency employed 43.8, 113.6, 14.8, 35.8, and 0.4 federally funded FTEs. Those FTEs do not count toward the FTE limitation.

### Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (11.5 percent) was lower than the statewide turnover rate (22.7 percent) and lower than the turnover rate of Article VI agencies (13.4 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 14.3 percent.

### Compensation Information

The average agency salary of $83,672 in fiscal year 2022 represented an increase of 8.6 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 15.8 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 46.5 years old and had 7.3 years of agency length of service. Of the agency’s employees, 68.3 percent were 40 years old or older, and 54.5 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2022 and 2026, 22.0 percent of the agency’s workforce will be eligible to retire (based on fiscal year 2022 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 2022, the agency’s total percent of veterans employed was higher than the statewide average and had increased since fiscal year 2021.

**Source:** State Auditor’s Office

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