Salary Range Distribution

<table>
<thead>
<tr>
<th>Schedule Type</th>
<th>Employees Below Midpoint</th>
<th>At or Above Midpoint</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schedule A</td>
<td>14.50</td>
<td>29.3%</td>
</tr>
<tr>
<td>Schedule B</td>
<td>361.50</td>
<td>31.4%</td>
</tr>
<tr>
<td>Totals</td>
<td>376.00</td>
<td>31.3%</td>
</tr>
</tbody>
</table>

### Salary Schedule A
- Employees Below Midpoint: 14.50 (29.3%)
- Employees At or Above Midpoint: 70.7%

### Salary Schedule B
- Employees Below Midpoint: 361.50 (31.4%)
- Employees At or Above Midpoint: 68.6%

### Totals
- Employees Below Midpoint: 376.00 (31.3%)
- Employees At or Above Midpoint: 68.7%

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Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (12.8 percent) was lower than the statewide turnover rate (22.7 percent) and lower than the turnover rate of Article I agencies (14.5 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 18.1 percent.

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Compensation Information

The average agency salary of $93,201 in fiscal year 2022 represented an increase of 10.1 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 31.3 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.

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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. Unless otherwise indicated, the data reported is for classified regular, 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.

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Includes classified regular, full-time employees only. The total percentage for salary range distribution is not the sum of salary schedules A and B percentages.
On average, employees at the agency were 48.2 years old and had 8.0 years of agency length of service. Of the agency’s employees, 76.0 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 2022 and 2026, 20.0 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.

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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.

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Source: State Auditor’s Office