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.

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.

The agency's full-time equivalent (FTE) employee limitation increased by 10.0 percent to 11.0 FTEs in fiscal year 2022 compared with fiscal year 2021. Compared with fiscal year 2018, the agency had an increase of 1.9 (21.1 percent) in the total number of FTEs.

Excluding interagency transfers, the turnover rate within the agency (19.5 percent) was lower than the statewide turnover rate (22.7 percent) and higher 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 19.5 percent.

The average agency salary of $64,462 in fiscal year 2022 represented an increase of 6.1 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 48.8 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.

Salary and Benefits Expenditures (in Millions)

<table>
<thead>
<tr>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Expenditures</td>
<td>$0.8</td>
<td>$0.9</td>
<td>$0.9</td>
<td>$0.9</td>
</tr>
<tr>
<td>Benefits Expenditures</td>
<td>$0.6</td>
<td>$0.7</td>
<td>$0.7</td>
<td>$0.7</td>
</tr>
<tr>
<td>Total (Salary and Benefits)</td>
<td>$1.4</td>
<td>$1.6</td>
<td>$1.6</td>
<td>$1.6</td>
</tr>
</tbody>
</table>

Average Salary Trends

<table>
<thead>
<tr>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>$117,500</td>
<td>$117,500</td>
<td>$117,500</td>
<td>$117,500</td>
</tr>
<tr>
<td>Agency Average</td>
<td>$60,754</td>
<td>$60,818</td>
<td>$60,768</td>
<td>$61,869</td>
</tr>
<tr>
<td>Article Average</td>
<td>$61,126</td>
<td>$61,949</td>
<td>$64,384</td>
<td>$65,469</td>
</tr>
<tr>
<td>Statewide Average</td>
<td>$47,506</td>
<td>$47,994</td>
<td>$49,500</td>
<td>$50,590</td>
</tr>
</tbody>
</table>

Note: With the exception of the executive director, the average salary is for classified regular, full-time employees only.

Number of Salary Actions

<table>
<thead>
<tr>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotions</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Merits</td>
<td>5</td>
<td>9</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>One-Time Merits</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Equity Adjustments</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reclassifications</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Totals</td>
<td>7</td>
<td>10</td>
<td>8</td>
<td>10</td>
</tr>
</tbody>
</table>

a 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.

b 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 38.5 years old and had 4.1 years of agency length of service. Of the agency's employees, 41.5 percent were 40 years old or older, and 60.9 percent had fewer than 5 years of agency length of service.

### 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 remained the same since fiscal year 2021.

**Veteran Employment**

- **Agency**: 48.8%
- **All State Agencies**: 51.2%
- **Goal**: 20.0%

### Fiscal Year 2022 Workforce Demographics

**Gender**

- Female: Agency 48.8%, All State Agencies 57.9%
- Male: Agency 51.2%, All State Agencies 42.1%

**Ethnicity**

- White: Agency 48.8%, All State Agencies 43.0%
- Black: Agency 0.0%, All State Agencies 24.1%
- Hispanic: Agency 31.7%, All State Agencies 27.9%
- Other: Agency 19.5%, All State Agencies 5.0%

**Age**

- Under 30 years: Agency 46.3%, All State Agencies 14.1%
- 30 - 39 years: Agency 12.2%, All State Agencies 23.6%
- 40 - 49 years: Agency 22.0%, All State Agencies 25.0%
- 50 - 59 years: Agency 24.4%, All State Agencies 19.5%
- 60 years or older: Agency 12.4%, All State Agencies 0.0%

**Agency Length of Service**

- Fewer than 2 years: Agency 36.5%, All State Agencies 26.1%
- 2 to 4 years: Agency 24.4%, All State Agencies 24.4%
- 5 to 9 years: Agency 28.3%, All State Agencies 28.3%
- 10 to 14 years: Agency 22.2%, All State Agencies 22.2%
- 15 years or more: Agency 9.8%, All State Agencies 9.8%

**Race**

- White: Agency 48.8%, All State Agencies 43.0%
- Black: Agency 0.0%, All State Agencies 10.0%
- Hispanic: Agency 31.7%, All State Agencies 6.8%
- Other: Agency 19.5%, All State Agencies 10.0%

**Source**: State Auditor's Office

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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.