**Full-Time Equivalent (FTE) Employees**

This agency is a Self-Directed, Semi-Independent (SDSI) agency; therefore, it has no FTE limitation in the General Appropriations Act. The FTEs listed were paid from non-appropriated funds. Compared with fiscal year 2018, the agency’s total number of FTEs increased by 4.9 (9.2 percent).

<table>
<thead>
<tr>
<th>FTEs Below/Above FTE Limitation</th>
<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>Number Below or Above Limitation</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Percent Above or Below Limitation</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Employee Turnover**

Excluding interagency transfers, the turnover rate within the agency (11.6 percent) was lower than the statewide turnover rate (22.7 percent) and lower than the turnover rate of Article VIII and SDSI agencies (14.7 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 16.6 percent.

**Compensation Information**

The average agency salary of $76,268 in fiscal year 2022 represented an increase of 9.5 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 29.3 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.
Fiscal Year 2022 Workforce Demographics

On average, employees at the agency were 49.9 years old and had 8.1 years of agency length of service. Of the agency’s employees, 79.3 percent were 40 years old or older, and 47.7 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2022 and 2026, 24.0 percent of the agency’s workforce will be eligible to retire (based on fiscal year 2022 data).

Gender

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>All State Agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>53.1%</td>
<td>57.9%</td>
</tr>
<tr>
<td>Male</td>
<td>46.9%</td>
<td>42.1%</td>
</tr>
</tbody>
</table>

Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>All State Agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>45.6%</td>
<td>43.0%</td>
</tr>
<tr>
<td>Black</td>
<td>12.9%</td>
<td>12.1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>24.1%</td>
<td>27.9%</td>
</tr>
<tr>
<td>Other</td>
<td>11.2%</td>
<td>5.0%</td>
</tr>
</tbody>
</table>

Age

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>All State Agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 years</td>
<td>5.8%</td>
<td>14.1%</td>
</tr>
<tr>
<td>30 - 39 years</td>
<td>14.9%</td>
<td>23.6%</td>
</tr>
<tr>
<td>40 - 49 years</td>
<td>25.5%</td>
<td>30.7%</td>
</tr>
<tr>
<td>50 - 59 years</td>
<td>24.4%</td>
<td>27.0%</td>
</tr>
<tr>
<td>60 years or older</td>
<td>21.6%</td>
<td>12.4%</td>
</tr>
</tbody>
</table>

Agency Length of Service

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>All State Agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fewer than 2 years</td>
<td>33.2%</td>
<td>26.1%</td>
</tr>
<tr>
<td>2 to 4 years</td>
<td>14.5%</td>
<td>14.5%</td>
</tr>
<tr>
<td>5 to 9 years</td>
<td>16.6%</td>
<td>23.3%</td>
</tr>
<tr>
<td>10 to 14 years</td>
<td>9.1%</td>
<td>10.2%</td>
</tr>
<tr>
<td>15 years or more</td>
<td>26.6%</td>
<td>13.2%</td>
</tr>
</tbody>
</table>

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 lower than the statewide average and had decreased since fiscal year 2021.

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>Statewide</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>5.5%</td>
<td>6.8%</td>
</tr>
<tr>
<td>FY 2019</td>
<td>5.2%</td>
<td>6.5%</td>
</tr>
<tr>
<td>FY 2020</td>
<td>7.0%</td>
<td>6.4%</td>
</tr>
<tr>
<td>FY 2021</td>
<td>7.7%</td>
<td>6.2%</td>
</tr>
<tr>
<td>FY 2022</td>
<td>5.7%</td>
<td>5.9%</td>
</tr>
</tbody>
</table>

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

450 - Department of Savings and Mortgage Lending

January 2023