Salary Range Distribution

<table>
<thead>
<tr>
<th>Salary Schedule A</th>
<th>Employees</th>
<th>Below Midpoint</th>
<th>At or Above Midpoint</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Schedule A</td>
<td>1.00</td>
<td>100.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Salary Schedule B</td>
<td>3.50</td>
<td>42.9%</td>
<td>57.1%</td>
</tr>
<tr>
<td>Totals</td>
<td>4.50</td>
<td>55.6%</td>
<td>44.4%</td>
</tr>
</tbody>
</table>

Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (32.0 percent) was higher than the statewide turnover rate (22.7 percent) and higher than the turnover rate of Article VIII and Self-Directed, Semi-Independent (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 32.0 percent.

Compensation Information

The average agency salary of $42,919 in fiscal year 2022 represented an increase of 6.5 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 55.6 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 the same compared with fiscal year 2018.

Full-Time Equivalent (FTE) Employees

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 an increase of 0.1 (1.6 percent) in the total number of FTEs.
On average, employees at the agency were 49.9 years old and had 8.9 years of agency length of service. Of the agency’s employees, 100.0 percent were 40 years old or older, and 44.0 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.

### Source

State Auditor’s Office

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