**Salary Range Distribution**

<table>
<thead>
<tr>
<th>Employees</th>
<th>Below Midpoint</th>
<th>At or Above Midpoint</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary Schedule A</td>
<td>454.00</td>
<td>73.7%</td>
</tr>
<tr>
<td>Salary Schedule B</td>
<td>3,020.50</td>
<td>71.8%</td>
</tr>
<tr>
<td>Totals</td>
<td>3,474.50</td>
<td>72.0%</td>
</tr>
</tbody>
</table>

**Employee Turnover**

Excluding interagency transfers, the turnover rate within the agency (16.7 percent) was lower than the statewide turnover rate (22.7 percent) and lower than the turnover rate of Article II agencies (26.3 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 21.2 percent.

**Compensation Information**

The average agency salary of $55,103 in fiscal year 2022 represented an increase of 13.2 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 72.0 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 45.3 years old and had 6.3 years of agency length of service. Of the agency’s employees, 62.0 percent were 40 years old or older, and 55.2 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2022 and 2026, 19.0 percent of the agency’s workforce will be eligible to retire (based on fiscal year 2022 data).

### Gender
- **Female**: 72.6% (Agency), 57.9% (All State Agencies)
- **Male**: 27.4% (Agency), 42.1% (All State Agencies)

### Ethnicity
- **White**: 44.1% (Agency), 43.0% (All State Agencies)
- **Black**: 15.3% (Agency), 24.1% (All State Agencies)
- **Hispanic**: 32.1% (Agency), 27.9% (All State Agencies)
- **Other**: 8.5% (Agency), 5.0% (All State Agencies)

### Age
- **Under 30 years**: 12.2% (Agency), 14.1% (All State Agencies)
- **30 - 39 years**: 25.8% (Agency), 23.6% (All State Agencies)
- **40 - 49 years**: 24.6% (Agency), 25.5% (All State Agencies)
- **50 - 59 years**: 23.3% (Agency), 24.4% (All State Agencies)
- **60 years or older**: 14.1% (Agency), 12.4% (All State Agencies)

### Agency Length of Service
- **Fewer than 2 years**: 30.7% (Agency), 26.1% (All State Agencies)
- **2 to 4 years**: 24.5% (Agency), 28.3% (All State Agencies)
- **5 to 9 years**: 19.8% (Agency), 22.2% (All State Agencies)
- **10 to 14 years**: 9.4% (Agency), 10.2% (All State Agencies)
- **15 years or more**: 15.6% (Agency), 13.2% (All State Agencies)

### 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.

![Veteran Employment Graph]

**Source: State Auditor’s Office**

537 - Department of State Health Services

January 2023