224 - Fourth Court of Appeals District, San Antonio

Workforce Summary Document prepared by the State Auditor's Office.
Based on information **self-reported** by the agency, the following items are noteworthy.

Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation increased by 3.0 percent to 34.0 FTEs in fiscal year 2024 compared with fiscal year 2023. Compared with fiscal year 2020, the agency had an increase of 0.9 (2.8 percent) in the total number of FTEs.

FTEs Below/Above FTE Limitation

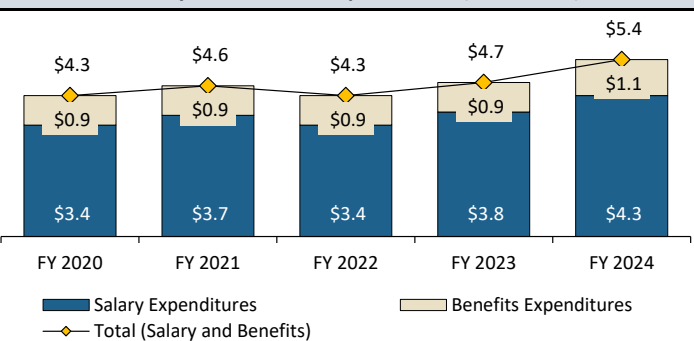|	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	34.0	34.0	33.0	33.0	34.0
Number Below or Above Limitation	-1.3	-2.0	-1.5	-0.3	-0.4
Percent Above or Below Limitation	-3.8%	-5.9%	-4.5%	-0.9%	-1.2%
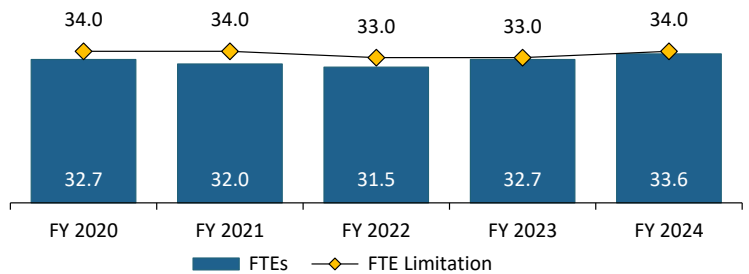
Employee Turnover [a]

Excluding interagency transfers, the turnover rate within the agency (11.0 percent) was lower than the statewide turnover rate (16.5 percent) and lower than the turnover rate of Article IV agencies (12.7 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 11.0 percent.

Includes transfers to another state agency or higher education institution.
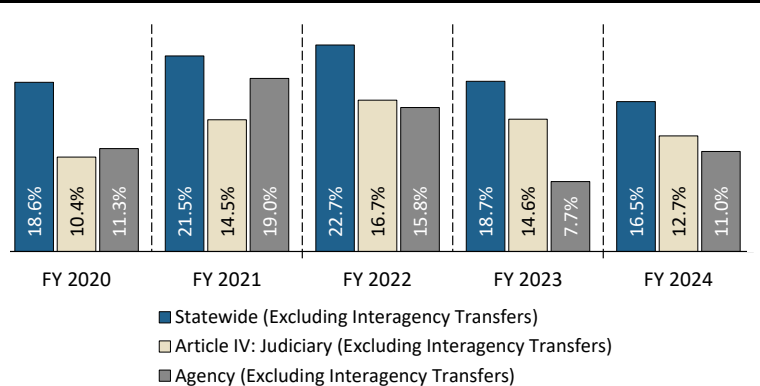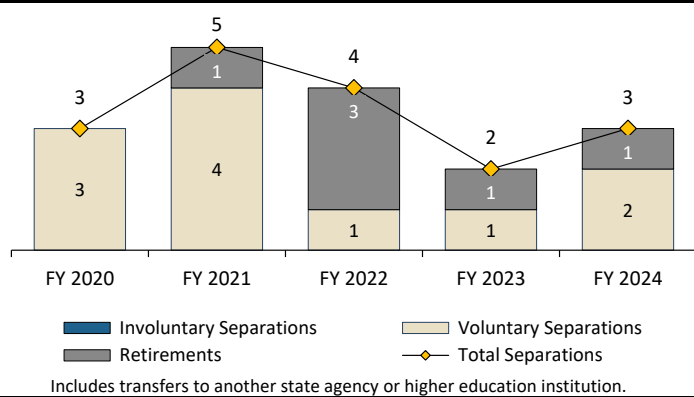
Compensation Information [a]

The average agency salary of $106,212 in fiscal year 2024 represented an increase of 26.0 percent compared with the average agency salary in fiscal year 2020. In fiscal year 2024, 6.4 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 2020.

Salary and Benefits Expenditures (in Millions)

Average Salary Trends

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Chief Justice	$ 187,800	$ 187,800	$ 187,800	$ 187,800	$ 187,800
Agency Average	$ 84,306	$ 83,986	$ 84,460	$ 88,275	$ 106,212
Article Average	$ 76,201	$ 76,813	$ 78,147	$ 82,563	$ 92,217
Statewide Average	$ 49,500	$ 50,590	$ 53,525	$ 57,011	$ 61,116

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

Salary Range Distribution [b]

	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	4.75	15.8%	84.2%
Salary Schedule B	22.50	4.4%	95.6%
Totals	**27.25**	**6.4%**	**93.6%**

Number of Salary Actions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Promotions	0	1	0	2	8
Merits	0	0	0	0	0
One-Time Merits	21	46	0	47	19
Equity Adjustments	9	2	1	22	18
Reclassifications	13	0	0	0	0
Totals	**43**	**49**	**1**	**71**	**45**

[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.

Fiscal Year 2024 Workforce Demographics [c]

On average, employees at the agency were 47.7 years old and had 6.8 years of agency length of service. Of the agency's employees, 78.9 percent were 40 years old or older, and 55.0 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2024 and 2028, 30.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2024 data).

Gender

	Female	Male
Agency	58.7%	41.3%
All State Agencies	57.9%	42.1%

Ethnicity

	White	Black	Hispanic	Other
Agency	62.4%	0.0%	37.6%	0.0%
All State Agencies	40.6%	25.0%	28.0%	6.4%

Age

	Under 30 years	30 - 39 years	40 - 49 years	50 - 59 years	60 years or older
Agency	4.6%	16.5%	36.7%	27.5%	14.7%
All State Agencies	14.7%	23.0%	25.2%	23.9%	13.2%

Agency Length of Service

	Fewer than 2 years	2 to 4 years	5 to 9 years	10 to 14 years	15 years or more
Agency	19.3%	35.7%	19.3%	16.5%	9.2%
All State Agencies	28.8%	21.9%	25.9%	10.0%	13.4%

[c] 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 [d]

Effective fiscal year 2016, Texas Government Code, Section 657.004, set for state agencies a goal of employing a number of veterans in full-time positions equal to at least 20.0 percent of the total number of agency employees.

In fiscal year 2024, the agency's total percent of veterans employed was higher than the statewide average and had increased since fiscal year 2023.

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Agency	8.6%	5.3%	5.7%	5.9%	7.9%
Statewide	6.4%	6.2%	5.9%	5.7%	5.7%
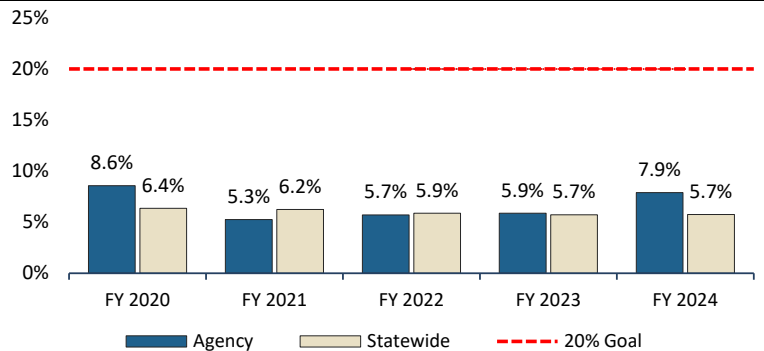
[d] Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.