

# 230 - Tenth Court of Appeals District, Waco

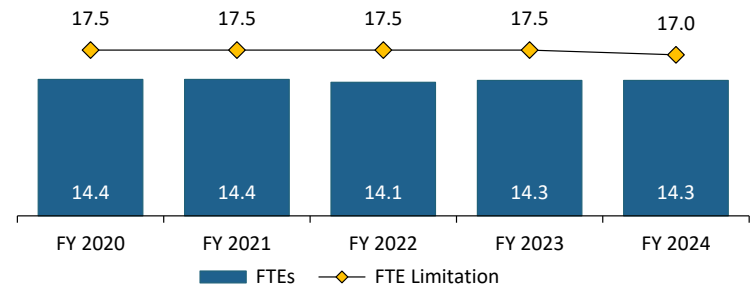
Workforce Summary Document prepared by the State Auditor's Office.

Based on information **self-reported** by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

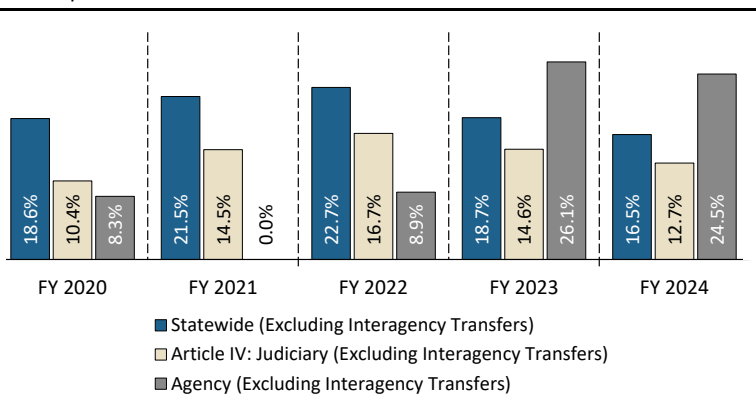
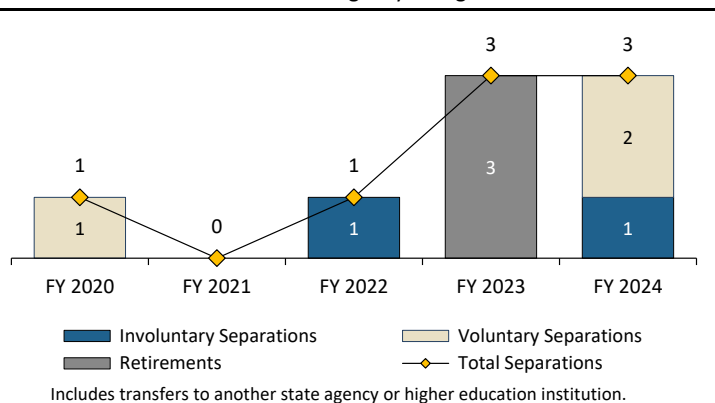
The agency's full-time equivalent (FTE) employee limitation decreased by 2.9 percent to 17.0 FTEs in fiscal year 2024 compared with fiscal year 2023. Compared with fiscal year 2020, the agency had a decrease of 0.1 (0.7 percent) in the total number of FTEs.

| FTEs Below/Above FTE Limitation   |         |         |         |         |         |
|-----------------------------------|---------|---------|---------|---------|---------|
|                                   | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 |
| FTE Limitation                    | 17.5    | 17.5    | 17.5    | 17.5    | 17.0    |
| Number Below or Above Limitation  | -3.1    | -3.1    | -3.4    | -3.2    | -2.7    |
| Percent Above or Below Limitation | -17.7%  | -17.7%  | -19.4%  | -18.3%  | -15.9%  |



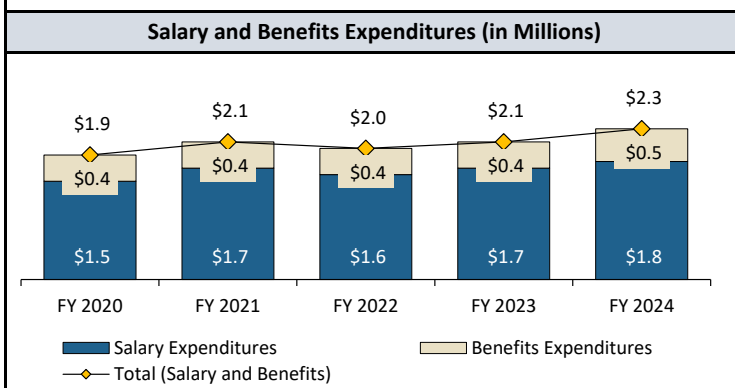
## Employee Turnover<sup>a</sup>

Excluding interagency transfers, the turnover rate within the agency (24.5 percent) was higher than the statewide turnover rate (16.5 percent) and higher 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 24.5 percent.



## Compensation Information<sup>a</sup>

The average agency salary of \$95,715 in fiscal year 2024 represented an increase of 16.2 percent compared with the average agency salary in fiscal year 2020. In fiscal year 2024, 32.7 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.



| 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        | \$ 82,372  | \$ 83,730  | \$ 87,601  | \$ 95,818  | \$ 95,715  |
| 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.

| Number of Salary Actions |          |           |           |           |           |
|--------------------------|----------|-----------|-----------|-----------|-----------|
|                          | FY 2020  | FY 2021   | FY 2022   | FY 2023   | FY 2024   |
| Promotions               | 0        | 0         | 0         | 1         | 1         |
| Merits                   | 6        | 1         | 11        | 10        | 2         |
| One-Time Merits          | 0        | 23        | 11        | 0         | 9         |
| Equity Adjustments       | 0        | 0         | 0         | 0         | 2         |
| Reclassifications        | 0        | 0         | 0         | 0         | 1         |
| <b>Totals</b>            | <b>6</b> | <b>24</b> | <b>22</b> | <b>11</b> | <b>15</b> |

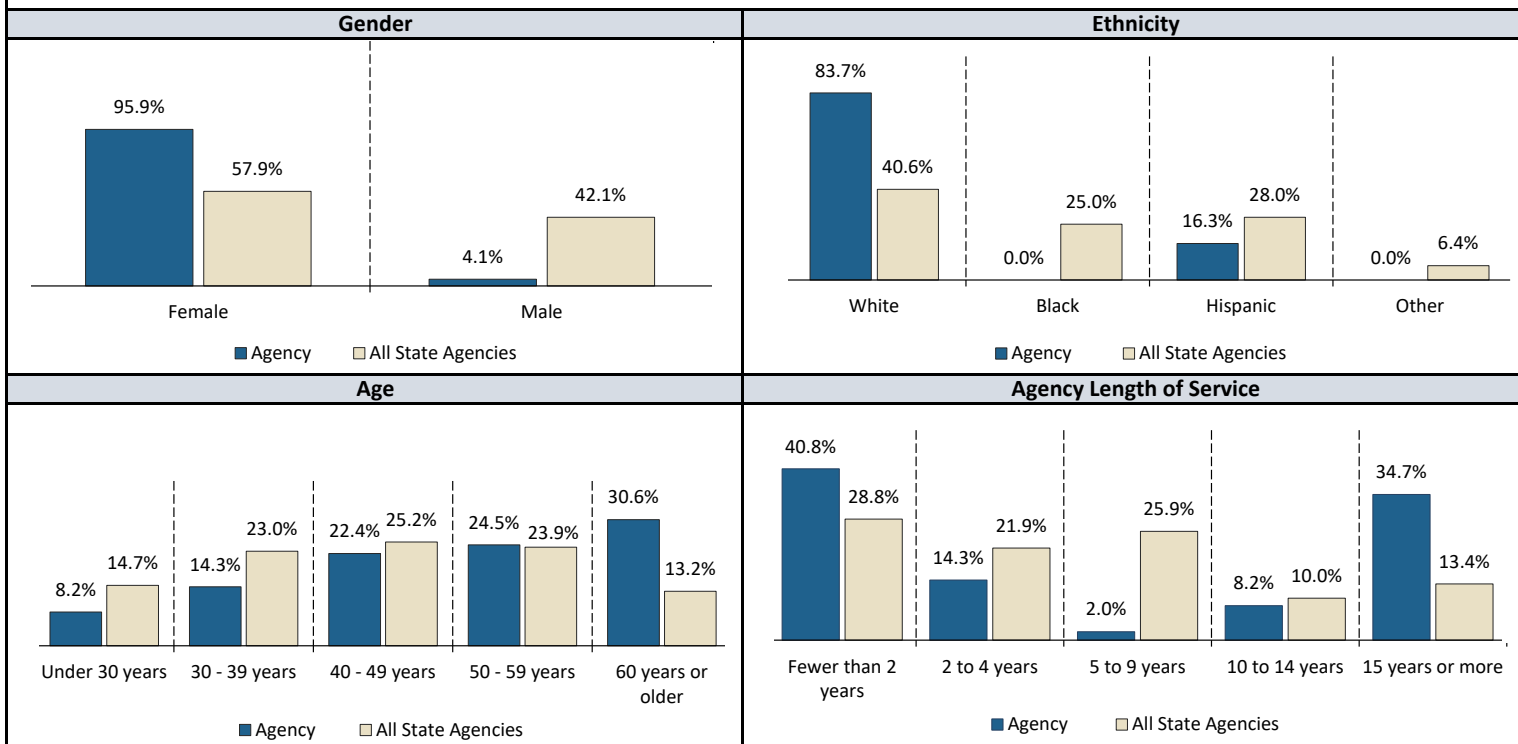
| Salary Range Distribution <sup>b</sup> |              |                |                      |
|--|--------------|----------------|----------------------|
|  | Employees    | Below Midpoint | At or Above Midpoint |
| Salary Schedule A                      | 4.50         | 27.8%          | 72.2%                |
| Salary Schedule B                      | 7.75         | 35.5%          | 64.5%                |
| <b>Totals</b>                          | <b>12.25</b> | <b>32.7%</b>   | <b>67.3%</b>         |

<sup>a</sup> 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.

<sup>b</sup> 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 <sup>c</sup>

On average, employees at the agency were 50.8 years old and had 9.8 years of agency length of service. Of the agency's employees, 77.5 percent were 40 years old or older, and 55.1 percent had fewer than 5 years of agency length of service.

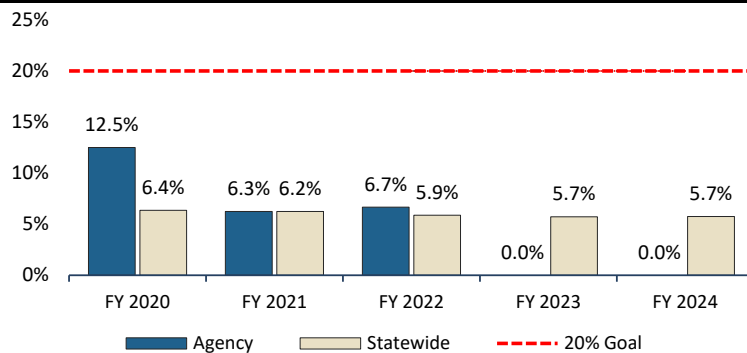


<sup>c</sup> Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.

## Veteran Employment <sup>d</sup>

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 lower than the statewide average and had remained the same since fiscal year 2023.



<sup>d</sup> Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.