

307 - Secretary of State

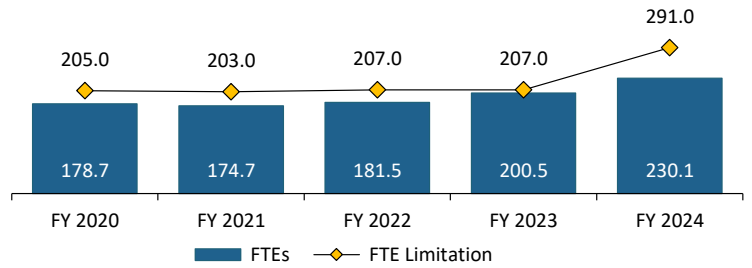
Workforce Summary Document prepared by the State Auditor's Office.
Based on information self-reported by the agency, the following items are noteworthy.

Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation increased by 40.6 percent to 291.0 FTEs in fiscal year 2024 compared with fiscal year 2023. Compared with fiscal year 2020, the agency had an increase of 51.4 (28.8 percent) in the total number of FTEs.

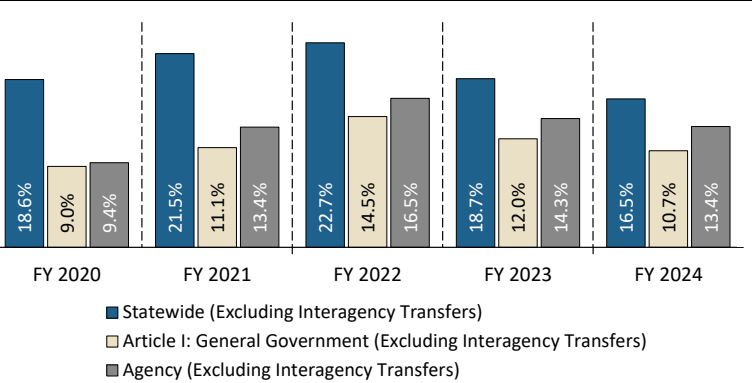
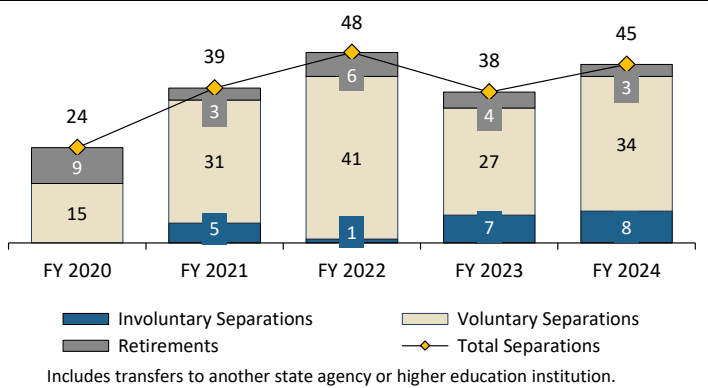
FTEs Below/Above FTE Limitation

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	205.0	203.0	207.0	207.0	291.0
Number Below or Above Limitation	-26.3	-28.3	-25.5	-6.5	-60.9
Percent Above or Below Limitation	-12.8%	-13.9%	-12.3%	-3.1%	-20.9%



Employee Turnover^a

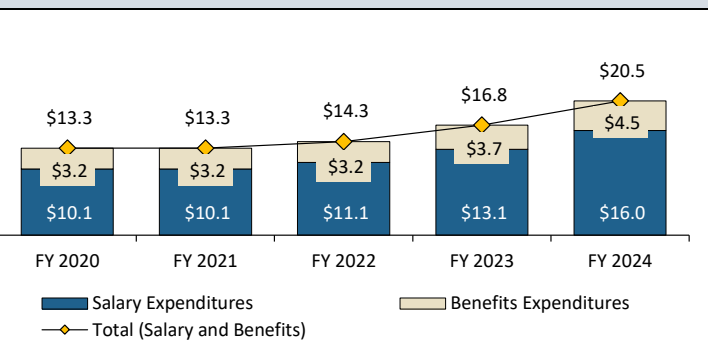
Excluding interagency transfers, the turnover rate within the agency (13.4 percent) was lower than the statewide turnover rate (16.5 percent) and higher than the turnover rate of Article I agencies (10.7 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 18.3 percent.



Compensation Information^a

The average agency salary of \$70,221 in fiscal year 2024 represented an increase of 31.4 percent compared with the average agency salary in fiscal year 2020. In fiscal year 2024, 56.0 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 2020.

Salary and Benefits Expenditures (in Millions)



Average Salary Trends

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Secretary of State ^b	\$ 197,415	\$ 197,415	\$ 197,415	\$ 197,415	\$ 197,415
Agency Average	\$ 53,424	\$ 53,288	\$ 55,711	\$ 58,387	\$ 70,221
Article Average	\$ 64,384	\$ 65,469	\$ 67,205	\$ 70,372	\$ 75,465
Statewide Average	\$ 49,500	\$ 50,590	\$ 53,525	\$ 57,011	\$ 61,116

Note: With the exception of the secretary of state, 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	11	8	42	24	193
Merits	15	11	27	22	38
One-Time Merits	0	105	140	11	59
Equity Adjustments	1	0	62	7	98
Reclassifications	16	6	5	11	11
Totals	43	130	276	75	399

Salary Range Distribution^c

	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	32.00	45.3%	54.7%
Salary Schedule B	212.75	57.6%	42.4%
Totals	244.75	56.0%	44.0%

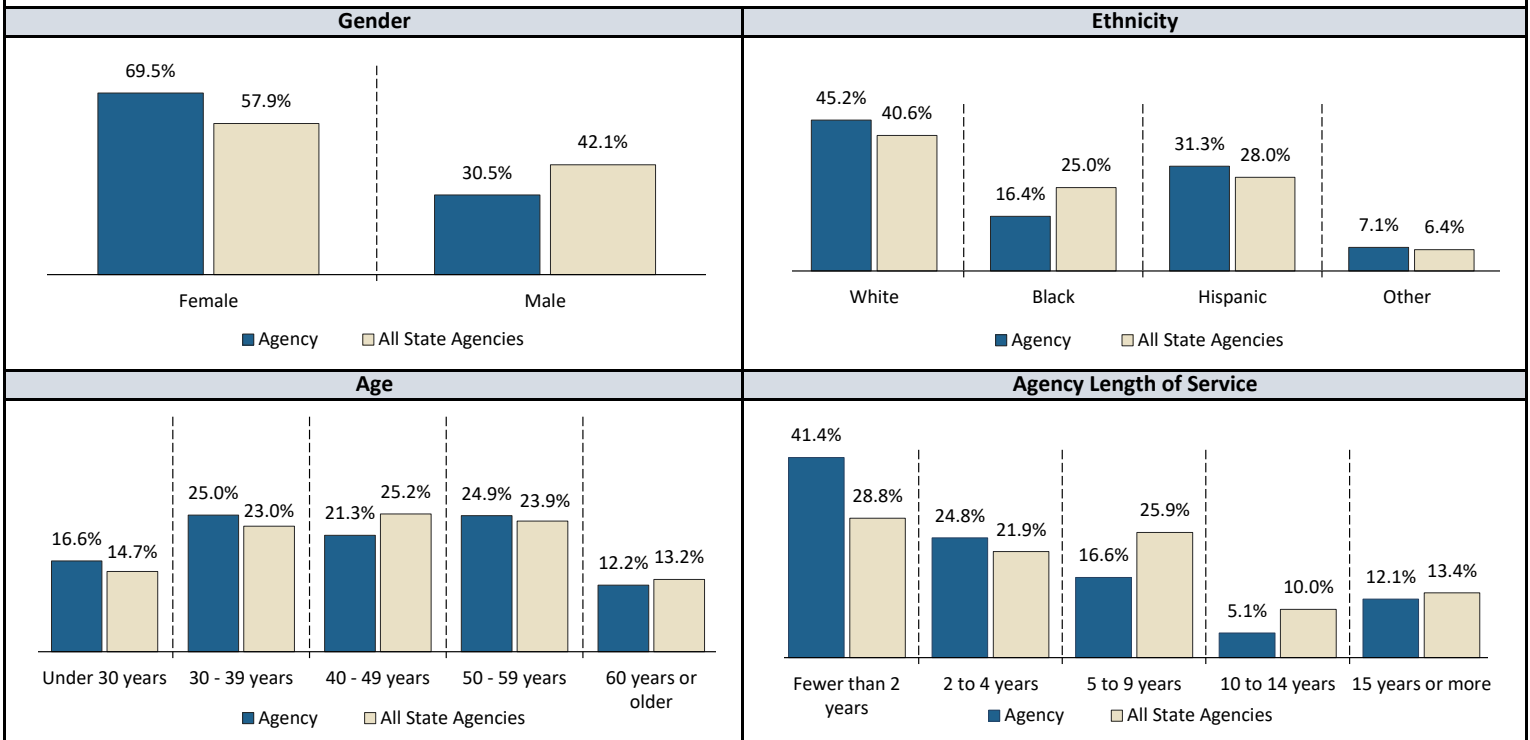
^a Turnover and salary trends information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Unless otherwise indicated, the data reported is for classified regular, full-time and part-time employees. Salary and benefit information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Accounting System.

^b The agency had a vacant secretary of state position or an interim secretary of state on August 31, 2021. The fiscal year 2021 salary for the secretary of state reflects the fiscal year 2021 not-to-exceed (NTE) rate.

^c 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^d

On average, employees at the agency were 44.4 years old and had 5.8 years of agency length of service. Of the agency's employees, 58.4 percent were 40 years old or older, and 66.2 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2024 and 2028, 22.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2024 data).

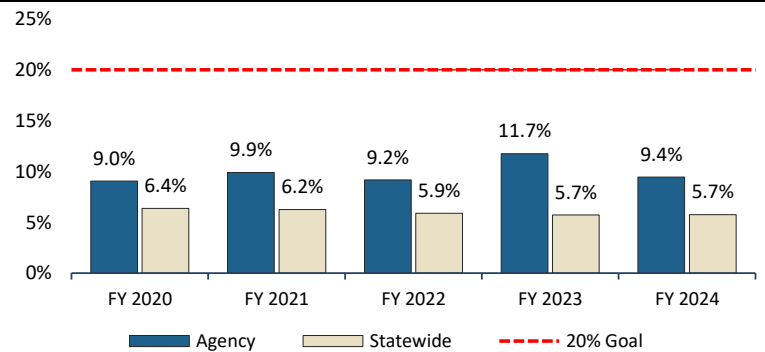


^d Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed for agencies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

Veteran Employment^e

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 decreased since fiscal year 2023.



^e Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.