

# 323 - Teacher Retirement System

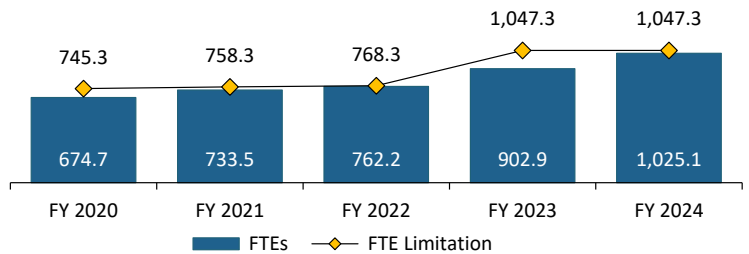
Workforce Summary Document prepared by the State Auditor's Office.  
Based on information **self-reported** by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation remained the same in fiscal year 2024 when compared with fiscal year 2023. Compared with fiscal year 2020, the agency had an increase of 350.4 (51.9 percent) in the total number of FTEs. In fiscal years 2020, 2021, 2022, 2023, and 2024, the agency employed 90.5, 106.2, 117.3, 127.2, and 138.3 FTEs paid from non-appropriated funds. The agency also employed other exempted FTEs and student intern FTEs. These FTEs do not count toward the FTE limitation.

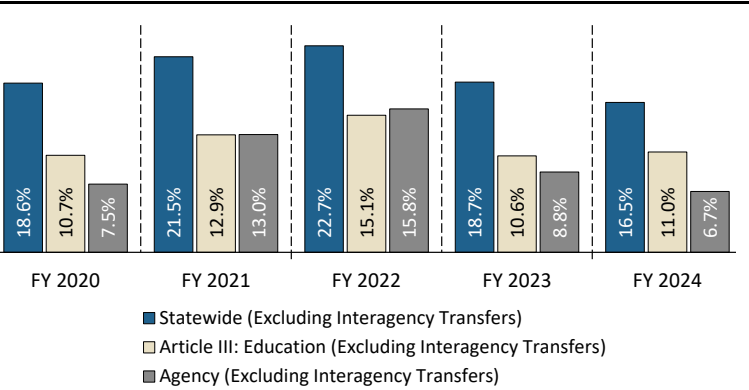
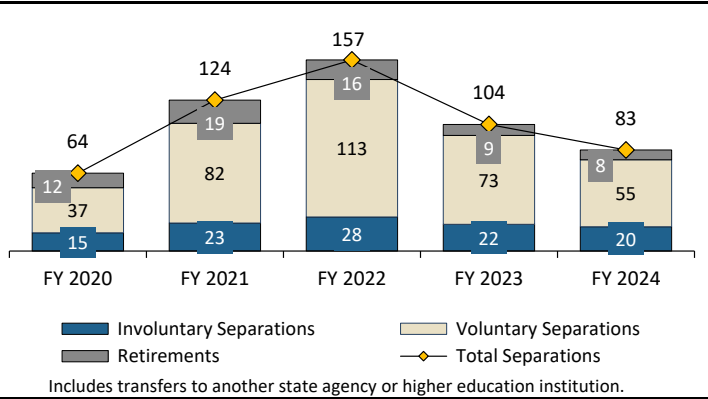
### FTEs Below/Above FTE Limitation

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	745.3	758.3	768.3	1,047.3	1,047.3
Number Below or Above Limitation	-70.6	-24.8	-6.1	-144.4	-22.2
Percent Above or Below Limitation	-9.5%	-3.3%	-0.8%	-13.8%	-2.1%



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

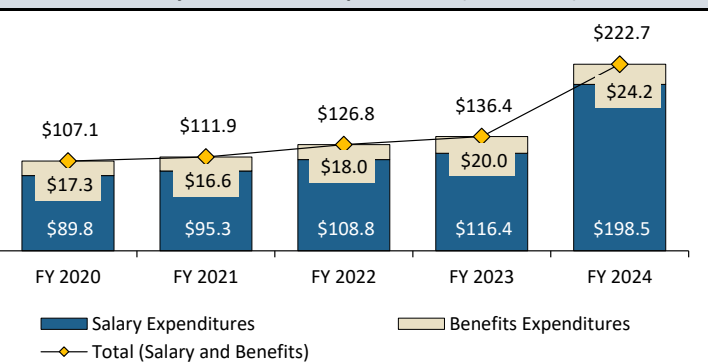
Excluding interagency transfers, the turnover rate within the agency (6.7 percent) was lower than the statewide turnover rate (16.5 percent) and lower than the turnover rate of Article III agencies (11.0 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 7.0 percent.



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

The average agency salary of \$119,599 in fiscal year 2024 represented an increase of 20.2 percent compared with the average agency salary in fiscal year 2020. 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
Executive Director	\$ 355,141	\$ 355,141	\$ 400,000	\$ 500,000	\$ 550,000
Agency Average	\$ 99,493	\$ 97,337	\$ 105,592	\$ 110,333	\$ 119,599
Article Average	\$ 77,870	\$ 79,437	\$ 83,216	\$ 78,143	\$ 82,395
Statewide Average	\$ 49,500	\$ 50,590	\$ 53,525	\$ 57,011	\$ 61,116

Note: Average salary for the agency includes unclassified, full-time employees because the agency does not follow the State's Position Classification Plan. The statewide and article averages include only classified, full-time employees.

### Number of Salary Actions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Promotions	131	184	316	251	197
Merits	468	5	400	664	861
One-Time Merits	209	337	168	281	402
Equity Adjustments	16	42	376	217	113
Reclassifications	17	12	102	2	10
<b>Totals</b>	<b>841</b>	<b>580</b>	<b>1,362</b>	<b>1,415</b>	<b>1,583</b>

### Salary Range Distribution<sup>b</sup>

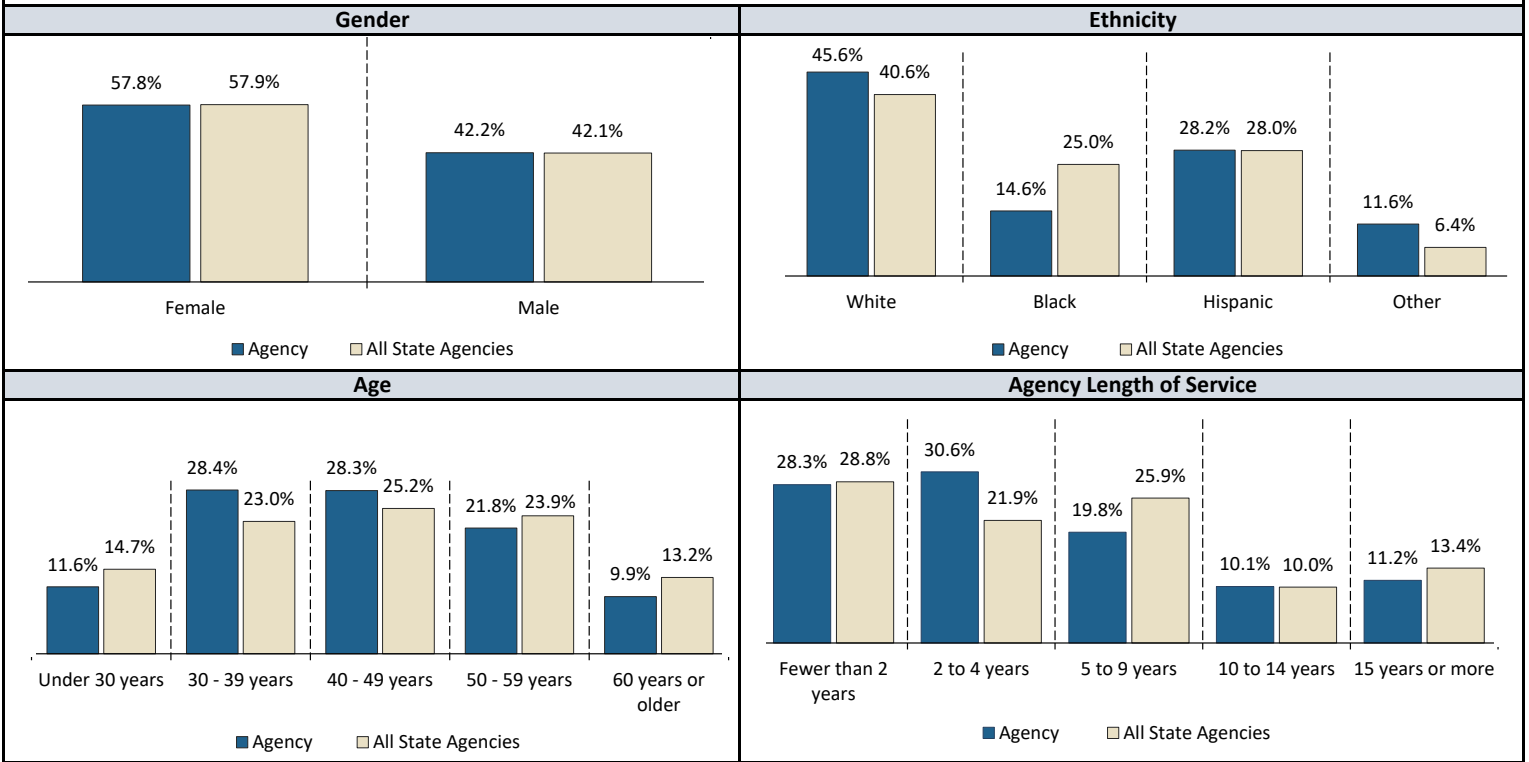
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	0.00	N/A	N/A
Salary Schedule B	0.00	N/A	N/A
<b>Totals</b>	<b>0.00</b>	<b>N/A</b>	<b>N/A</b>

<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. Salary and benefit information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Accounting System. Effective fiscal year 2023, the agency transitioned its employees from classified to unclassified positions. Therefore, unless stated otherwise, data includes classified and unclassified regular full-time employees and may not match prior workforce summaries.

<sup>b</sup> The agency is not required to comply with the State's Position Classification Plan and therefore does not have classified positions as of fiscal year 2023.

## Fiscal Year 2024 Workforce Demographics <sup>c</sup>

On average, employees at the agency were 44.0 years old and had 6.2 years of agency length of service. Of the agency's employees, 60.0 percent were 40 years old or older, and 58.9 percent had fewer than 5 years of agency length of service.

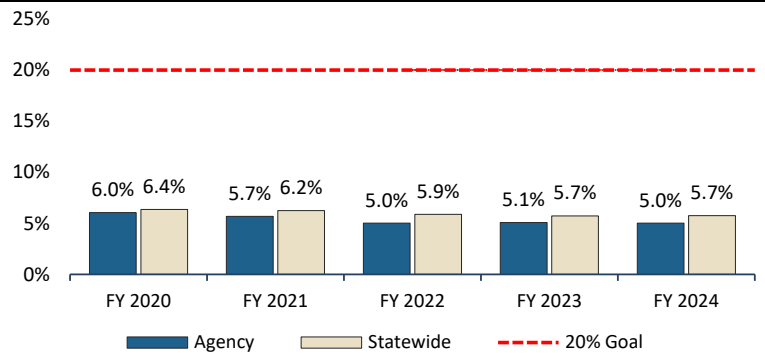


<sup>c</sup> Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed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