

# 329 - Real Estate Commission

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

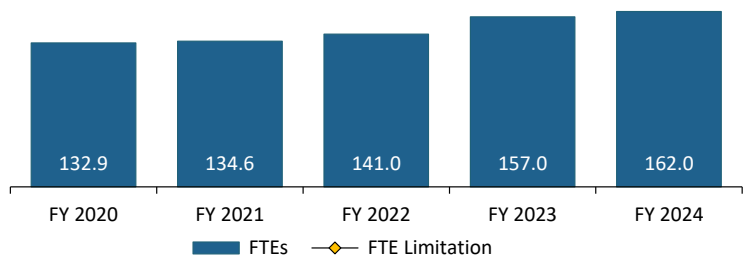
Based on information **self-reported** by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

This agency is a Self-Directed, Semi-Independent (SDSI) agency; therefore, it has no FTE limitation in the General Appropriations Act. The FTEs listed were paid from non-appropriated funds. Compared with fiscal year 2020 the agency's total number of FTEs increased by 29.1 (21.9 percent).

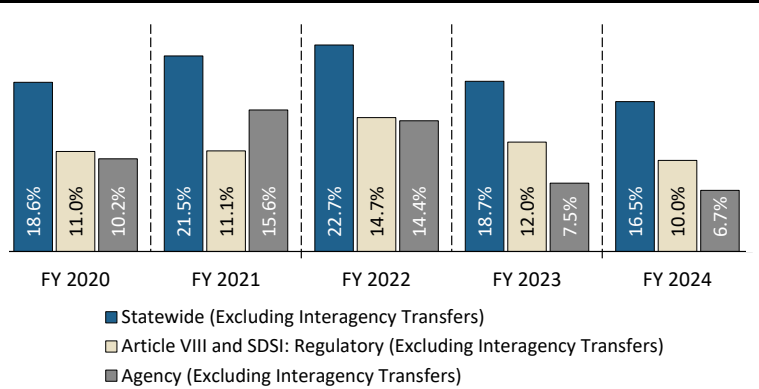
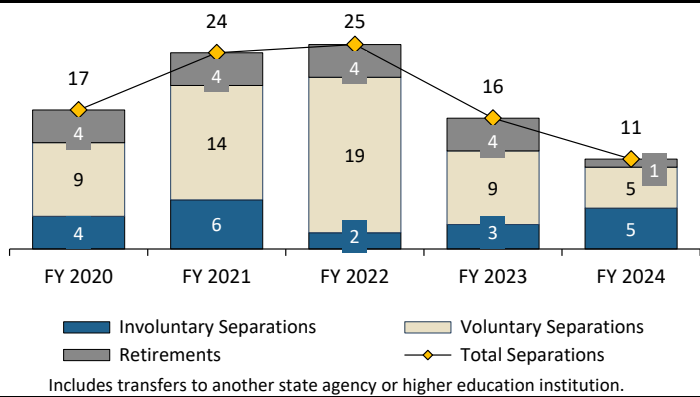
### FTEs Below/Above FTE Limitation

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	N/A	N/A	N/A	N/A	N/A
Number Below or Above Limitation	N/A	N/A	N/A	N/A	N/A
Percent Above or Below Limitation	N/A	N/A	N/A	N/A	N/A



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

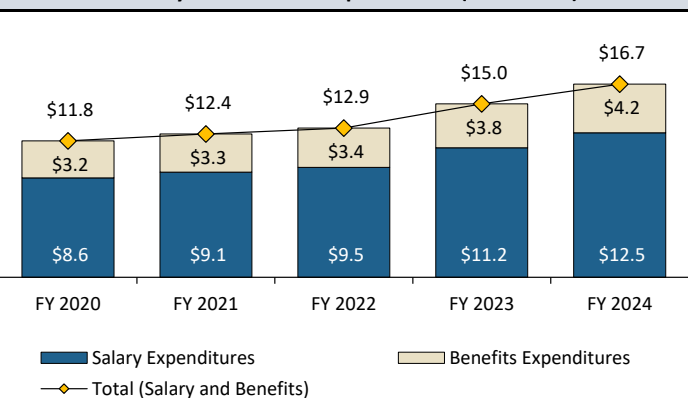
Excluding interagency transfers, the turnover rate within the agency (6.7 percent) was lower than the statewide turnover rate (16.5 percent) and lower than the turnover rate of Article VIII and SDSI agencies (10.0 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 6.7 percent.



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

The average agency salary of \$75,351 in fiscal year 2024 represented an increase of 19.6 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	\$ 175,000	\$ 180,250	\$ 187,460	\$ 200,582	\$ 210,611
Agency Average	\$ 62,999	\$ 63,702	\$ 65,014	\$ 70,397	\$ 75,351
Article Average	\$ 63,503	\$ 64,438	\$ 65,847	\$ 69,199	\$ 73,528
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, effective end of fiscal year 2023. The statewide and article averages include only classified regular, full-time employees. Article salary average includes Article VIII and SDSI agencies.

### Number of Salary Actions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Promotions	25	22	27	33	21
Merits	87	74	88	115	118
One-Time Merits	1	42	28	14	14
Equity Adjustments	14	2	10	146	160
Reclassifications	0	7	22	14	5
<b>Totals</b>	<b>127</b>	<b>147</b>	<b>175</b>	<b>322</b>	<b>318</b>

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

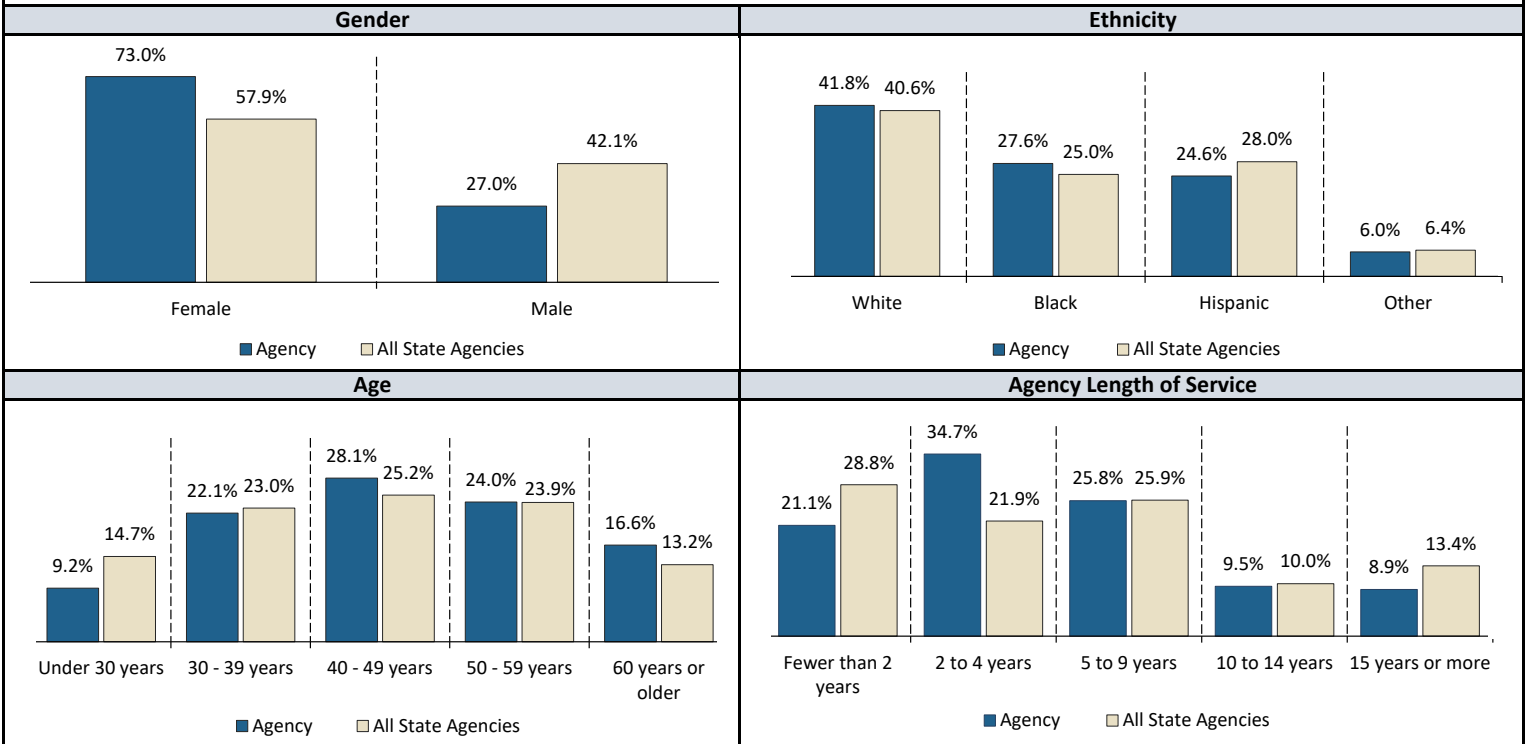
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	0.00	N/A	N/A
Salary Schedule B	0.00	N/A	N/A
<b>Totals</b>	<b>0.00</b>	<b>N/A</b>	<b>N/A</b>

<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 July of fiscal year 2023, the agency transitioned its employees from classified to unclassified positions, thereby removing them from the State's Position Classification Plan. Therefore, unless otherwise stated, data includes classified and unclassified regular full-time employees.

<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 the end of fiscal year 2023.

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

On average, employees at the agency were 46.8 years old and had 6.2 years of agency length of service. Of the agency's employees, 68.7 percent were 40 years old or older, and 55.8 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2024 and 2028, 17.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2024 data).

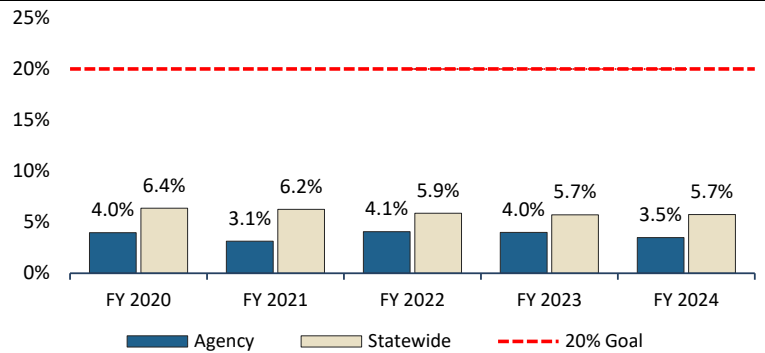


<sup>c</sup> Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes unclassified regular, full-time and part-time employees. Demographic data may appear skewed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