

# 360 - State Office of Administrative Hearings

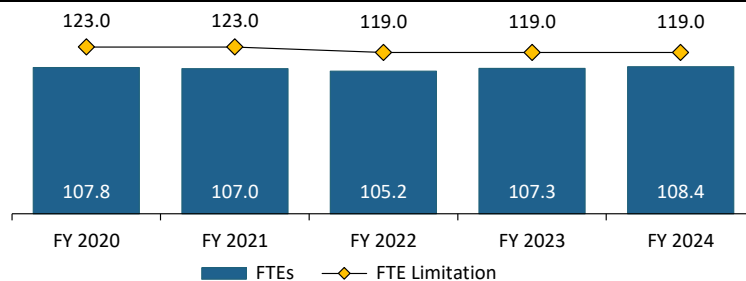
Workforce Summary Document prepared by the State Auditor's Office.  
Based on information self-reported by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation remained the same in fiscal year 2024 compared with fiscal year 2023. Compared with fiscal year 2020, the agency had an increase of 0.6 (0.6 percent) in the total number of FTEs.

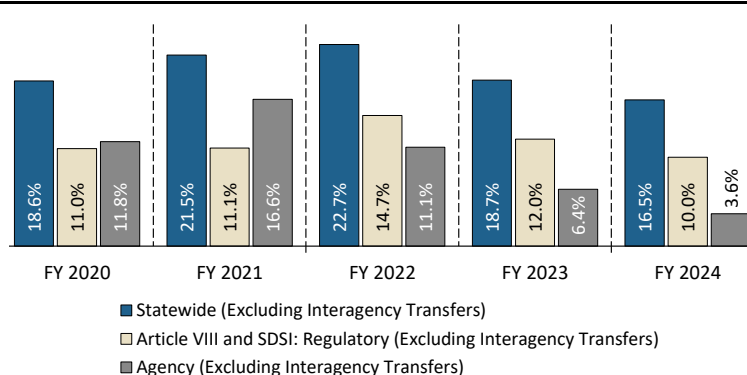
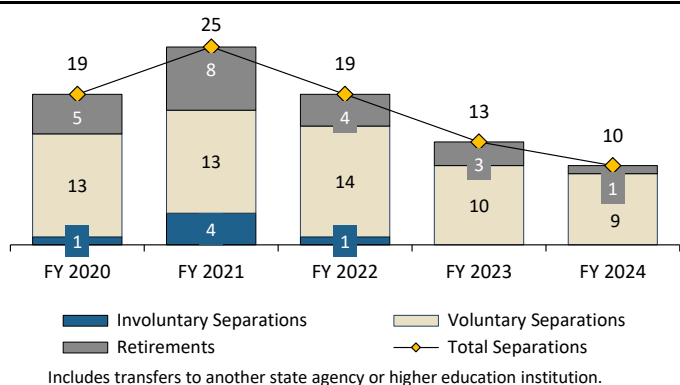
### FTEs Below/Above FTE Limitation

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	123.0	123.0	119.0	119.0	119.0
Number Below or Above Limitation	-15.2	-16.0	-13.8	-11.7	-10.6
Percent Above or Below Limitation	-12.4%	-13.0%	-11.6%	-9.8%	-8.9%



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

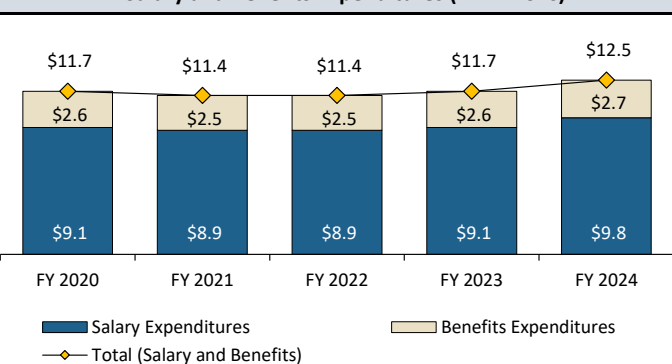
Excluding interagency transfers, the turnover rate within the agency (3.6 percent) was lower than the statewide turnover rate (16.5 percent) and lower than the turnover rate of Article VIII and Self-Directed, Semi-Independent (SDSI) agencies (10.0 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 9.1 percent.



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

The average agency salary of \$85,726 in fiscal year 2024 represented an increase of 5.7 percent compared with the average agency salary in fiscal year 2020. In fiscal year 2024, 83.0 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
Chief Administrative Law Judge	\$ 180,000	\$ 180,000	\$ 180,000	\$ 180,000	\$ 184,805
Agency Average	\$ 81,133	\$ 80,722	\$ 80,756	\$ 81,907	\$ 85,726
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: With the exception of the chief administrative law judge, the average salary is for classified regular, full-time employees only. Article salary average includes Article VIII and SDSI agencies.

### Number of Salary Actions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Promotions	9	12	11	6	5
Merits	0	0	0	0	3
One-Time Merits	5	7	23	38	58
Equity Adjustments	2	12	26	11	15
Reclassifications	1	2	0	0	1
<b>Totals</b>	<b>17</b>	<b>33</b>	<b>60</b>	<b>55</b>	<b>82</b>

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

	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	27.00	100.0%	0.0%
Salary Schedule B	82.00	77.4%	22.6%
<b>Totals</b>	<b>109.00</b>	<b>83.0%</b>	<b>17.0%</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.

