

# 401 - Military Department

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

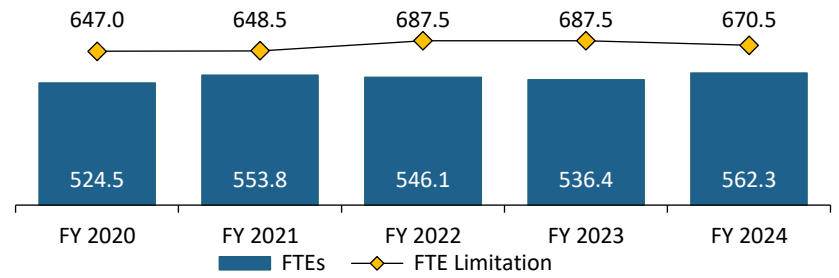
Based on information **self-reported** by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation decreased by 2.5 percent to 670.5 FTEs in fiscal year 2024 compared with fiscal year 2023. Compared with fiscal year 2020, the agency had an increase of 37.8 (7.2 percent) in the total number of employed FTEs. In fiscal year 2021, the agency employed 28.0 federally funded FTEs (for the unanticipated expansion of an existing project that was 100 percent federally funded); those FTEs did not count toward the FTE limitation. In fiscal year 2022, 2023, and 2024 the agency employed 10,263, 9,391, and 9,208 temporary State employees on State Active Duty; those employees did not count toward the FTE limitation.

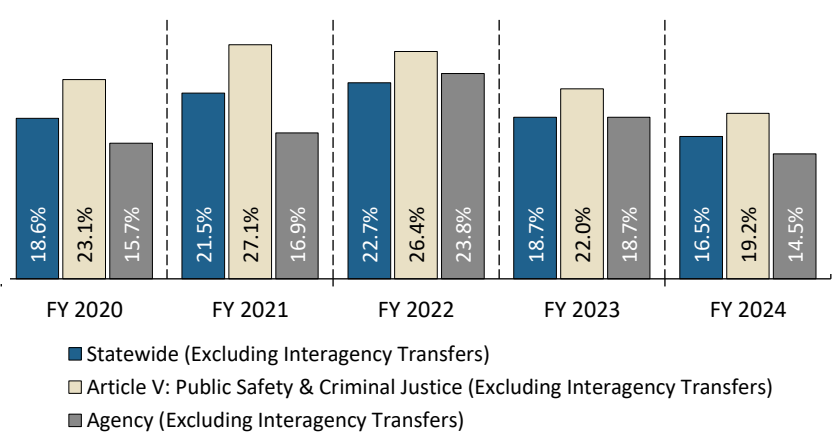
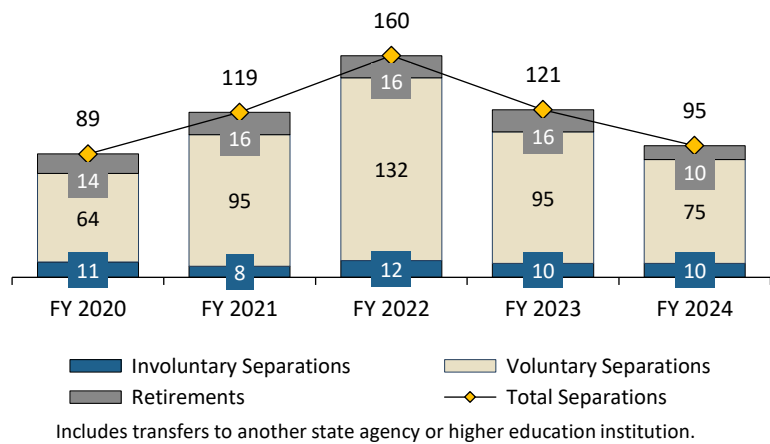
### FTEs Below/Above FTE Limitation

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	647.0	648.5	687.5	687.5	670.5
Number Below or Above Limitation	-122.5	-94.7	-141.4	-151.1	-108.2
Percent Above or Below Limitation	-18.9%	-14.6%	-20.6%	-22.0%	-16.1%



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

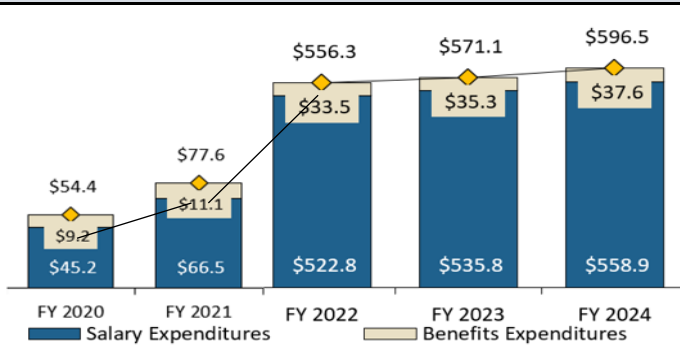
Excluding interagency transfers, the turnover rate within the agency (14.5 percent) was lower than the statewide turnover rate (16.5 percent) and lower than the turnover rate of Article V agencies (19.2 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 16.6 percent.



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

The average agency salary of \$62,599 in fiscal year 2024 represented an increase of 15.9 percent compared with the average agency salary in fiscal year 2020. In fiscal year 2024, 36.9 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)<sup>b</sup>



### Average Salary Trends

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Adjutant General	\$ 191,357	\$ 191,357	\$ 191,357	\$ 191,357	\$ 240,000
Agency Average	\$ 54,017	\$ 54,643	\$ 55,643	\$ 58,788	\$ 62,599
Article Average	\$ 45,657	\$ 46,228	\$ 50,101	\$ 53,026	\$ 55,901
Statewide Average	\$ 49,500	\$ 50,590	\$ 53,525	\$ 57,011	\$ 61,116

Note: With the exception of the Adjutant General, 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	63	58	85	102	69
Merits	123	152	140	103	61
One-Time Merits	81	140	96	108	238
Equity Adjustments	22	61	37	14	29
Reclassifications	9	13	8	0	4
<b>Totals</b>	<b>298</b>	<b>424</b>	<b>366</b>	<b>327</b>	<b>401</b>

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

	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	230.75	36.7%	63.3%
Salary Schedule B	341.00	37.0%	63.0%
<b>Totals</b>	<b>571.75</b>	<b>36.9%</b>	<b>63.1%</b>

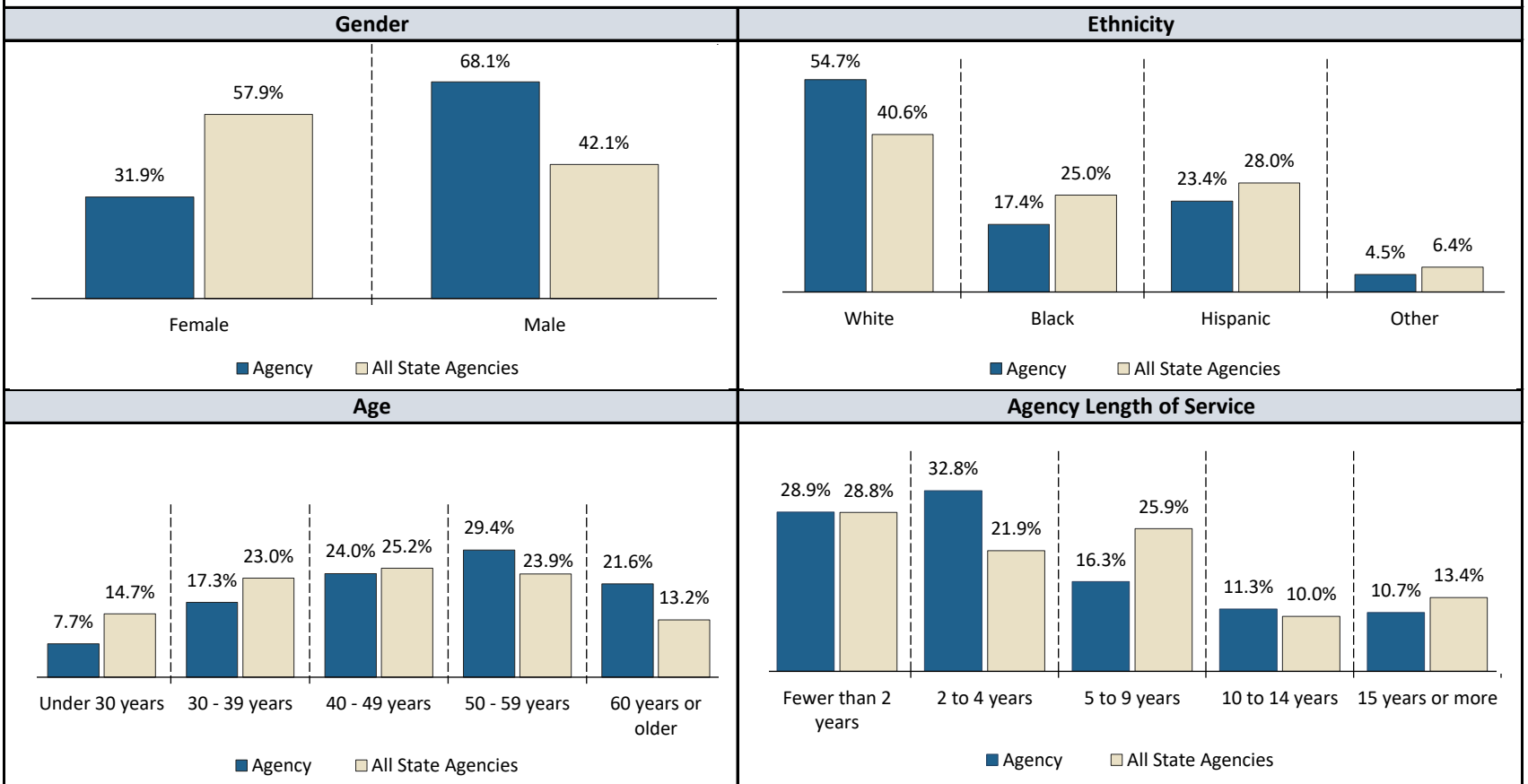
<sup>a</sup> Turnover and salary trends information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Unless otherwise indicated, the data reported is for classified regular, full-time and part-time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

<sup>b</sup> The primary factor contributing to the dramatic increase in the agency's salary and benefits expenditures from FY2021 to FY2022 is the continued operation of the long-term state active duty mission known as Operation Lone Star. The Texas Military Forces consists of the Texas Army National Guard, Texas Air National Guard, and Texas State Guard service members who are not full-time or part-time state employees and are considered temporary state employees when on state active duty. Service members on state active duty are entitled to the pay and benefits provided under Texas Government Code, Section 437.212. Since March 2021, Texas Military Forces service members have been deployed to the Texas/Mexico border to maintain security points, conduct mobile land and riverine patrols, and construct fencing and temporary barriers to prevent, detect and interdict transnational criminal activity and illegal migrant crossings. Collectively for all missions in FY 2022, 10,263 service members received compensation, some of whom also received state benefits.

<sup>c</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>d</sup>

On average, employees at the agency were 49.3 years old and had 6.1 years of agency length of service. Of the agency's employees, 75.0 percent were 40 years old or older, and 61.7 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2024 and 2028, 28.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2024 data).

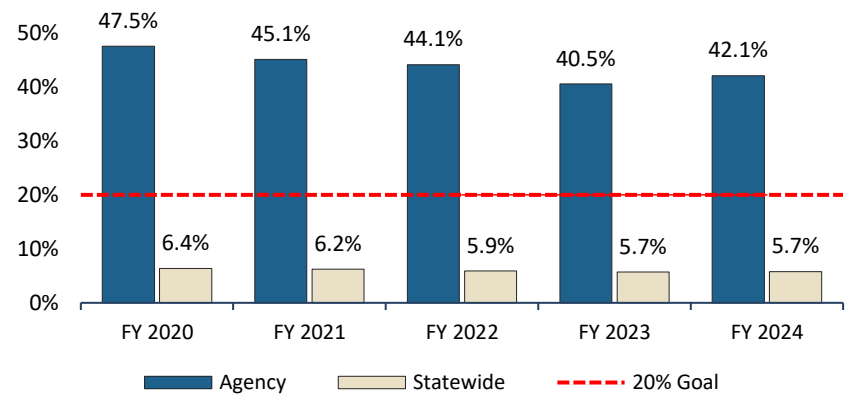


<sup>d</sup> Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed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

## Veteran Employment<sup>e</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 higher than the statewide average and had increased since fiscal year 2023.



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