

# 781 - Higher Education Coordinating Board

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

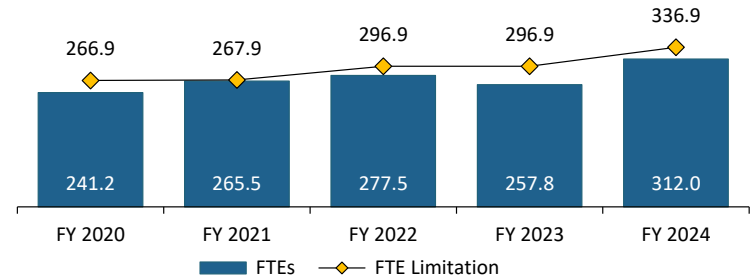
Based on information self-reported by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation increased by 13.5 percent to 336.9 FTEs in fiscal year 2024 compared with fiscal year 2023. Compared with fiscal year 2020, the agency had an increase of 70.8 (29.4 percent) in the total number of FTEs.

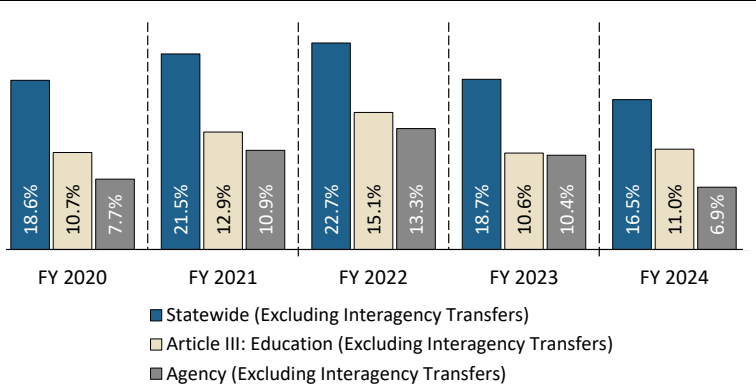
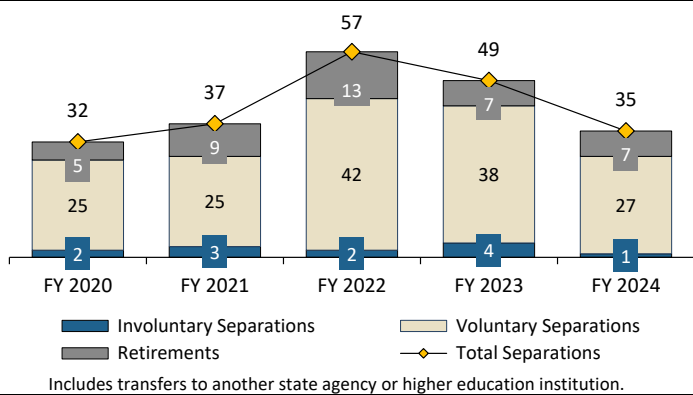
### FTEs Below/Above FTE Limitation

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	266.9	267.9	296.9	296.9	336.9
Number Below or Above Limitation	-25.7	-2.4	-19.4	-39.1	-24.9
Percent Above or Below Limitation	-9.6%	-0.9%	-6.5%	-13.2%	-7.4%



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

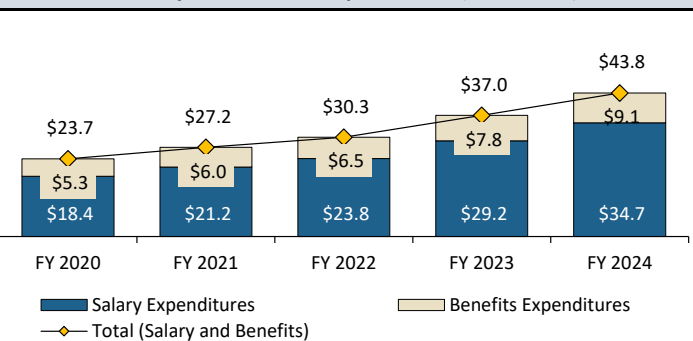
Excluding interagency transfers, the turnover rate within the agency (6.9 percent) was lower than the statewide turnover rate (16.5 percent) and lower than the turnover rate of Article III agencies (11.0 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 9.2 percent.



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

The average agency salary of \$93,082 in fiscal year 2024 represented an increase of 23.9 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
Commissioner	\$ 299,813	\$ 299,813	\$ 299,813	\$ 299,813	\$ 325,000
Agency Average	\$ 75,139	\$ 78,481	\$ 82,553	\$ 88,917	\$ 93,082
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 regular, full-time employees.

### Number of Salary Actions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Promotions	17	23	50	43	61
Merits	117	4	215	205	257
One-Time Merits	1	0	1	2	1
Equity Adjustments	15	66	18	22	13
Reclassifications	9	186	14	9	19
<b>Totals</b>	<b>159</b>	<b>279</b>	<b>298</b>	<b>281</b>	<b>351</b>

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

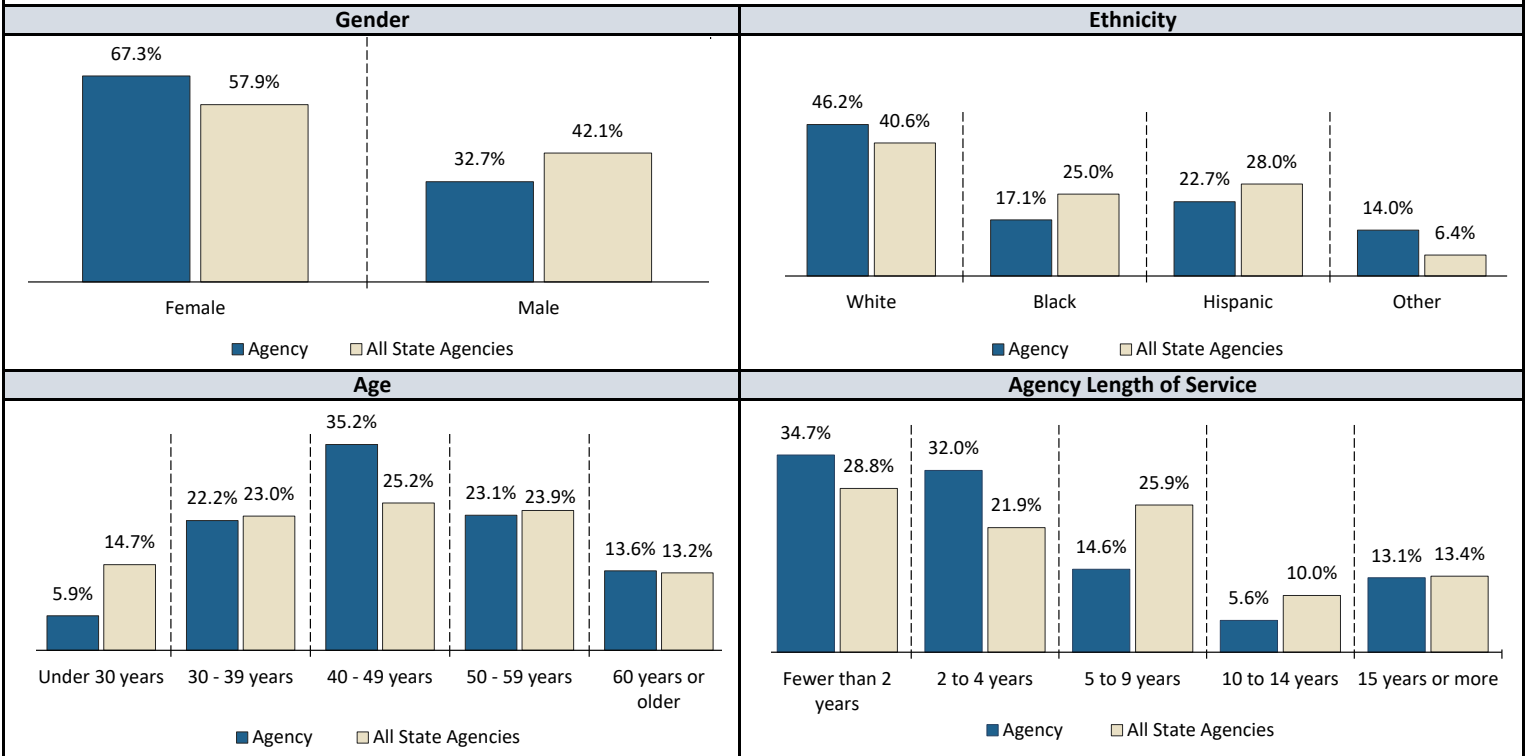
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	0.00	N/A	N/A
Salary Schedule B	0.00	N/A	N/A
<b>Totals</b>	<b>0.00</b>	<b>N/A</b>	<b>N/A</b>

<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. Data reported is for unclassified 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 agency is not required to comply with the State's Position Classification Plan and therefore does not have classified positions.

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

On average, employees at the agency were 46.7 years old and had 5.9 years of agency length of service. Of the agency's employees, 71.9 percent were 40 years old or older, and 66.7 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2024 and 2028, 21.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2024 data).

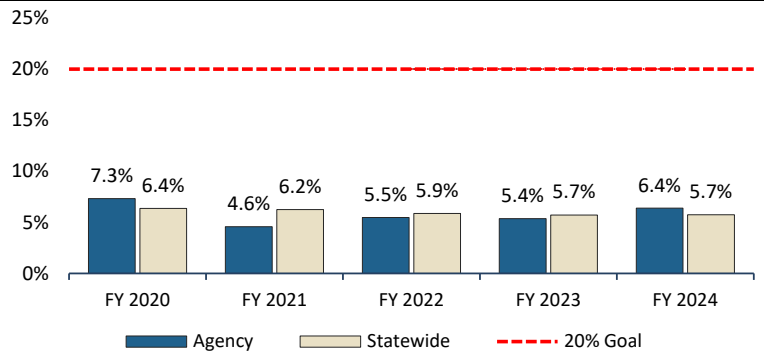


<sup>c</sup> Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed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