

# Texas Department of Public Safety

## SCHEDULE F – Agency Workforce Plan 2024

### **Overview**

The DPS Workforce Plan provides a snapshot of our agency’s workforce demographics, as well as other relevant information related to human resources. The Plan includes information about the number of full-time equivalent employees, employee turnover, compensation, and workforce demographics. The data was extracted from CAPPs.

### **Full-Time Equivalent Employees**

The FY 2023 average of filled FTE positions for the agency was 10,250, which was 69.75 FTEs less (-0.6%) than FY 2022 filled FTE average of 10,319.7 FTEs. This data is reported quarterly to the State Auditor’s Office by our Finance Division. FTE counts do not equate to employee headcount.

### **Employee Turnover**

Employee turnover analysis is prepared from quarterly and year-end summary information entered by the agency divisions into CAPPs. The FY 2023 average headcount for the agency was 10,250 with 1,009 separations, resulting in a turnover percentage of 9.8%. Agency turnover is separated into the four categories listed below:

| Category                | # Of Separations |
|-------------------------|------------------|
| Involuntary Separations | 42               |
| Voluntary Separations   | 666              |
| Retirements             | 301              |
| Total                   | 1,009            |

At this time, because CAPPs provides a limited number of “reason for separation” choices, we are unable to determine how many employees have left for better salaries, better jobs, work environment, relocation, etc. If they participate in the voluntary SAO survey, we are able capture some data in that report; however, the data is minimal.

### **Fiscal Year 2023 Workforce Demographics and Veteran Workforce Analysis**

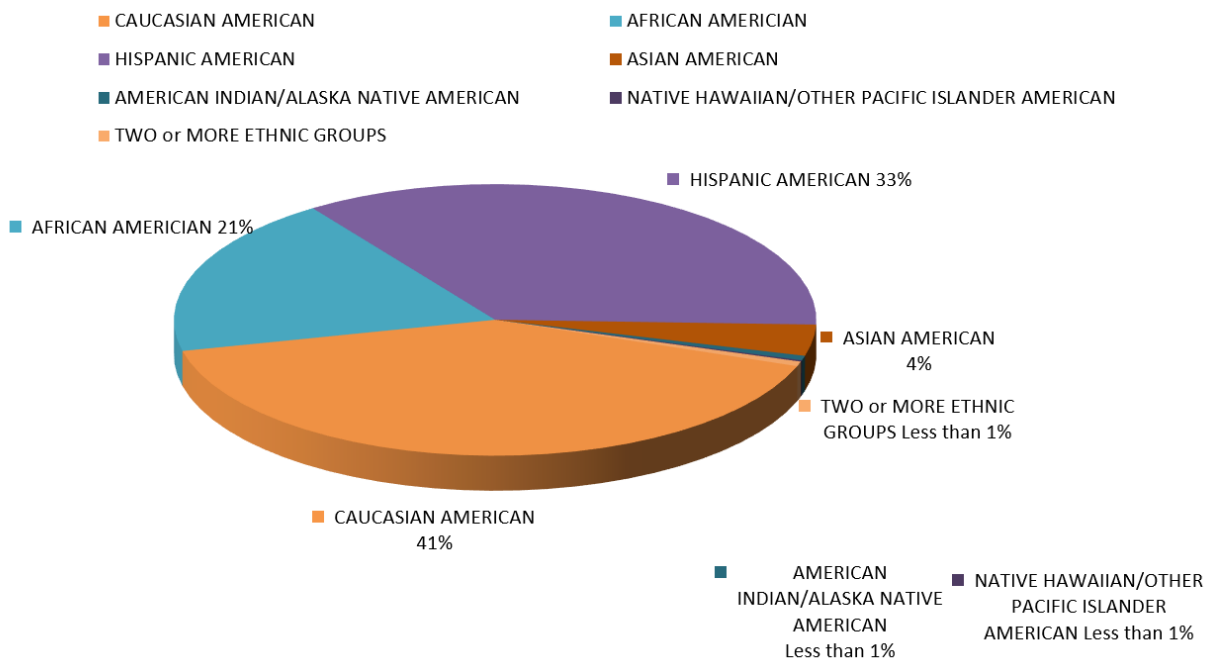
The agency achieved a 19% veteran status. We did not have any situations where the veteran’s preference had to be invoked.

## Workforce Demographics

Workforce demographics include classified regular, full and part-time employees. This data is gathered from CAPPs. The graphs included below reflect the statistical data as it relates to the composition of the population in the agency.

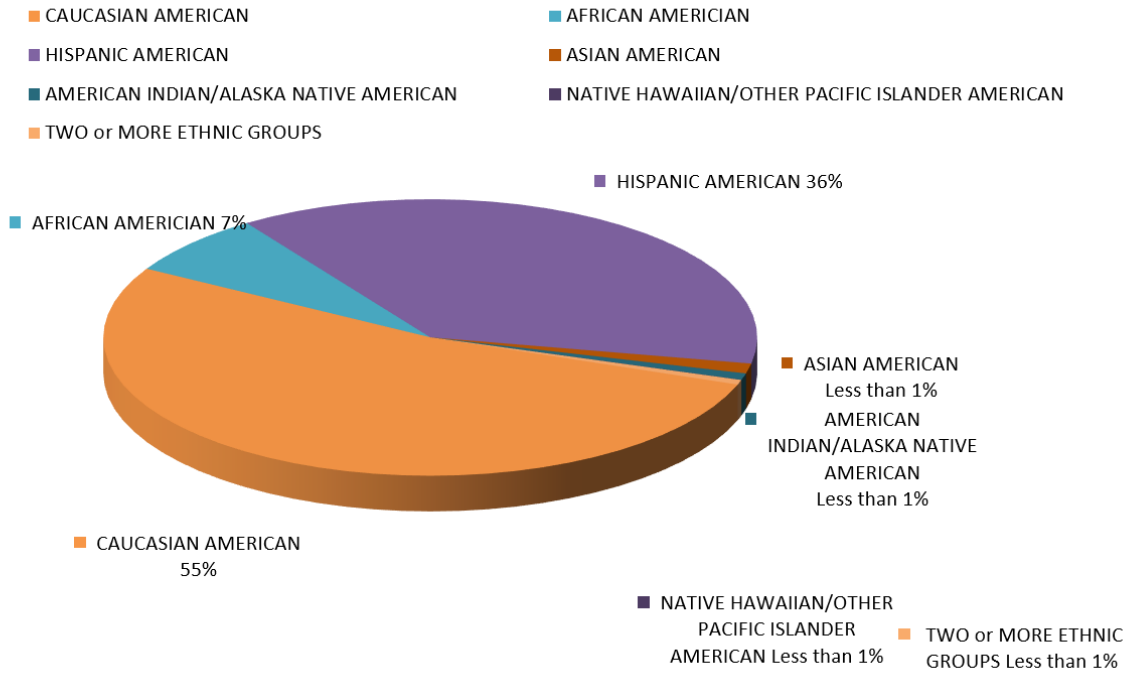
Of our non-commissioned employees, Caucasian Americans make up 41%, followed by Hispanic Americans with 33%, African Americans with 21%, Asian Americans with 4%, American Indian/Alaska Native American with less than 1%, Native Hawaiian/Other Pacific Islander American with less than 1%, and those selecting two or more ethnic groups with less than 1%.

### ETHNICITY FOR NONCOMMISSIONED



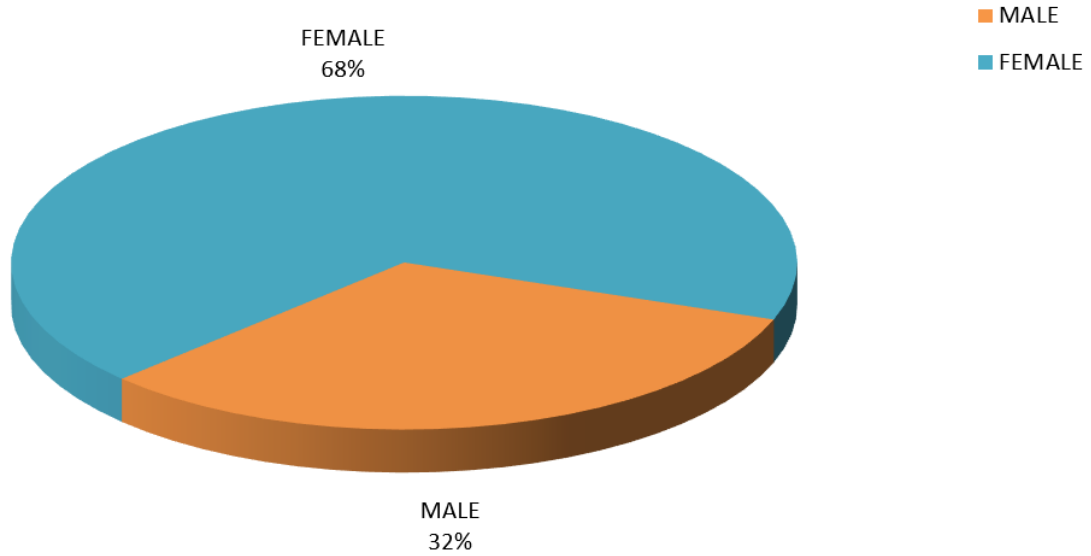
Of our law enforcement officers, Caucasian Americans make up 55%, followed by Hispanic Americans with 36%, African Americans with 7%, Asian Americans with less than 1%, American Indian/Alaska Native American with less than 1%, Native Hawaiian/Other Pacific Islander American with less than 1%, and those selecting two or more ethnic groups with less than 1%.

### ETHNICITY FOR COMMISSIONED

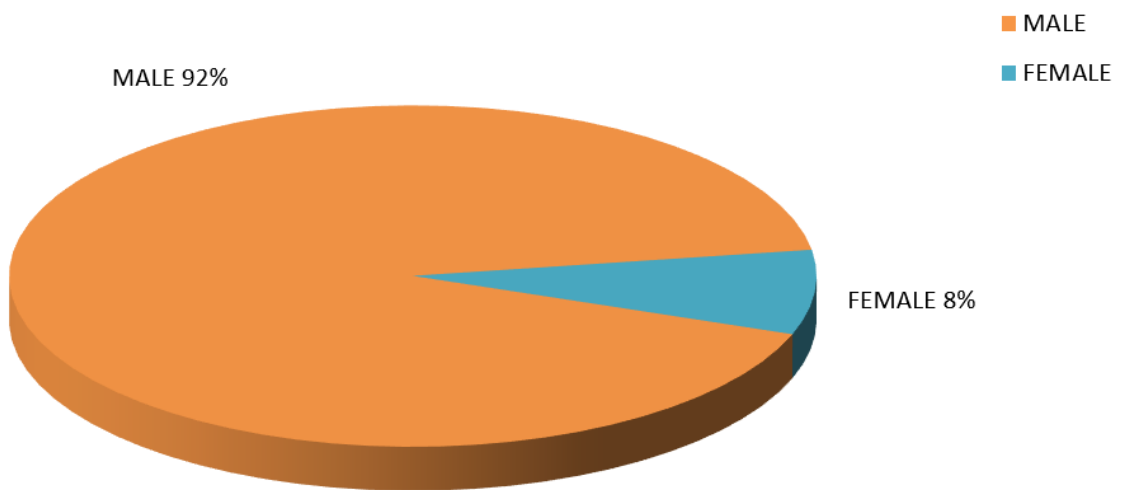


Also included in our analysis is data pertaining to gender, age, agency length of service (tenure), and education level of all our non-commissioned and commissioned employees.

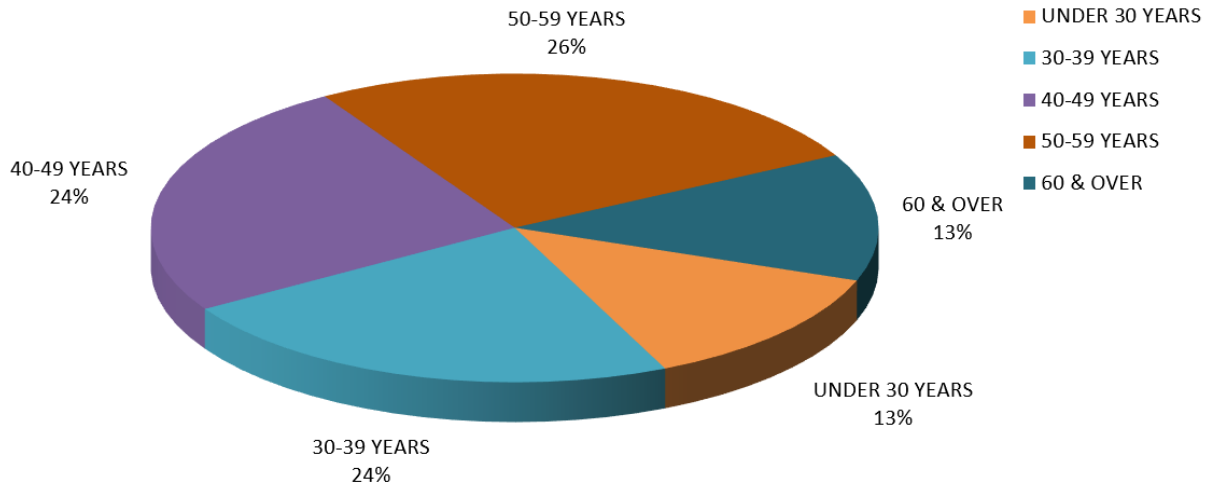
### GENDER FOR NONCOMMISSIONED



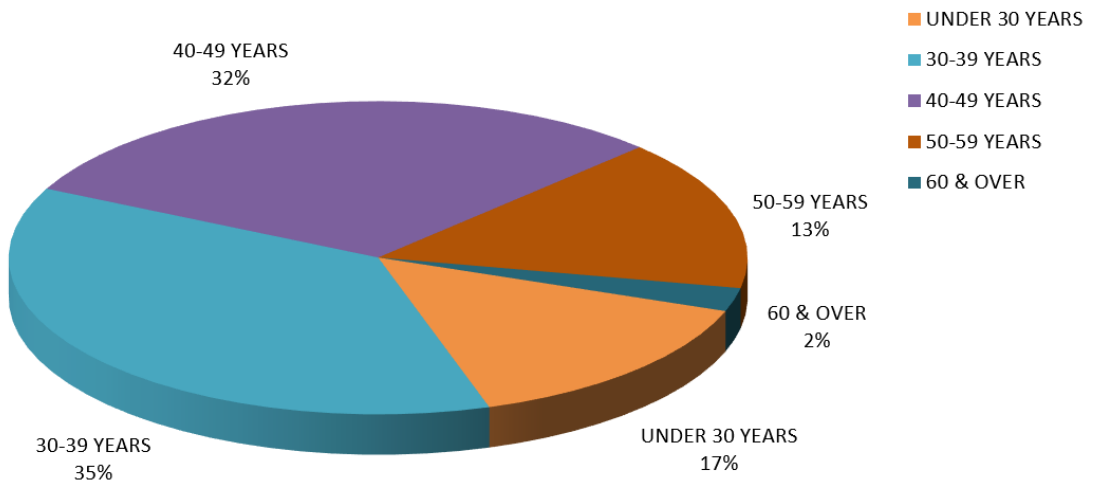
### GENDER FOR COMMISSIONED



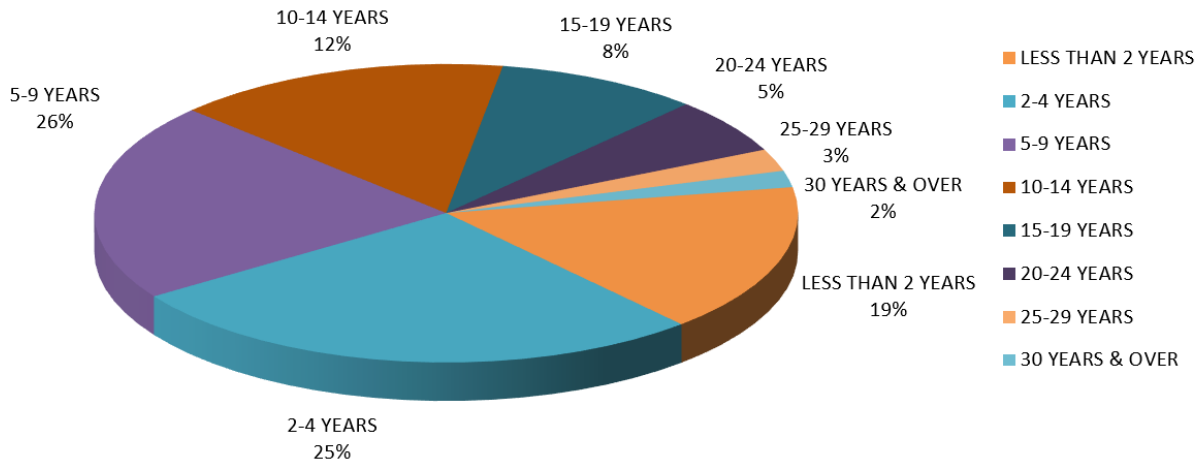
## AGE FOR NONCOMMISSIONED



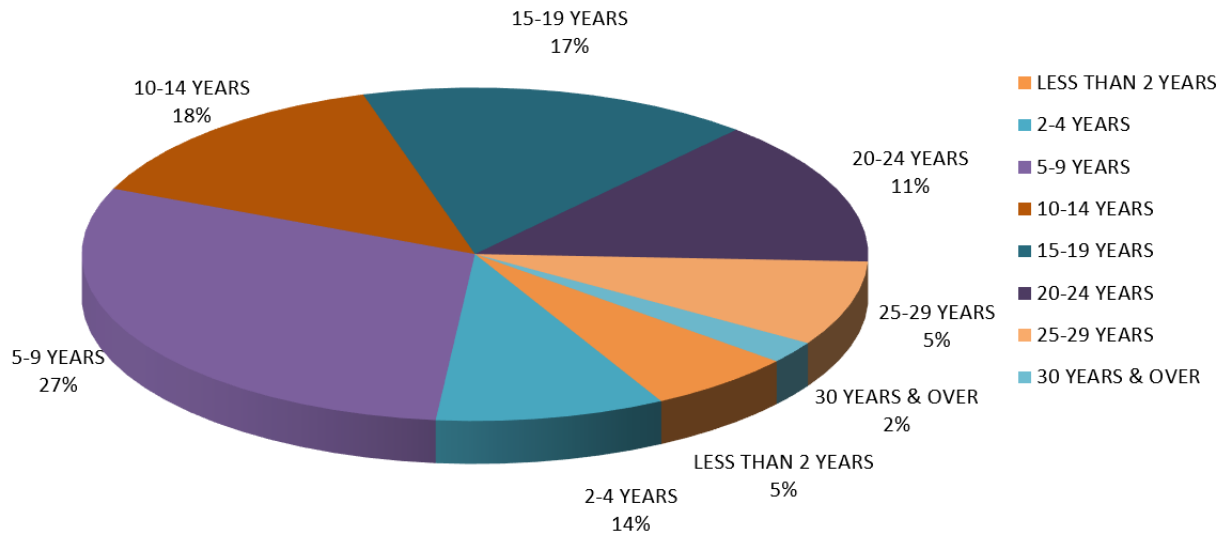
## AGE FOR COMMISSIONED



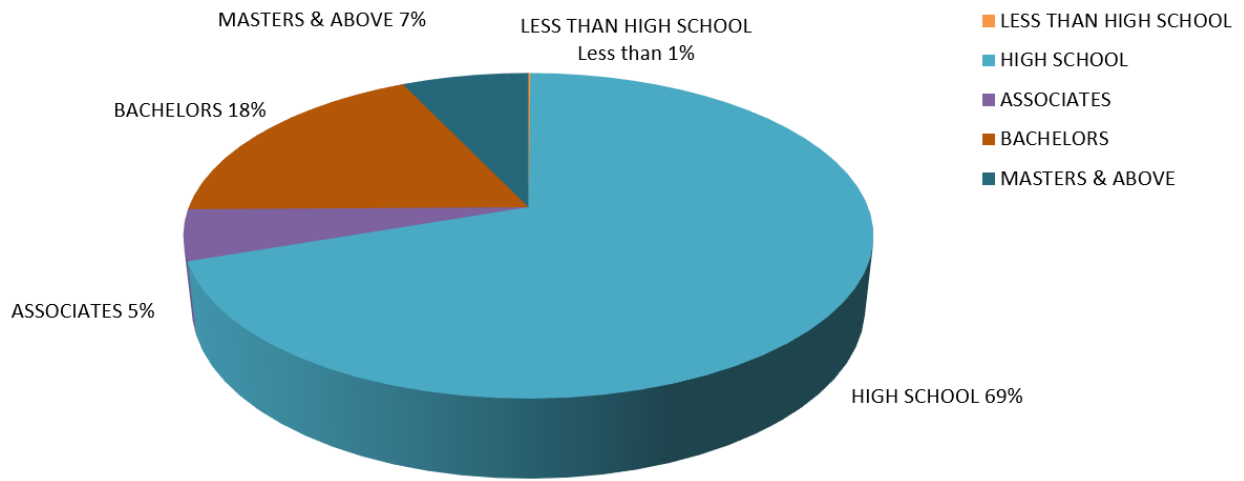
## TENURE FOR NONCOMMISSIONED



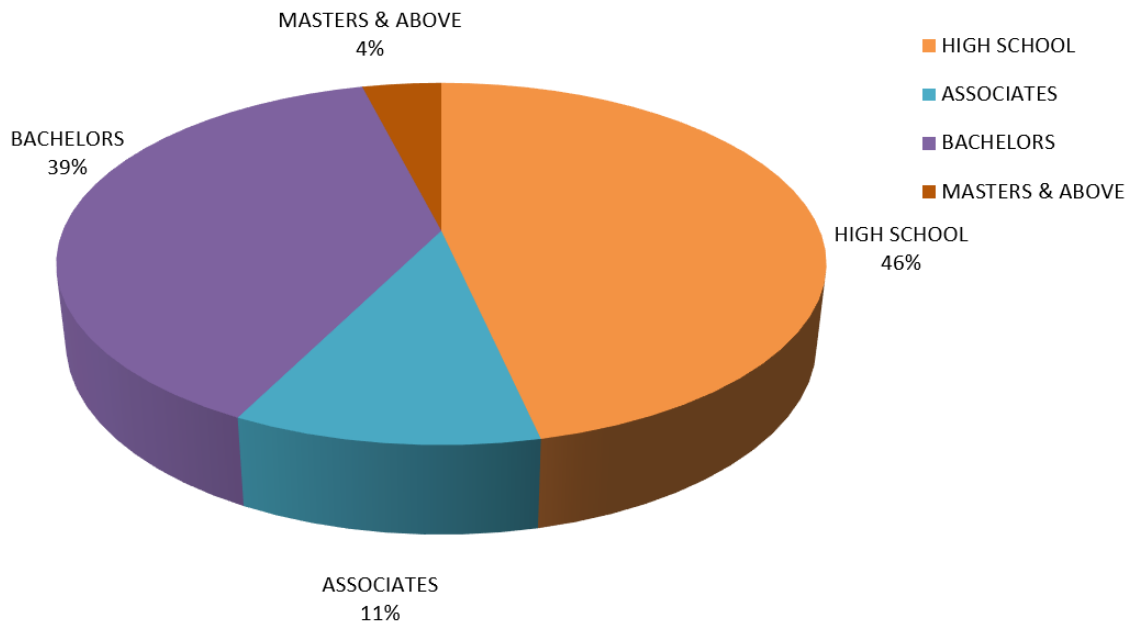
## TENURE FOR COMMISSIONED



## EDUCATION LEVEL FOR NONCOMMISSIONED

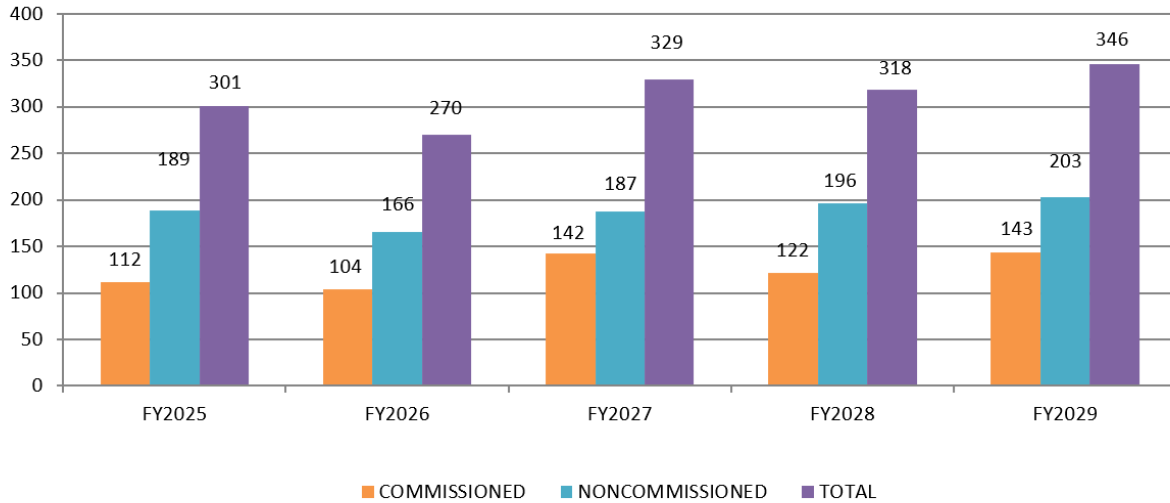


## EDUCATION LEVEL FOR COMMISSIONED

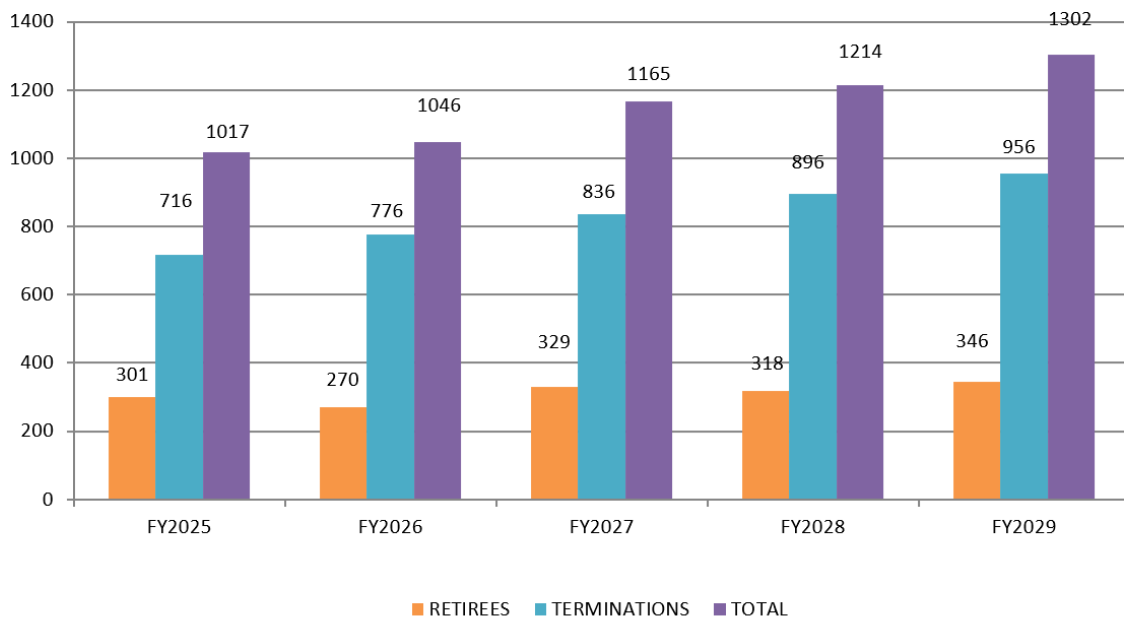


Finally, we gathered data regarding our personnel eligible to retire and projections in future fiscal years.

### PROJECTED # OF EMPLOYEES ELIGIBLE TO RETIRE BY FISCAL YEAR



### PROJECTED TURNOVER WITH ELIGIBLE RETIREES BY FISCAL YEAR



Training objectives are not a part of our Human Resource Operations strategy and are addressed by the division of Training Operations and included in the Agency Strategic Plan. The SEE 2024 results are also included in the Agency Strategic Plan.