

232 - Twelfth Court of Appeals District, Tyler

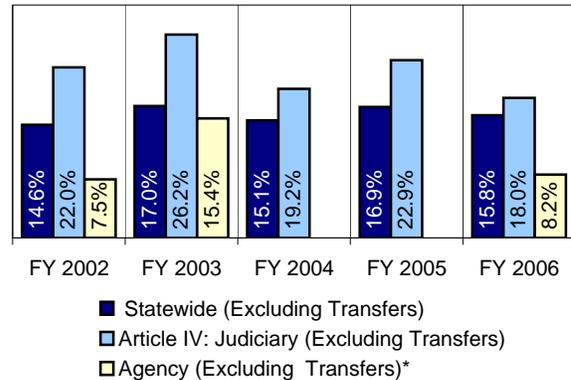
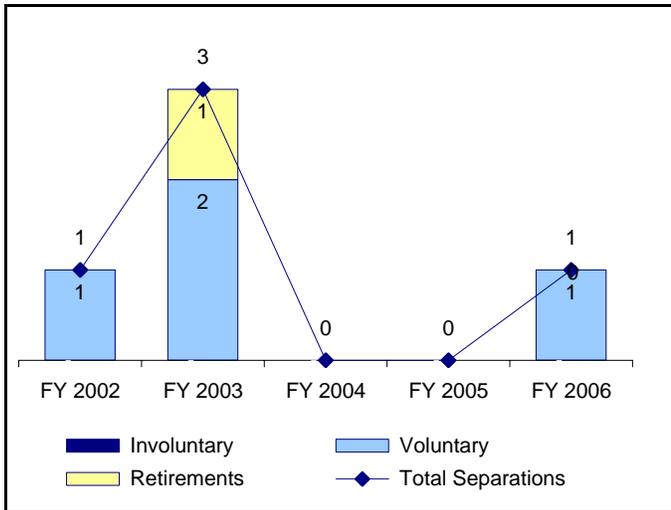
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

Based on a review of agency statistics and related information, the following items are worth noting:

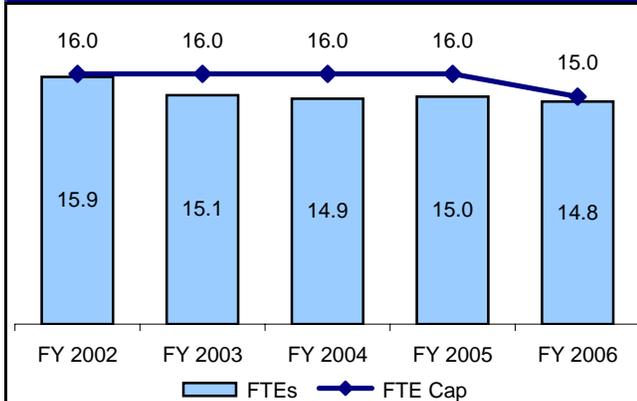
- Excluding interagency transfers, turnover within the agency (8.2 percent) was lower than the state average (15.8 percent) and the average for all Article IV agencies (18.0 percent) during fiscal year 2006.
- While full-time equivalent (FTE) caps are set for the appellate courts, they are for informational purposes only and are not considered a limitation.
- The agency did not participate in the Survey of Organizational Excellence, which is a survey instrument that measures employees' workplace satisfaction as well as employees' perceptions of the effectiveness of the agency.
- Sixty-three percent of the agency's employees are paid within the second quartile of the salary ranges in salary schedules A and B.
- Sixty-five percent of the agency's employees are 40 years of age or older.
- Sixty-three percent of the agency's employees have 5 or more years of tenure with the agency.
- The agency has not had any positions with the scope of recent classification compliance audits.

Employee Turnover



FY 2006 agency turnover including transfers was 8.16%.

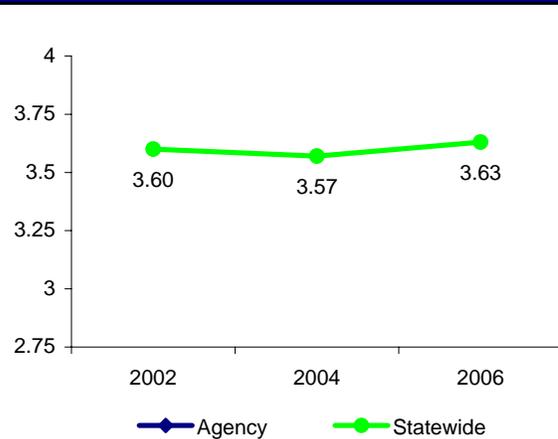
Full-time Equivalent Employees



Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-0.8%	-5.9%	-6.8%	-6.3%	-1.4%

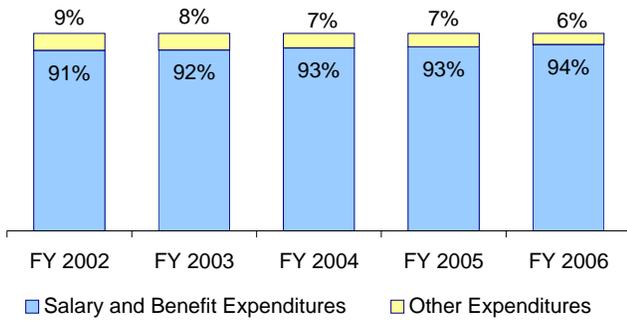
Survey of Organizational Excellence



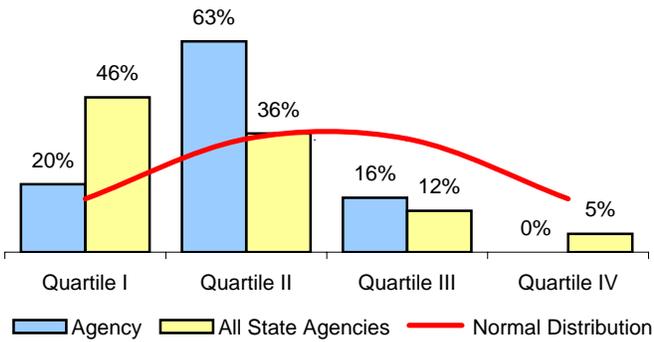
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

Compensation Information

Salary and Benefit Expenditures as a Percentage of Operating Expenditures (Cash only)



Employee Placement in Pay Range Quartiles



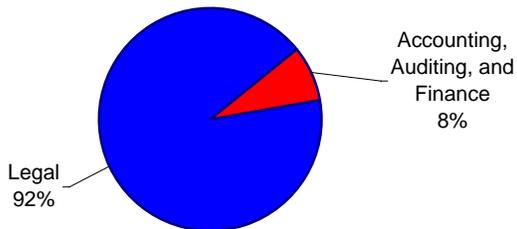
Salary Trends

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Chief Justice	\$ 107,850	\$ 107,850	\$ 107,850	\$ 107,850	\$ 140,000
Agency Average	\$ 54,034	\$ 53,809	\$ 53,249	\$ 53,249	\$ 60,317
Article Average	\$ 48,567	\$ 49,032	\$ 49,633	\$ 50,112	\$ 53,941
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

Salary Actions

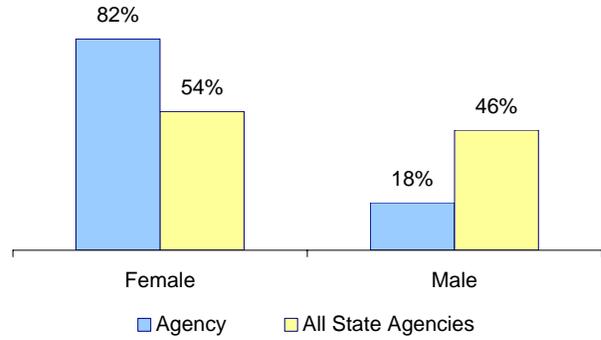
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	0	0	0	0	0
Demotions	0	4	0	0	0
Merits	2	0	0	0	0
One-Time Merits	0	13	0	24	0
Reclassifications	0	1	0	3	1

Fiscal Year 2006 Major Job Groups

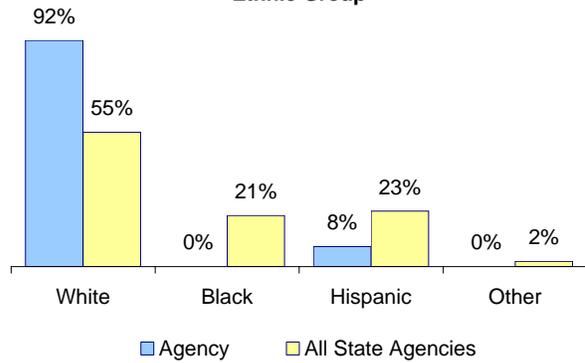


Fiscal Year 2006 Workforce Demographics *

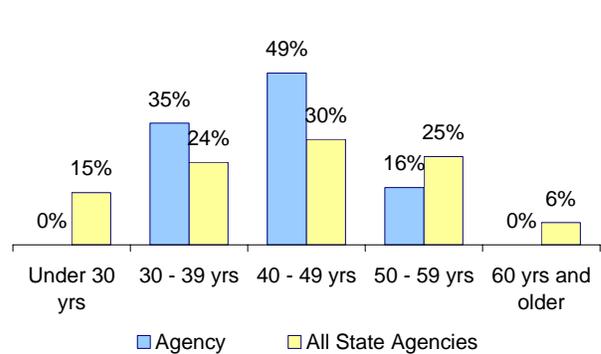
Gender



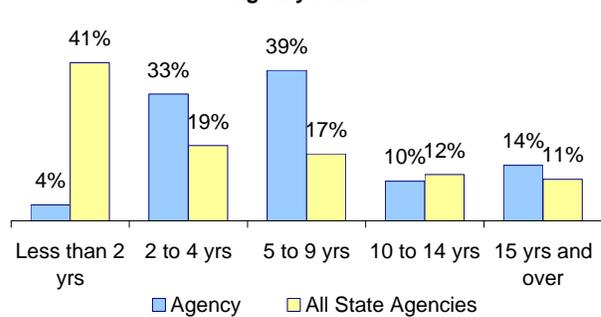
Ethnic Group



Age



Agency Tenure



Percentage in graphs may not always equal exactly 100% due to rounding.

* Workforce demographic information includes classified regular full-time and part-time employees. It may appear skewed for agencies with fewer than 50 employees.