

# 302 - Office of the Attorney General

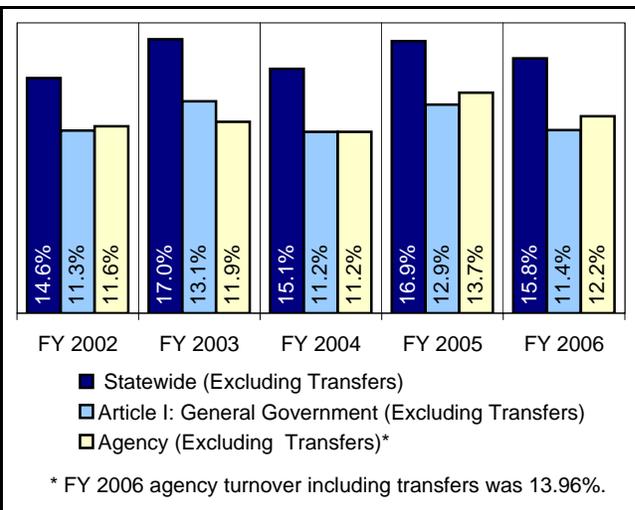
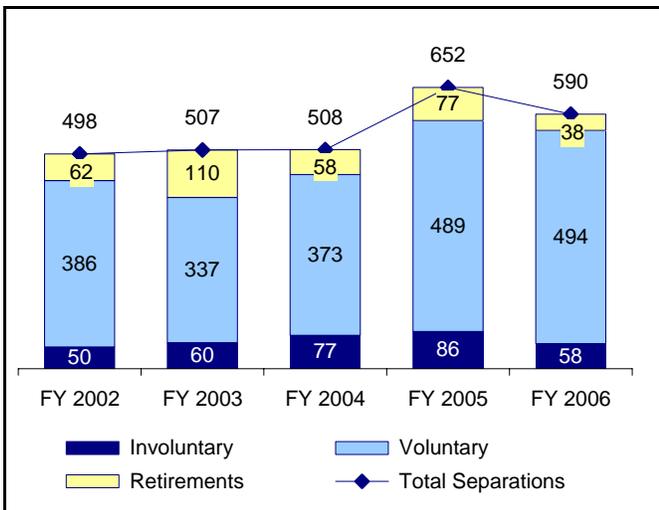
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

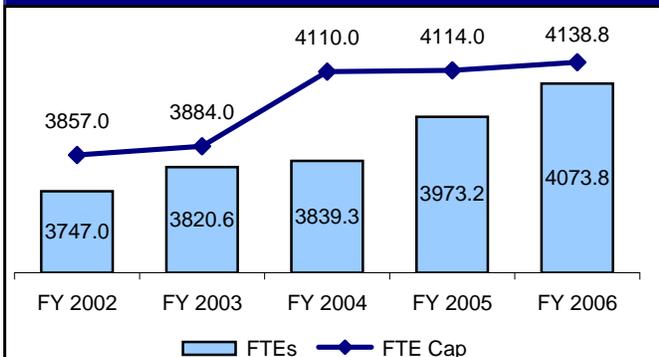
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (12.2 percent) was lower the state average (15.8 percent) and higher than the average for all Article I agencies (11.4 percent) during fiscal year 2006.
- The agency's full-time equivalent (FTE) cap increased in fiscal year 2006 because the 79th Legislature authorized additional FTEs within the Crime Victims Compensation, Open Records, and Post Conviction Litigation divisions and for the administration of the Public Information Act.
- The agency's overall score of 3.53 on 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, increased in 2006 but was lower than the State's overall score of 3.63.
- Forty-one percent of the agency's employees are paid within the first quartile of the salary ranges for salary schedules A and B.
- Sixty percent of the agency's employees are 40 years of age or older.
- Classification Compliance Audits:
  - Inspector and Investigator - Reviewed 193 positions; 1 percent misclassified (January 2006)
  - Office Services - Reviewed 4 positions; 25 percent misclassified (March 2005)
  - Library and Records - Reviewed 2 positions; 0 percent misclassified (October 2004)

## Employee Turnover



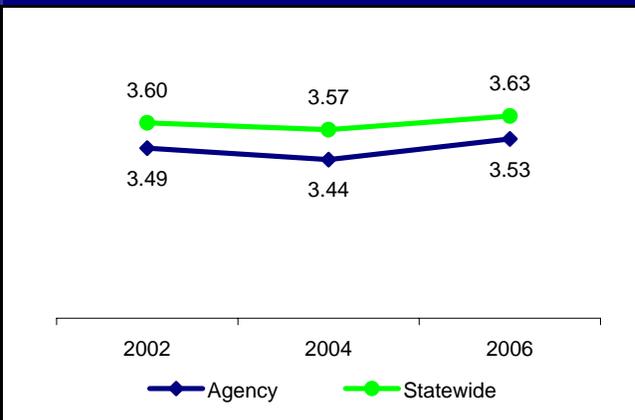
## Full-time Equivalent Employees



## Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-2.9%	-1.6%	-6.6%	-3.4%	-1.6%

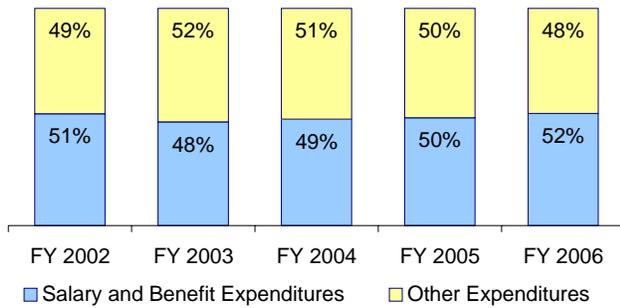
## Survey of Organizational Excellence



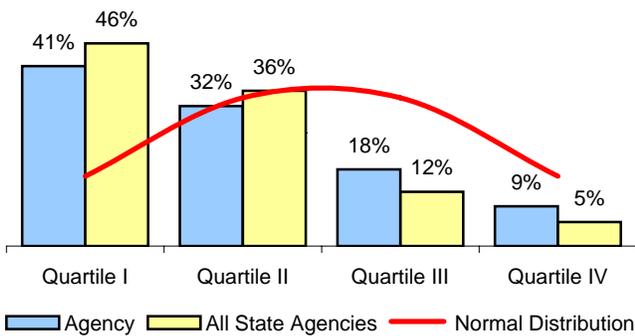
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

### Compensation Information

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



**Employee Placement in Pay Range Quartiles**



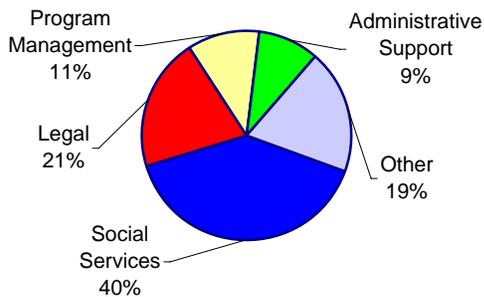
**Salary Trends**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Attorney General	\$ 92,217	\$ 92,217	\$ 92,217	\$ 92,217	#####
Agency Average	\$ 39,201	\$ 40,024	\$ 40,356	\$ 40,999	\$ 43,507
Article Average	\$ 41,300	\$ 42,366	\$ 42,819	\$ 43,465	\$ 45,697
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

**Salary Actions**

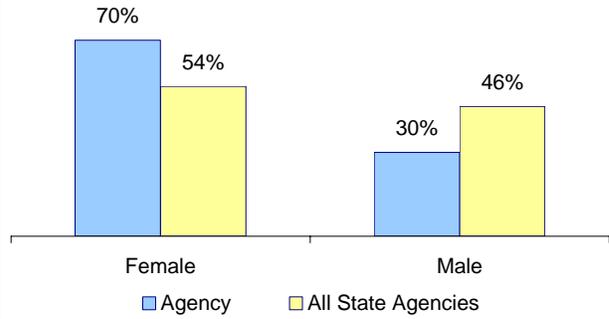
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	468	507	544	595	443
Demotions	22	15	20	31	25
Merits	1,391	1,844	1,594	1,881	674
One-Time Merits	858	120	743	1,549	447
Reclassifications	59	60	58	65	331

**Fiscal Year 2006 Major Job Groups**

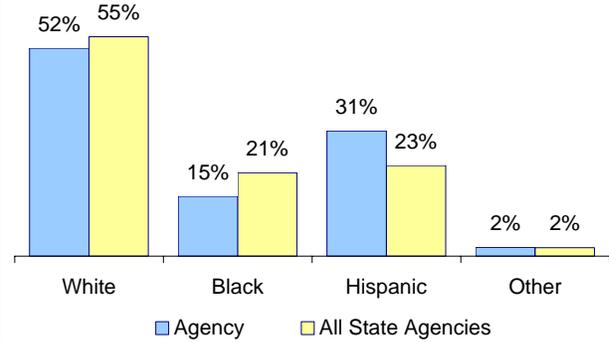


### Fiscal Year 2006 Workforce Demographics \*

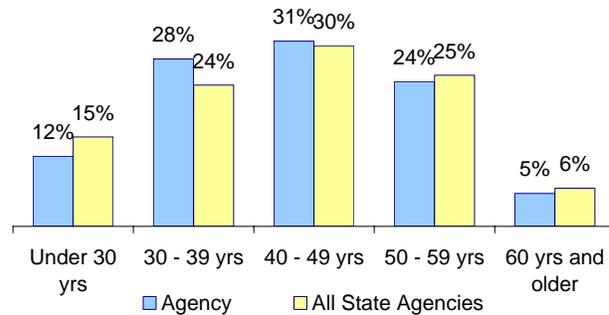
**Gender**



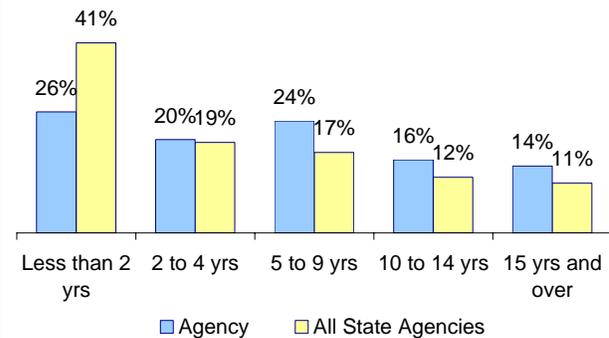
**Ethnic Group**



**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.