

459 - Board of Architectural Examiners

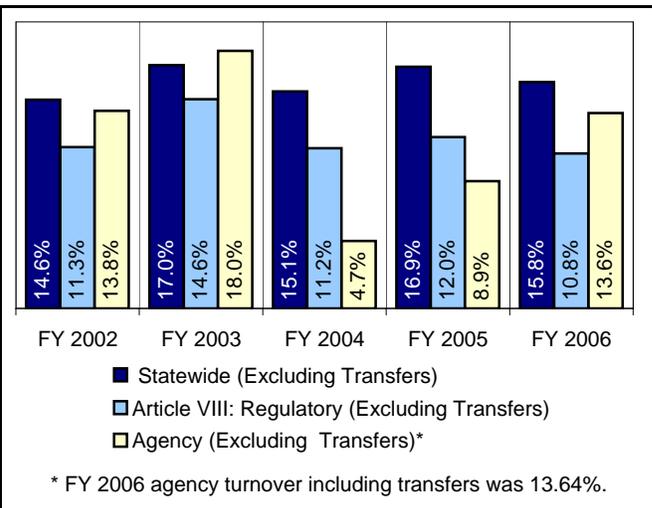
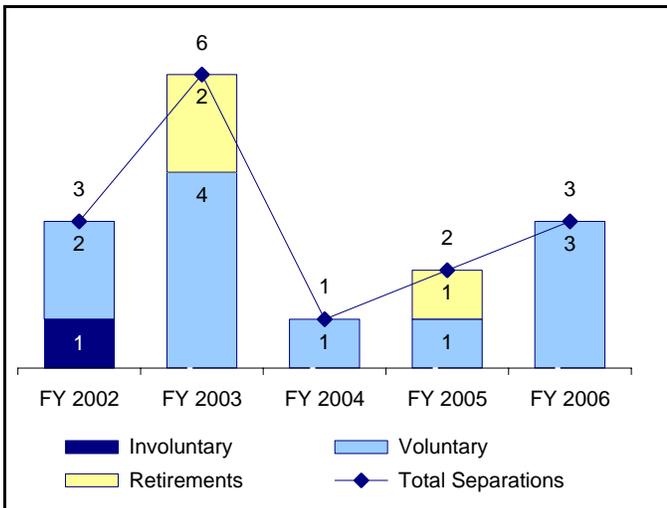
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

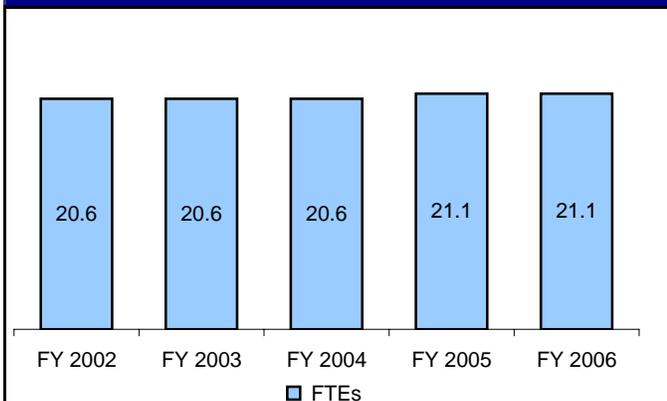
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (13.6 percent) was lower than the state average (15.8 percent) and higher than the average for all Article VIII agencies (10.8 percent) during fiscal year 2006.
- Under the contingency for the Self-Directed Semi-Independent Agency Project Act, the agency has no full-time equivalent (FTE) cap.
- The agency's overall score of 4.19 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 and was higher than the State's overall score of 3.63.
- Pay for employees in salary schedules A and B is distributed throughout the entire pay range.
- Eighty-one percent of the agency's employees are 40 years of age or older.
- The agency has not had any positions within the scope of recent classification compliance audits

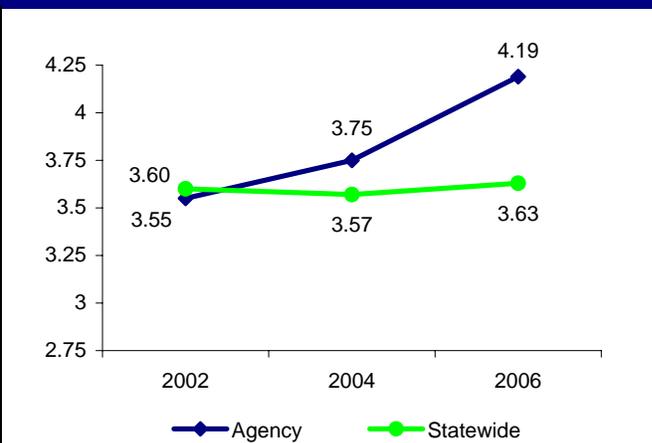
Employee Turnover



Full-time Equivalent Employees



Survey of Organizational Excellence



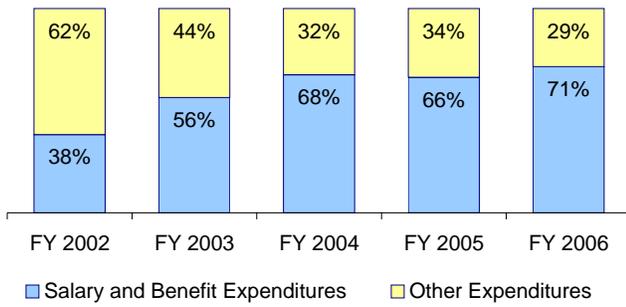
Percentage Below/Above FTE Cap

FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
NA	NA	NA	NA	NA

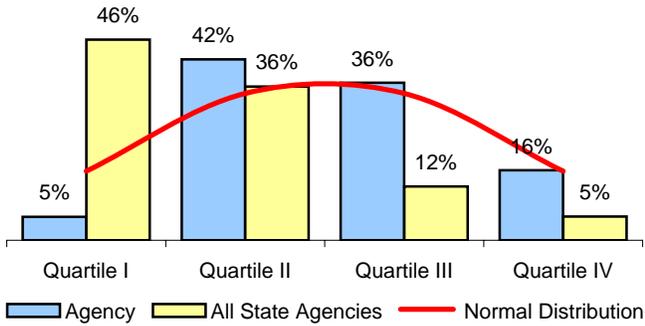
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

Compensation Information

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



Employee Placement in Pay Range Quartiles



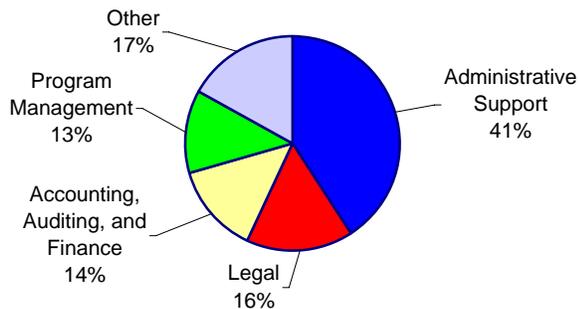
Salary Trends

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Executive Director	\$ 72,020	\$ 74,500	\$ 77,107	\$ 77,878	\$ 85,000
Agency Average	\$ 42,229	\$ 43,284	\$ 41,773	\$ 42,660	\$ 44,831
Article Average	\$ 39,550	\$ 40,226	\$ 40,899	\$ 41,165	\$ 43,476
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

Salary Actions

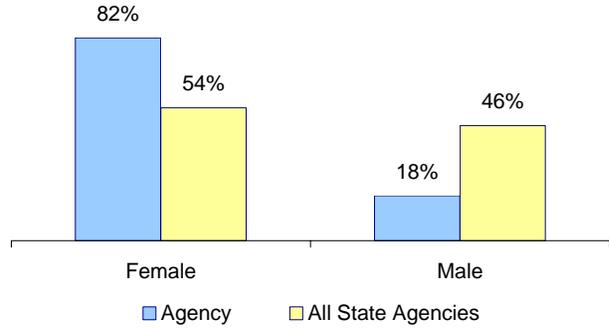
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	1	0	4	3	1
Demotions	0	2	0	0	0
Merits	6	6	12	17	0
One-Time Merits	0	0	1	21	11
Reclassifications	1	3	1	1	9

Fiscal Year 2006 Major Job Groups

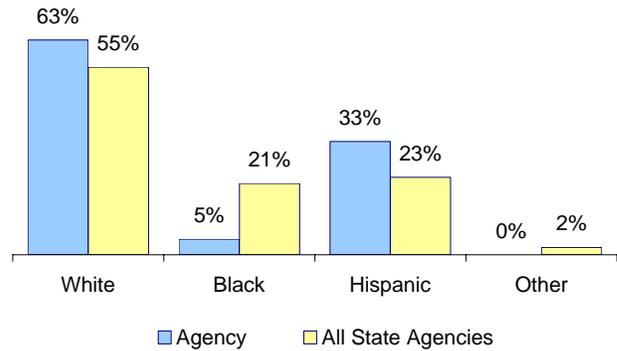


Fiscal Year 2006 Workforce Demographics *

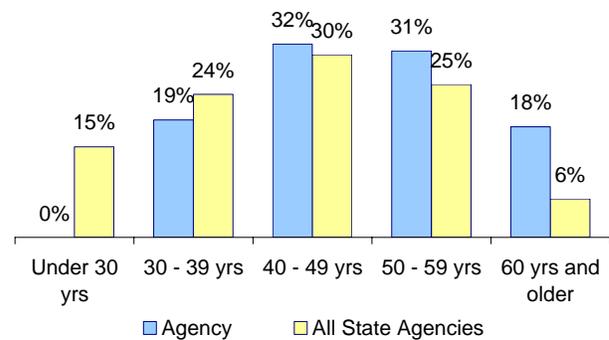
Gender



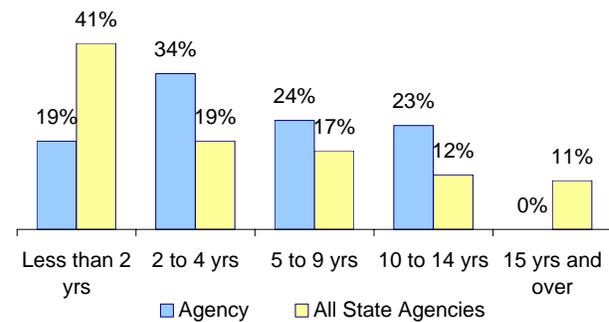
Ethnic Group



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.