

# 228 - Eighth Court of Appeals District, El Paso

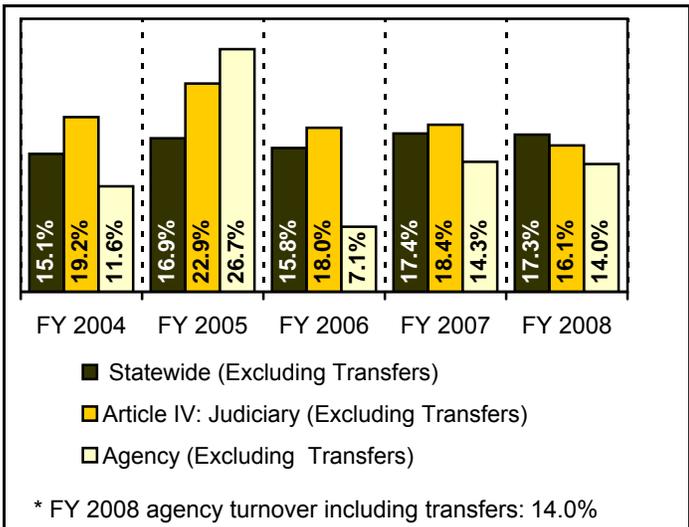
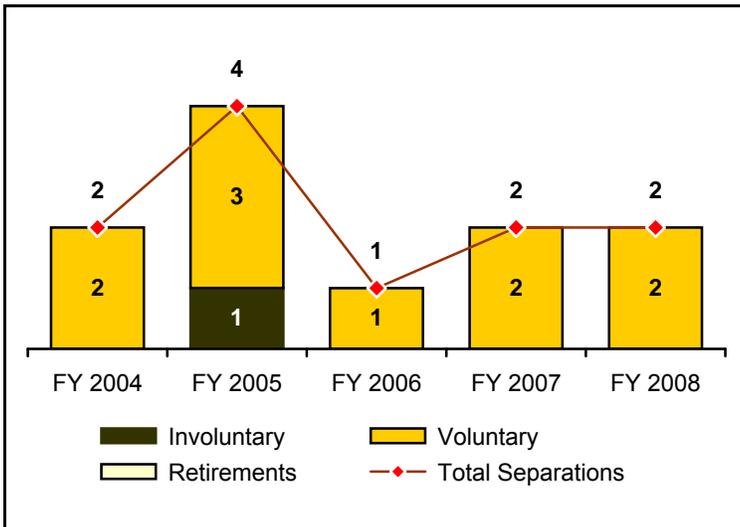
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

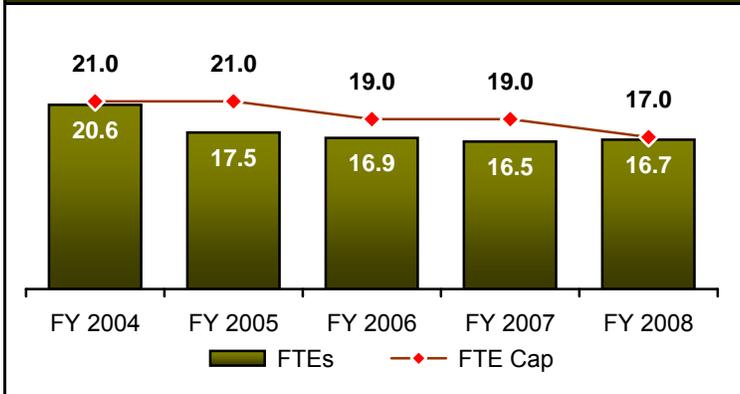
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (14.0 percent) was lower than the state average (17.3 percent) and lower than the average of Article IV agencies (16.1 percent) during fiscal year 2008.
- 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 and employees' perceptions of the effectiveness of the agency.
- 46 percent of the agency's employees are paid within the third quartile of the salary ranges for Salary Schedules A and B.
- 56 percent of the agency's employees are 40 years of age or older.
- 63 percent of the agency's employees have 10 or more years of tenure with the agency.
- Classification Compliance Audits:
  - Attorney, Assistant Attorney General, and General Counsel – Reviewed 5 positions; 100 percent were classified correctly (March 2007).

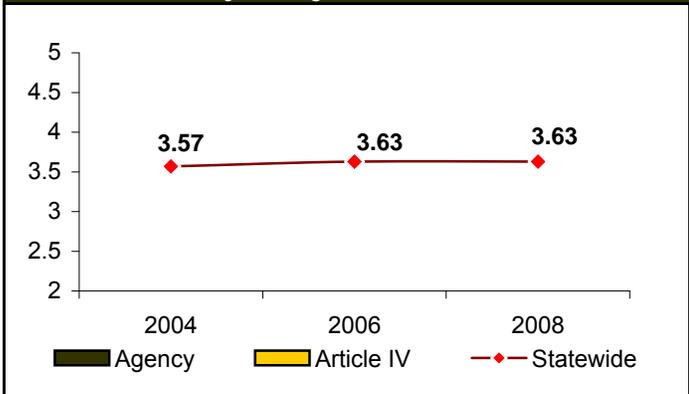
## Employee Turnover



## Full-Time Equivalent (FTE) Employees



## 2008 Survey of Organizational Excellence<sup>a</sup>



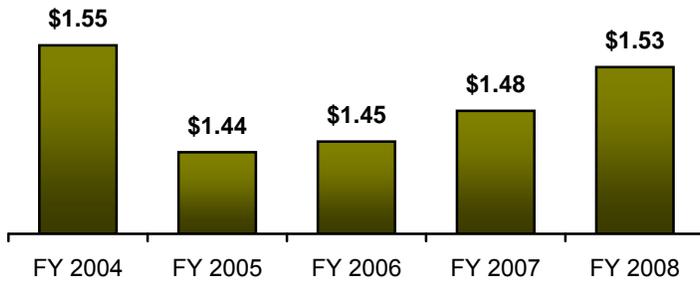
## Percentage Below/Above FTE Cap

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-1.9%	-16.7%	-11.1%	-13.2%	-1.8%

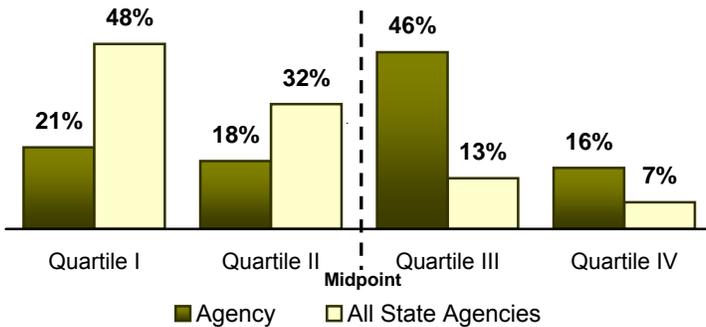
The agency did not participate in the Survey of Organizational Excellence. There is no average score for Article IV agencies.

### Compensation Information

Salary and Benefit Expenditures (in Millions)



Employee Placement in Pay Range Quartiles



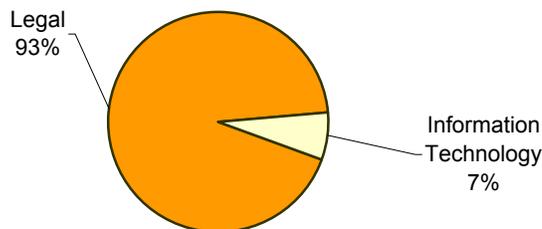
Salary Trends

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Chief Justice	\$107,850	\$107,850	\$140,000	\$140,000	\$140,000
Agency Average	\$47,475	\$50,896	\$53,169	\$55,187	\$56,308
Article Average	\$49,633	\$50,112	\$53,941	\$55,428	\$58,192
Statewide Average	\$32,681	\$32,848	\$34,818	\$36,182	\$37,365

Salary Actions

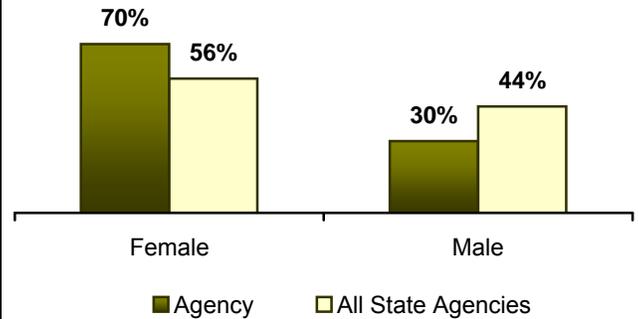
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Promotions	4	0	0	1	0
Demotions	0	0	0	0	0
Merits	8	1	1	4	4
One-Time Merits	8	11	10	8	9
Reclassifications	0	0	4	0	0
Equity Adjustments	N/A	N/A	0	0	0

Fiscal Year 2008 Major Job Classification Categories<sup>b</sup>

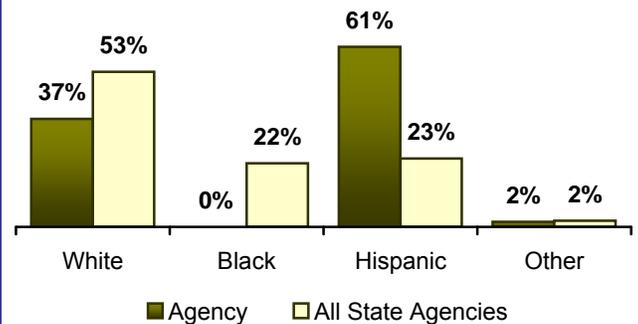


### Fiscal Year 2008 Workforce Demographics<sup>b</sup>

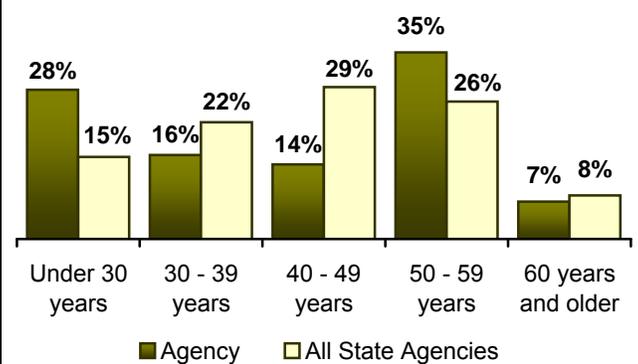
Gender



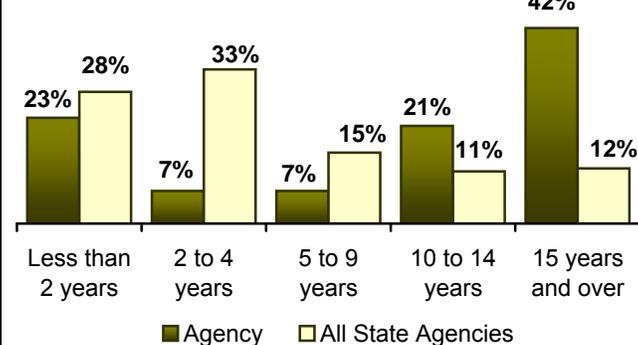
Ethnic Group



Age



Agency Tenure



<sup>a</sup> Survey of Organizational Excellence, the University of Texas at Austin. Scores range from 1 to 5 with 5 being the highest and 1 being the lowest.

<sup>b</sup> Percentages in graphs may not sum to 100 percent due to rounding. Workforce demographic and major job category information includes classified regular full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.