

542 - Cancer Prevention and Research Institute of Texas

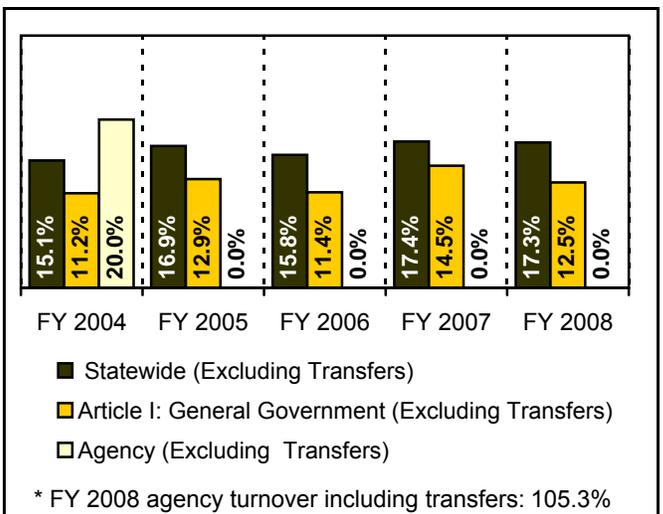
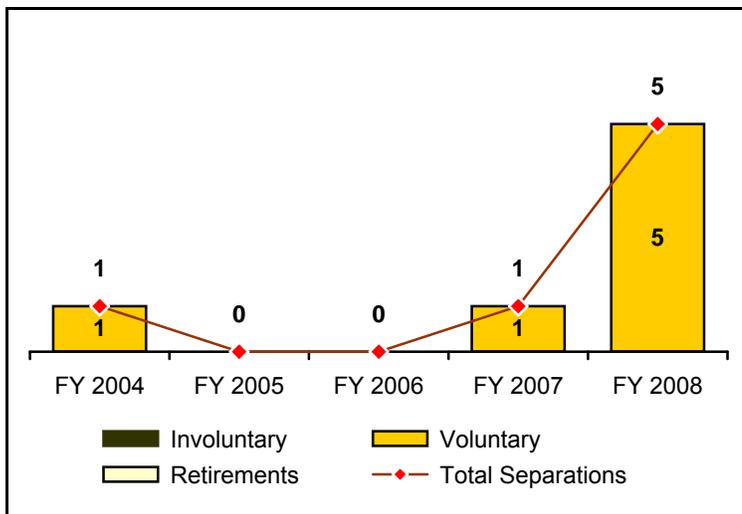
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

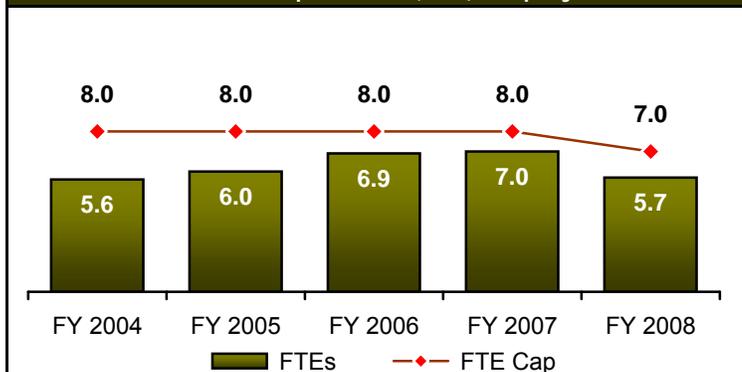
Based on a review of agency statistics and related information, the following items are worth noting:

- On November 6, 2007, Texas voters approved Proposition 15 - HJR 90 (80th Legislature), the constitutional amendment that allowed the State of Texas to establish the Cancer Prevention and Research Institute of Texas (the Institute) and allowed the Institute to fund grants for cancer research and prevention (formerly the Cancer Council).
- Excluding interagency transfers, the agency did not experience any turnover (0.0 percent) in fiscal year 2008. This was lower than the state average (17.3 percent) and lower than the average of Article I agencies (12.5 percent) during fiscal year 2008.
- The agency's full-time equivalent employee (FTE) cap decreased by 12.5 percent in fiscal year 2008, compared to fiscal year 2007.
- 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.
- 58 percent of the agency's employees are paid within the second quartile of the salary ranges for Salary Schedules A and B.
- 79 percent of the agency's employees are 40 years of age or older.
- 74 percent of the agency's employees have 5 or more years of tenure with the agency.
- The agency has not had any positions within the scope of recent classification compliance audits.

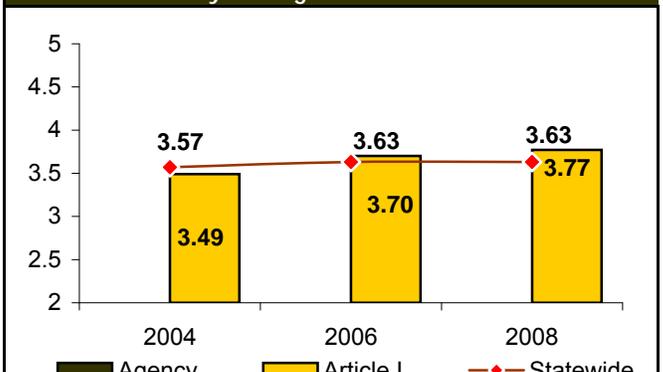
Employee Turnover



Full-Time Equivalent (FTE) Employees



2008 Survey of Organizational Excellence^a



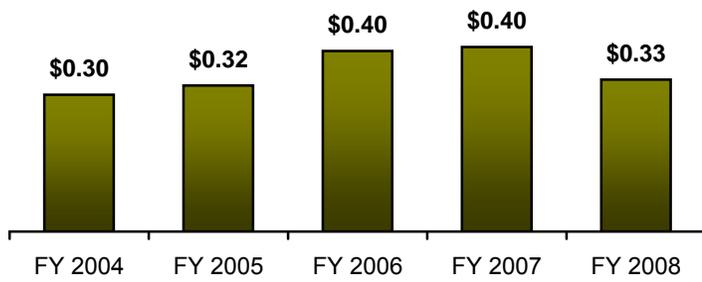
Percentage Below/Above FTE Cap

| FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 |
|---------|---------|---------|---------|---------|
| -30.0% | -25.0% | -13.8% | -12.5% | -18.6% |

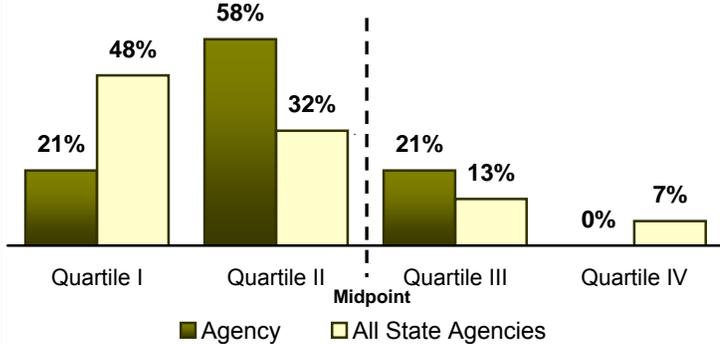
The agency did not participate in the Survey of Organizational Excellence.

Compensation Information

Salary and Benefit Expenditures (in Millions)



Employee Placement in Pay Range Quartiles



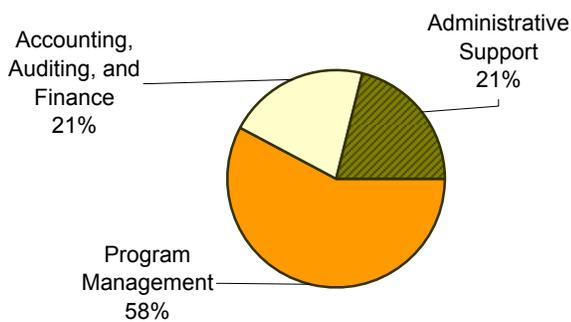
Salary Trends

| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 |
|--------------------|-----------|-----------|-----------|-----------|-----------|
| Executive Director | \$ 57,691 | \$ 57,691 | \$ 57,691 | \$ 57,691 | \$ 61,729 |
| Agency Average | \$ 37,640 | \$ 38,370 | \$ 41,052 | \$ 42,559 | \$ 44,297 |
| Article Average | \$ 42,819 | \$ 43,465 | \$ 45,697 | \$ 47,506 | \$ 49,414 |
| Statewide Average | \$ 32,681 | \$ 32,848 | \$ 34,818 | \$ 36,182 | \$ 37,365 |

Salary Actions

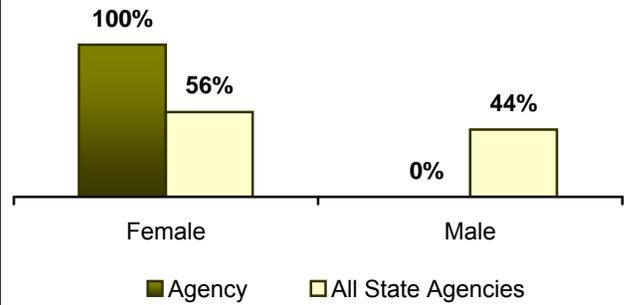
| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 |
|--------------------|---------|---------|---------|---------|---------|
| Promotions | 1 | 0 | 0 | 0 | 1 |
| Demotions | 1 | 0 | 0 | 0 | 0 |
| Merits | 0 | 5 | 0 | 1 | 3 |
| One-Time Merits | 0 | 5 | 0 | 0 | 0 |
| Reclassifications | 0 | 0 | 2 | 0 | 0 |
| Equity Adjustments | N/A | N/A | 0 | 0 | 0 |

Fiscal Year 2008 Major Job Classification Categories^b

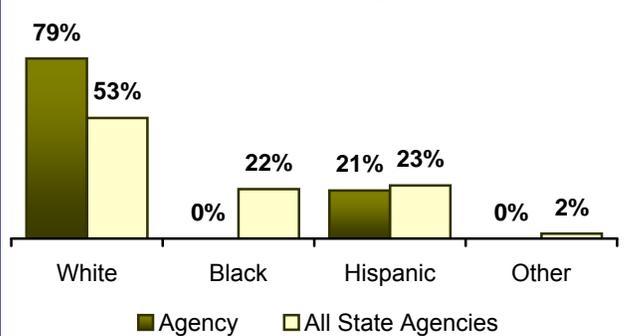


Fiscal Year 2008 Workforce Demographics^b

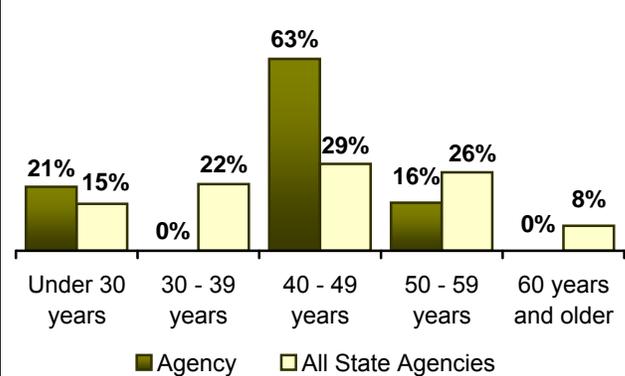
Gender



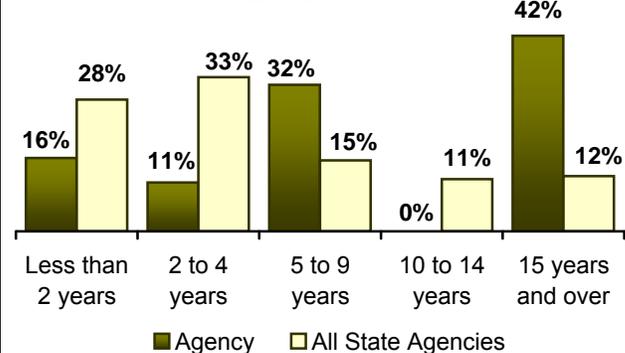
Ethnic Group



Age



Agency Tenure



^a 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.

^b 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.