

783 - University of Houston System

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

State Classification Team Observations

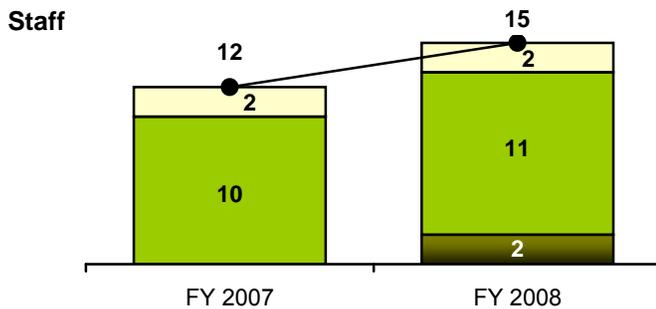
Based on a review of statistics and related information, the following items are worth noting:

- The system office gave a 2 percent across-the-board salary increase in fiscal year 2007 to staff employees in regular, benefits-eligible positions. It gave a 2 percent or \$600 per year minimum (whichever was larger) across-the-board salary increase in fiscal year 2008 to staff employees in regular, benefits-eligible positions.
- The system office gave 64 merit increases to staff at a cost of \$202,974 in fiscal year 2008. These merit increases were funded using appropriated funds.
- Over the past three years, the system office remained below its full-time equivalent (FTE) cap.
- Staff**
 - Staff turnover increased from 17.6 percent in fiscal year 2007 to 18.3 percent in fiscal year 2008.
 - 74 percent of staff employees are 40 years of age or older.
 - Average length of employment within the institution is 6 years.
 - The institution did not report difficulty in recruiting and retaining staff in 2008.
- Faculty**
 - The University of Houston System office does not employ applicable faculty positions.

Fiscal Year (FY) 2008 Employee Headcount

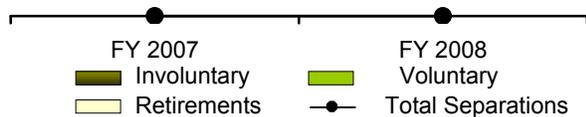
Staff	Faculty	Contractors	Total
82	0	0	82

Employee Turnover

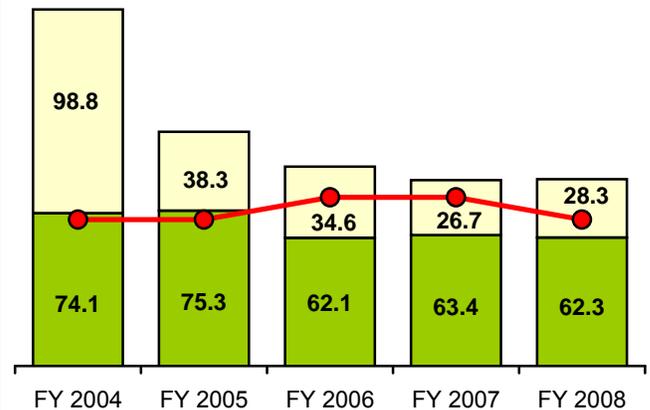


Faculty

The System Office Does Not Employ Applicable Faculty



Full-Time Equivalent (FTE) Employees



Only FTEs paid from appropriated funds count against the FTE cap.

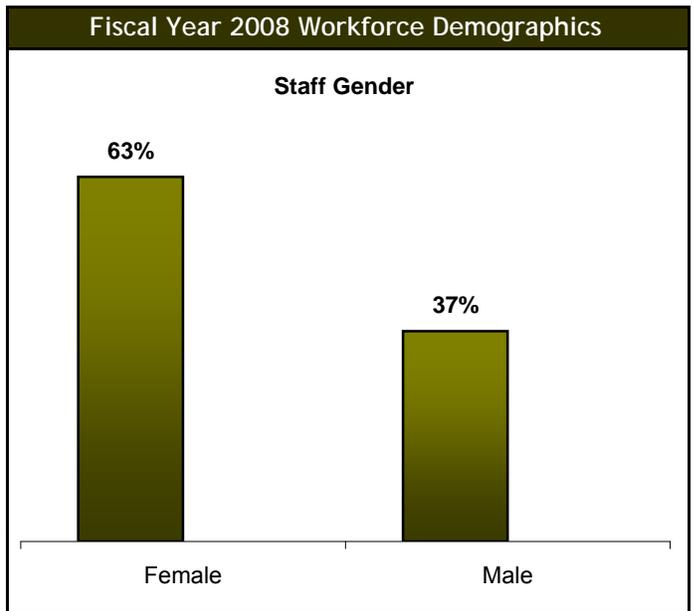
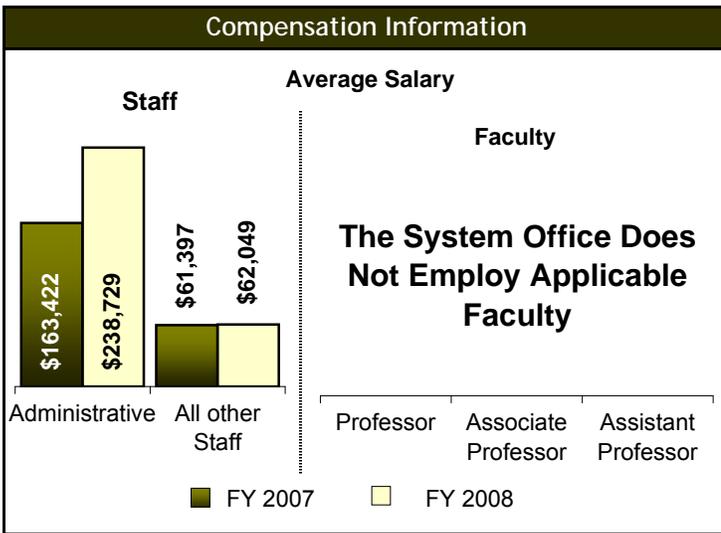
Turnover Rates

	FY 2007	FY 2008
Staff	17.6%	18.3%
Faculty	N/A	N/A

FTE Cap and Percentages Below/Above Cap

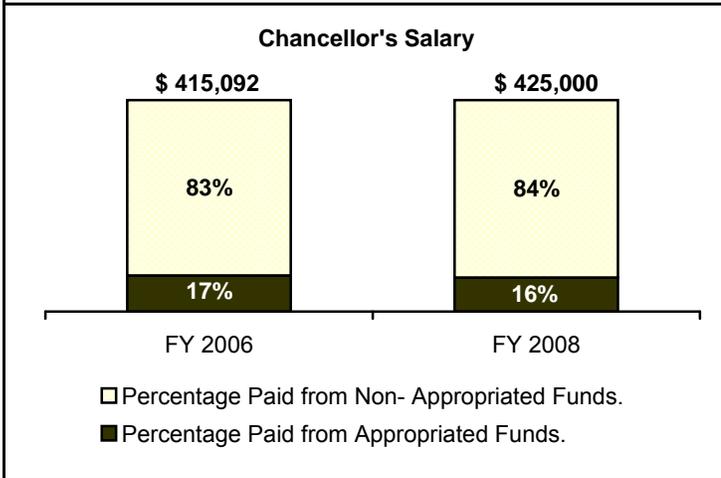
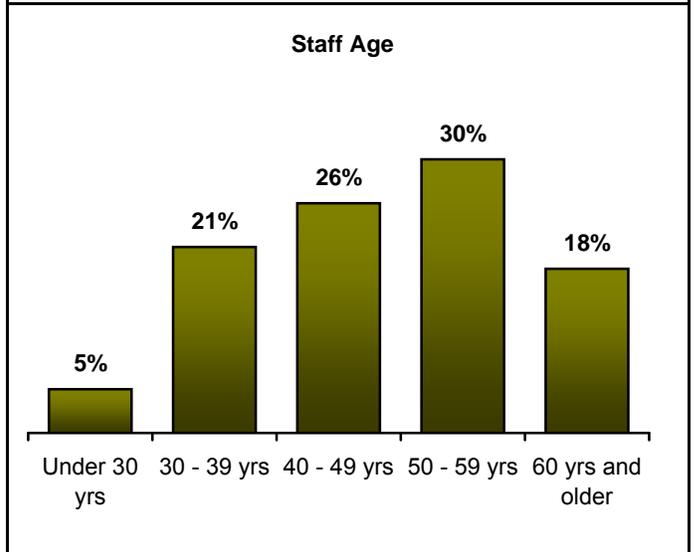
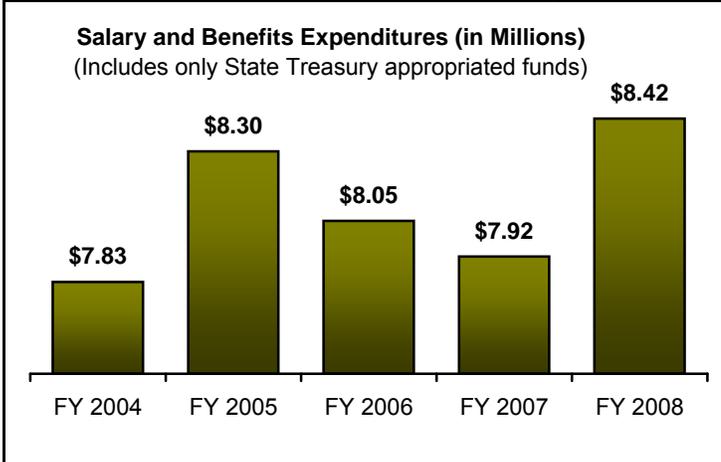
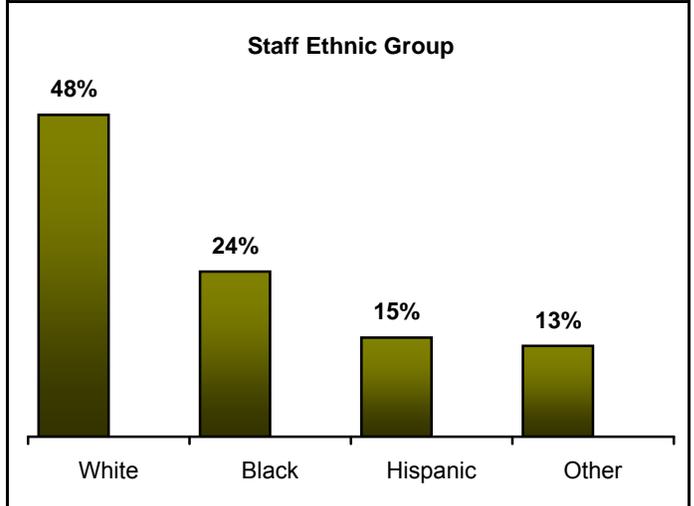
Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Percentages Below/Above Cap	71.0	71.0	81.8	81.8	71.0
Percentage Below/Above Cap	4.4%	6.1%	-24.1%	-22.5%	-12.3%

- Notes:
- Regular staff headcount was as of August 31, 2008.
 - Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
 - Percentages in graphs may not sum to 100.0 percent due to rounding.



Fiscal Year 2008 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	64	\$202,974	100%	0%
Faculty	N/A	N/A	N/A	N/A



Staff Average Length of Employment (years) 6

- Notes:
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 - Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
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