

# 301 - Office of the Governor

Workforce Summary Document prepared by the State Auditor's Office.

Data includes the Office of the Governor and Trusted Programs within the Office of the Governor (Agency 300).

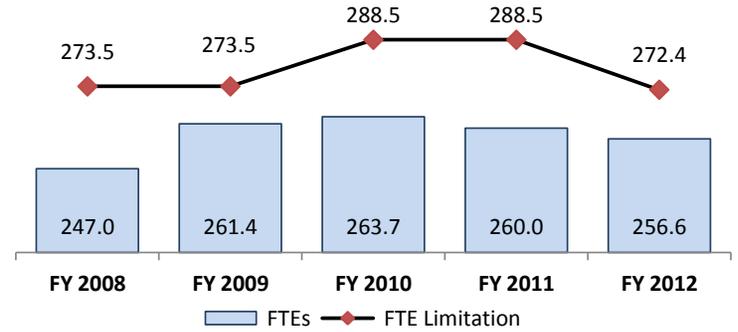
Based on information **self-reported** by the agency, the following items are worth noting.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation decreased by 5.6 percent to 272.4 FTEs in fiscal year 2012 compared to fiscal year 2011. Compared to fiscal year 2008, the agency saw an increase of 9.6 (3.9 percent) in the total number of FTEs.

### FTEs Below/Above FTE Limitation

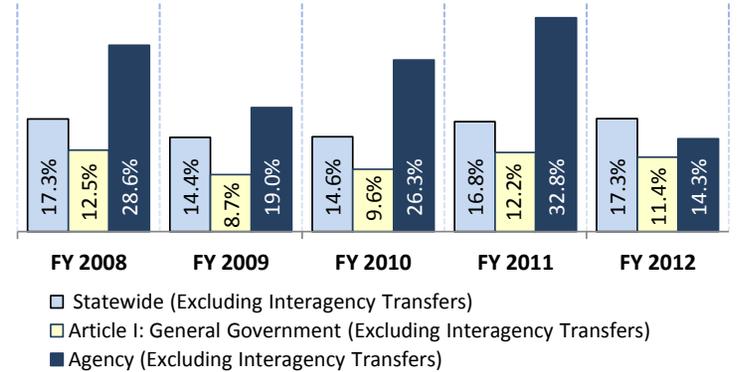
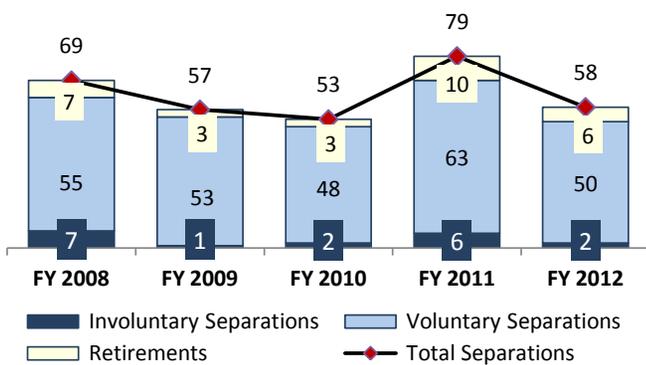
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
FTE Limitation	273.5	273.5	288.5	288.5	272.4
Number Below or Above Limitation	-26.5	-12.1	-24.8	-28.5	-15.8
Percent Above or Below Limitation	-9.7%	-4.4%	-8.6%	-9.9%	-5.8%



Source: State Auditor's Office Full-time Equivalent System.

## Employee Turnover<sup>a</sup>

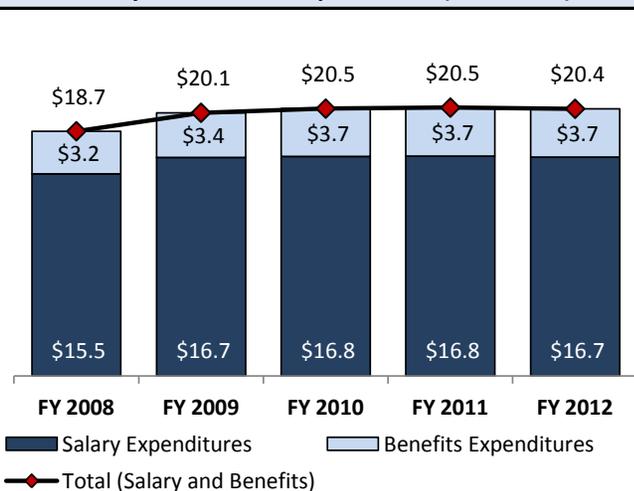
Excluding interagency transfers, the turnover rate within the agency (14.3 percent) was lower than the statewide turnover rate (17.3 percent) and higher than the turnover rate of Article I agencies (11.4 percent) during fiscal year 2012. The fiscal year 2012 turnover rate, including employees who transferred to another state agency or higher education institution, was 25.6 percent for the Office of the Governor and 16.4 percent for the Trusted Programs within the Office of the Governor (21.8 percent combined).



## Compensation Information<sup>a</sup>

The average agency salary in fiscal year 2012 of \$62,325 represented an increase of 3.4 percent compared to the average agency salary in fiscal year 2008. In fiscal year 2012, 65.6 percent of employees were paid below the salary range midpoints in which they were assigned; and expenditures for salary and benefits were higher compared to fiscal year 2008.

### Salary and Benefits Expenditures (in Millions)



### Average Salary Trends

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Governor	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
Agency Average	\$60,278	\$61,540	\$60,292	\$61,764	\$62,325
Article Average	\$49,324	\$50,985	\$51,308	\$51,098	\$51,511
Statewide Average	\$37,350	\$38,461	\$39,265	\$39,804	\$40,160

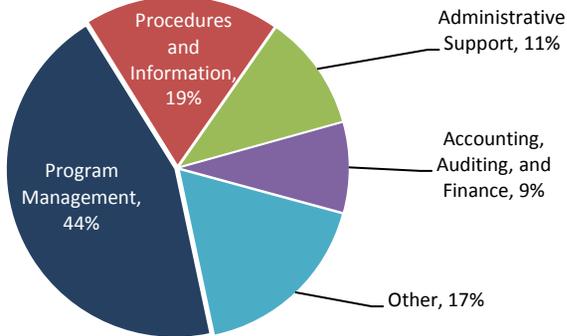
Note: With the exception of the governor, average salary is for classified regular, full-time employees only.

### Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2011		Fiscal Year 2012	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	20	\$150,831	34	\$213,740
Merits	18	\$52,715	111	\$191,504
One-Time Merits	1	\$2,000	13	\$21,500
Equity Adjustments	2	\$7,554	2	\$1,965
Reclassifications	13	\$537	7	\$2,082
<b>Totals</b>	<b>54</b>	<b>\$213,637</b>	<b>167</b>	<b>\$430,792</b>

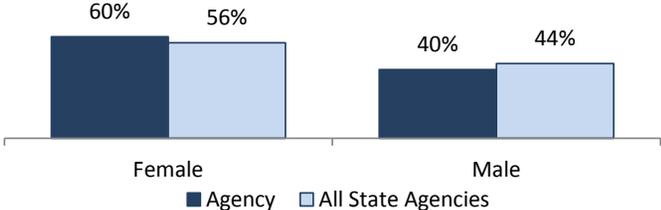
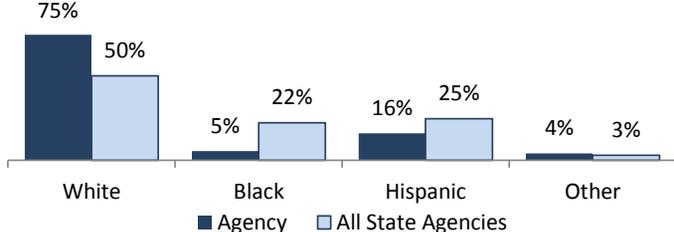
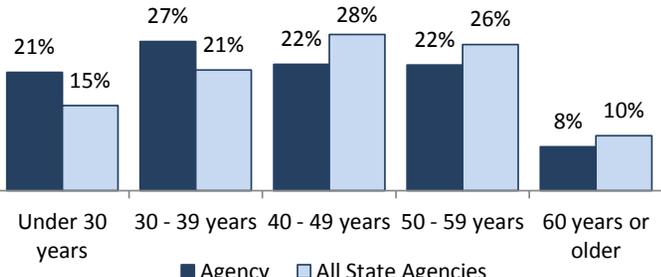
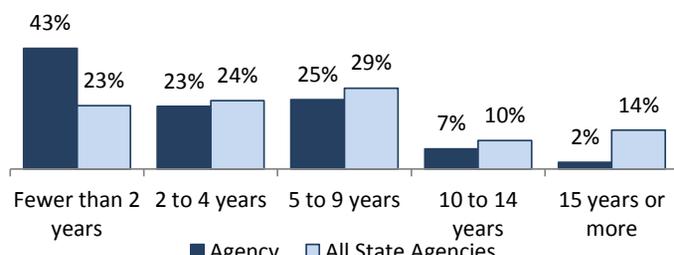
<sup>a</sup> Turnover, salary trends, and salary action information was prepared from quarterly and year-end summary information received from the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System (USPS), the Human Resource Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS). Unless otherwise indicated, these data are reported for classified regular, full-time and part-time employees. Salary and benefit information was taken from the Uniform Statewide Accounting System of Texas.

## Job Classifications<sup>b</sup>

Fiscal Year 2012 Major Occupational Categories	Agency Job Classifications
 <p style="font-size: small;">Administrative Support, 11%</p> <p style="font-size: small;">Accounting, Auditing, and Finance, 9%</p> <p style="font-size: small;">Other, 17%</p> <p style="font-size: small;">Procedures and Information, 19%</p> <p style="font-size: small;">Program Management, 44%</p>	<p>In fiscal year 2012, the majority (55.1 percent) of employees were classified in the following job titles: Program Specialist (19.4 percent), Director (14.0 percent), Governor's Advisor (8.5 percent), Administrative Assistant (6.7 percent), and Manager (6.5 percent).</p>
Classification Compliance Audits	
<p>During the past two years, the agency did not participate in any classification compliance audits.</p>	

## Fiscal Year 2012 Workforce Demographics<sup>b</sup>

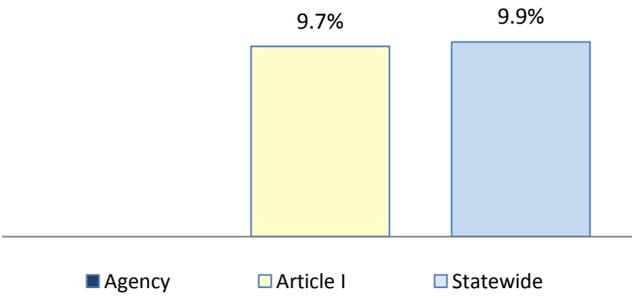
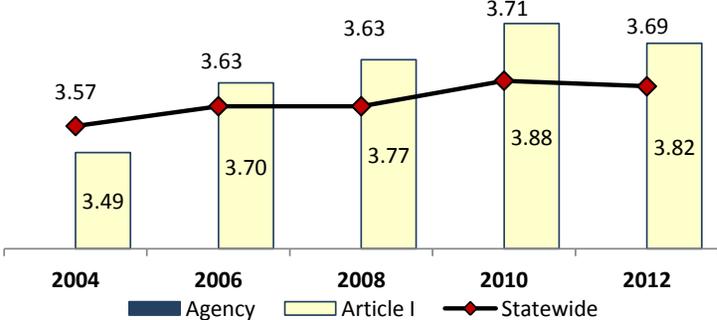
On average, employees at the agency were 42.0 years of age and had 4.2 years of agency length of service. Of the agency's employees, 52.5 percent were 40 years of age or older, and 65.6 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2012 and 2015, 15.7 percent of the Office of the Governor's workforce and 12.0 percent of the Truvested Programs within the Office of the Governor's workforce will be eligible to retire (based on fiscal year 2012 data).

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## Survey of Employee Engagement<sup>c</sup>

The Survey of Employee Engagement, administered by The University of Texas at Austin, is an instrument that measures employees' job satisfaction and employees' perceptions of the effectiveness of the agency. Scores range from 1 to 5, with 5 being the highest. The agency did not participate in the survey.

Percent of Employees Who Intend to Leave Within 1 Year <sup>d</sup>	Overall Employee Satisfaction																														
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<sup>d</sup> Percentage is based on the number of employees who answered the question.