

326 - Texas Emergency Services Retirement System

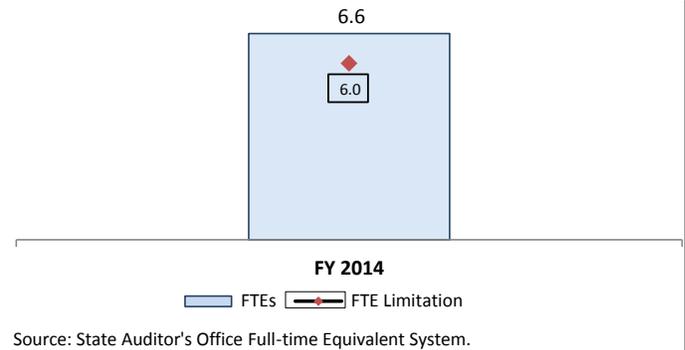
Workforce Summary Document prepared by the State Auditor's Office.
Based on information **self-reported** by the agency, the following items are worth noting.

Full-Time Equivalent (FTE) Employees

This agency was established on September 1, 2013; therefore, it does not have five years of trend data available. Senate Bill 220 (83rd Legislature, Regular Session) created this agency.

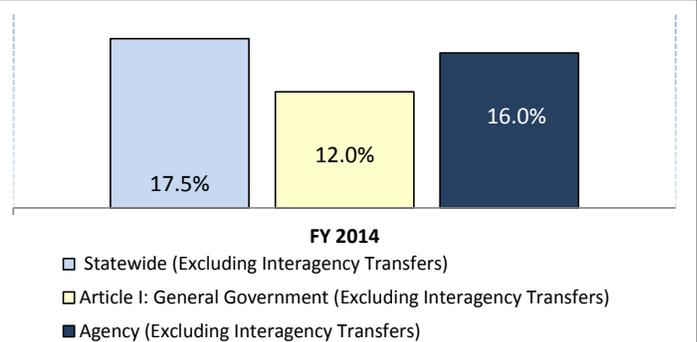
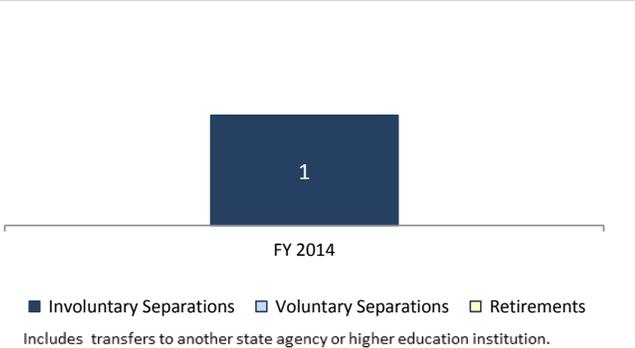
FTEs Below/Above FTE Limitation

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
FTE Limitation	N/A	N/A	N/A	N/A	6.0
Number Below or Above Limitation	N/A	N/A	N/A	N/A	+0.6
Percent Above or Below Limitation	N/A	N/A	N/A	N/A	+10.0%



Employee Turnover ^a

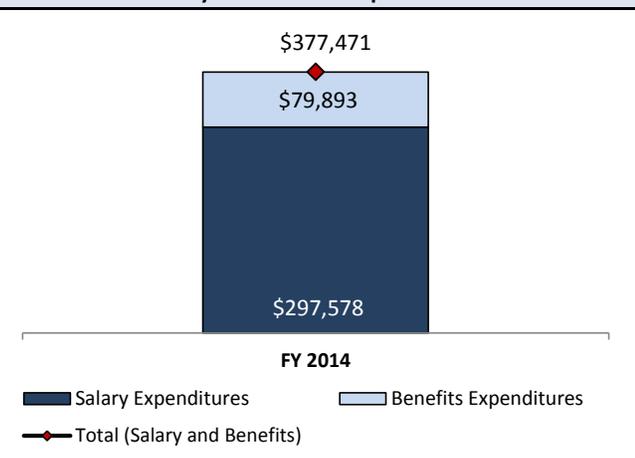
Excluding interagency transfers, the turnover rate within the agency (16.0 percent) was lower than the statewide turnover rate (17.5 percent) and higher than the turnover rate of Article I agencies (12.0 percent) during fiscal year 2014. The fiscal year 2014 agency turnover rate including employees who transferred to another state agency or higher education institution was 16.0 percent.



Compensation Information ^a

Currently, the average agency salary is lower than the statewide average and article average. In fiscal year 2014, 95.2 percent of employees were paid below the salary range midpoint in which they were assigned.

Salary and Benefits Expenditures



Average Salary Trends

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Executive Director	N/A	N/A	N/A	N/A	\$ 90,000
Agency Average	N/A	N/A	N/A	N/A	\$ 41,203
Article Average	\$ 51,308	\$ 51,098	\$ 51,511	\$ 52,080	\$ 54,008
Statewide Average	\$ 39,265	\$ 39,804	\$ 40,160	\$ 40,398	\$ 42,116

Note: With the exception of the executive director, the average salaries are for classified regular, full-time employees only.

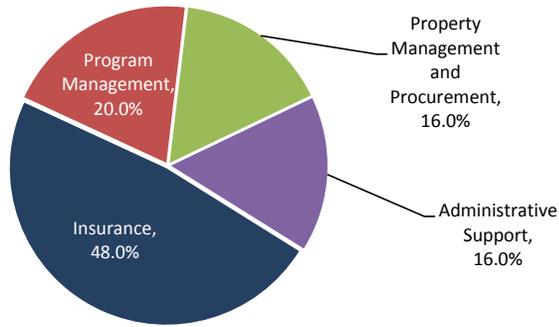
Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2013		Fiscal Year 2014	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	N/A	N/A	4	\$ 23,264
Merits	N/A	N/A	0	\$ 0
One-Time Merits	N/A	N/A	0	\$ 0
Equity Adjustments	N/A	N/A	0	\$ 0
Reclassifications	N/A	N/A	1	\$ 1,516
Totals	N/A	N/A	5	\$ 24,780

^a 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 ^b

Fiscal Year 2014 Major Occupational Categories



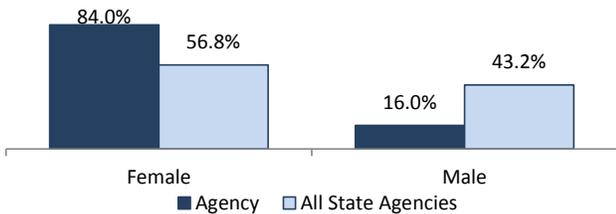
Agency Job Classifications

In fiscal year 2014, employees were classified in the following job titles: Retirement Systems Benefits Specialist (48.0 percent), Staff Services Officer (16.0 percent), Contract Specialist (16.0 percent), Executive Assistant (16.0 percent), and Manager (4.0 percent).

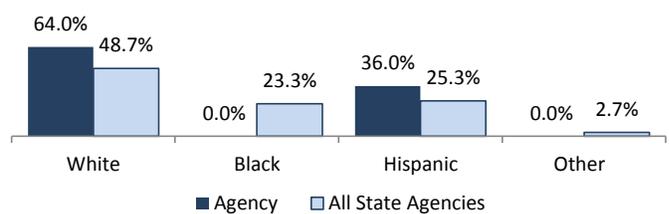
Fiscal Year 2014 Workforce Demographics ^b

The agency was established on September 1, 2013; therefore, 100.0 percent of employees have less than 5 years of service with the agency. On average, employees at the agency were 43.3 years of age.

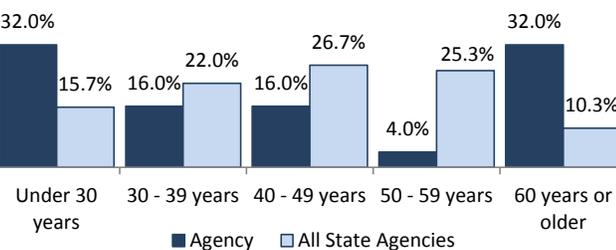
Gender



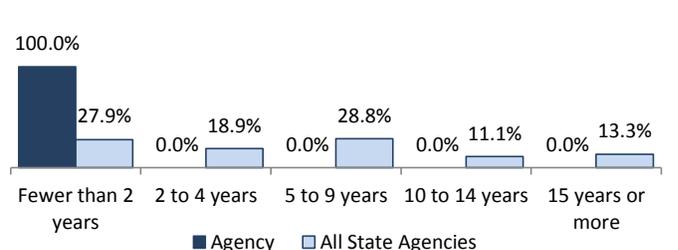
Ethnic Group



Age



Agency Length of Service

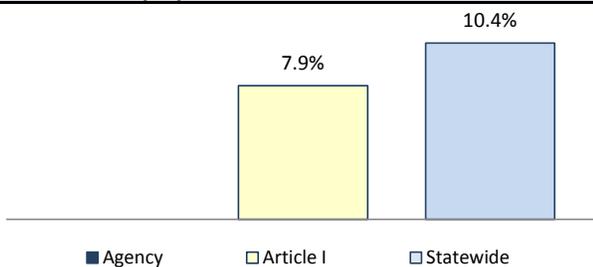


^b Job classification and demographic information was prepared from quarterly and year-end summary information received from the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System (USPS), the Human Resource Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS). Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.

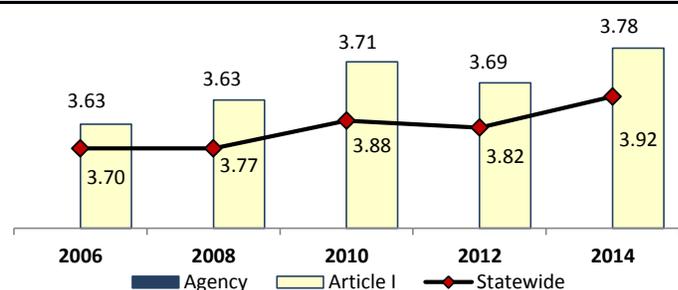
Survey of Employee Engagement ^c

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 ^d



Overall Employee Satisfaction



^c Information on the Survey of Employee Engagement was received from the Organizational Excellence Group at the University of Texas at Austin.

^d Percentage is based on the number of employees who answered the question in the 2014 survey.