

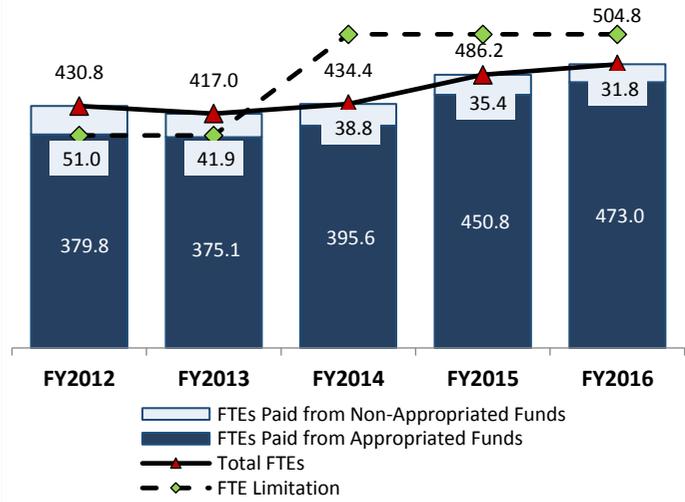
576 - Texas A&M Forest Service

Workforce Summary Document Prepared by the State Auditor's Office.
Based on a review of information **self-reported** by the institution, the following items are worth noting.

Full-Time Equivalent (FTE) Employees

The institution's full-time equivalent (FTE) employee limitation remained the same in fiscal year 2016 compared to fiscal year 2015. As of August 31, 2016, 4.0 FTEs were administrator positions. The institution's 504.8 total FTEs represents an increase of 74.0 (17.2 percent) in the total number of FTEs since fiscal year 2012.

In fiscal year 2016, 6.3 percent of FTEs were paid from non-appropriated funds. This is a decrease of 37.6 percent in FTEs paid from non-appropriated funds since fiscal year 2012. Only FTEs paid from appropriated funds count against the FTE limitation.



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

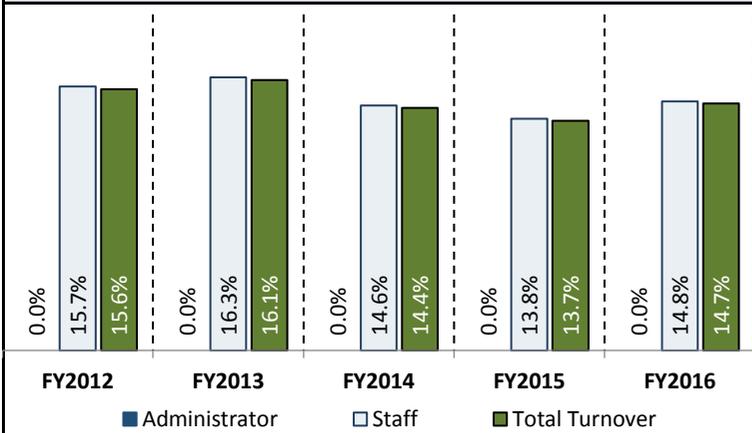
FTEs Below/Above FTE Limitation

	FY2012	FY2013	FY2014	FY2015	FY2016
FTE Limitation	378.2	378.2	558.2	558.2	558.2
Number Below or Above Limitation	+1.6	-3.1	-162.6	-107.4	-85.2
Percent Below or Above Limitation	+0.4%	-0.8%	-29.1%	-19.2%	-15.3%

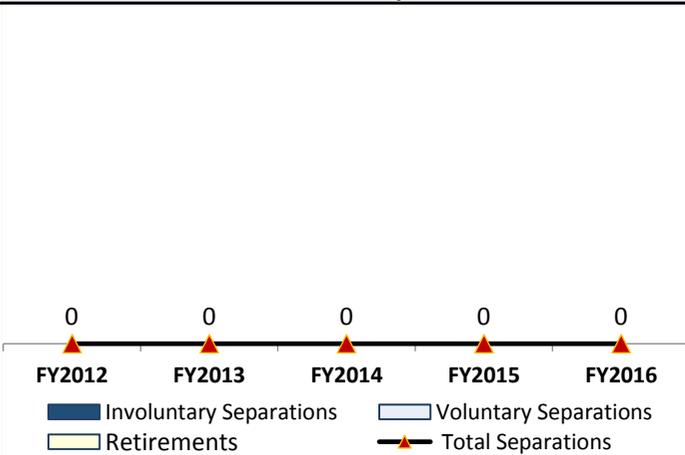
Employee Turnover ^a

In fiscal year 2016, the total turnover rate for the institution was 14.7 percent. This was higher than in fiscal year 2015, when the total turnover rate was 13.7 percent. The turnover rate in fiscal year 2016 for administrators (0.0 percent) was the same as fiscal year 2015 and turnover for staff positions (14.8 percent) was higher than in fiscal year 2015.

Turnover Rates



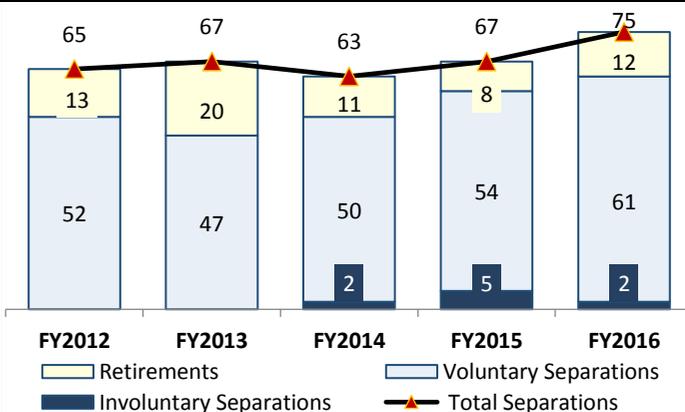
Administrator Separations



Faculty Separations

**The Texas A&M Forest Service
Does Not Employ Faculty Positions**

Staff Separations



^a Turnover information is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate chancellor, assistant chancellor, dean, associate dean, assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

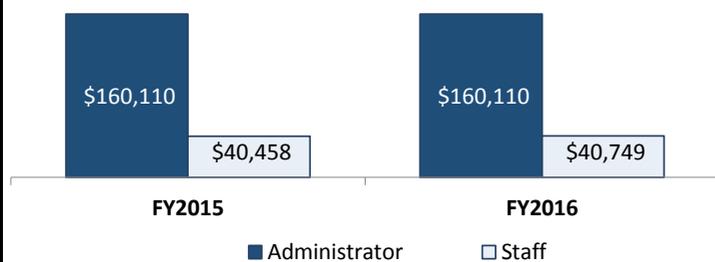
Compensation Information ^b

The average salary for staff employees increased by 0.7 percent and for administrators it is unchanged 0.0 percent when compared to the average salaries in fiscal year 2015. Compared to fiscal year 2012, salary and benefits expenditures increased by 9.9 percent.

In fiscal year 2016, the director's salary was \$203,154. This salary was unchanged from fiscal year 2015, when the director's salary was \$203,154.

Administrator and Staff Average Salaries

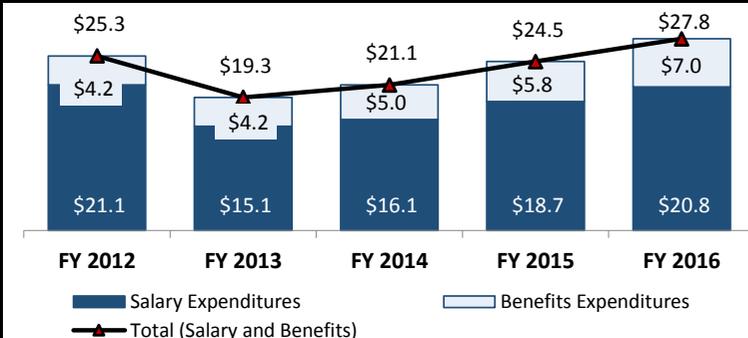
Faculty Average Salary



**The Texas A&M Forest Service
Does Not Employ Faculty Positions**

Salary and Benefits Expenditures (in Millions) (Includes Only Appropriated Funds)

Number and Dollars Spent on Merit Increases



	Fiscal Year 2015		Fiscal Year 2016	
	Number of Merits	Dollars Spent	Number of Merits	Dollars Spent
Administrator	2	\$ 7,859	1	\$ 7,000
Faculty	Not Applicable			
Staff	289	\$ 531,607	385	\$ 777,660
Totals	291	\$ 539,466	386	\$ 784,660

In fiscal year 2016, the institution used appropriated funds to pay for 100.0 percent of administrator merit increases and 91.8 percent of staff merit increases.

Fiscal Year 2016 Workforce Demographics and Veteran Workforce Analysis ^{b c}

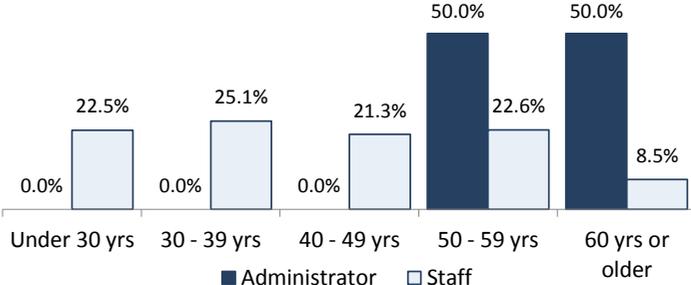
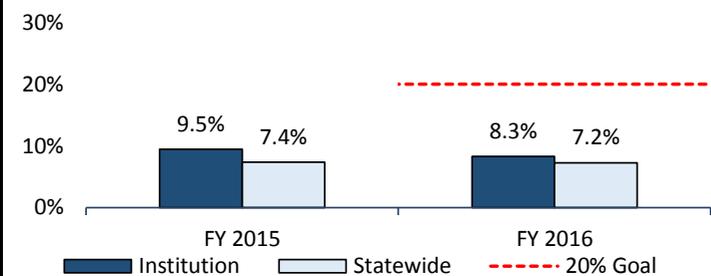
Of the institution's administrators, 100.0 percent were 40 years of age or older, and of the institution's staff employees, 52.4 percent were 40 years of age or older. The average length of employment at the institution for administrators was 30.7 years, and for staff employees it was 7.5 years.

Senate Bill 805 (84th Legislature) amended Texas Government Code, Section 657.004, to set a goal for higher education institutions of employing veterans in full-time positions equal to at least 20.0 percent of the total number of institution employees effective September 1, 2015.

In fiscal year 2016, the institution's total percentage of veterans employed is higher than the state average and has decreased since fiscal year 2015.

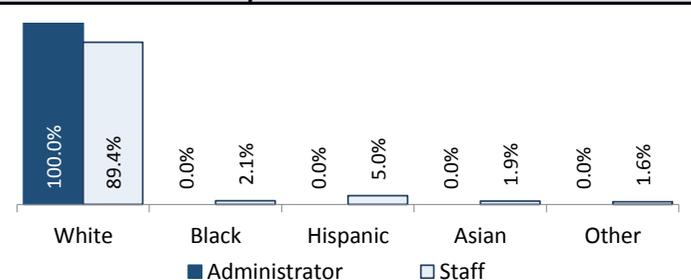
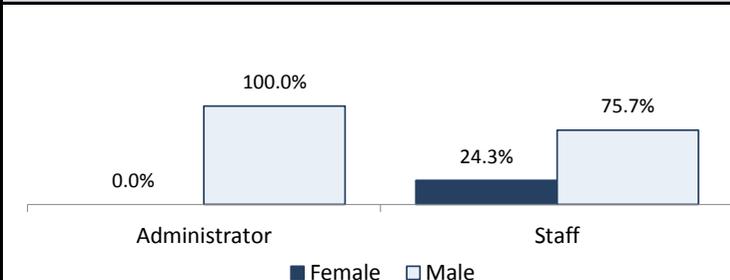
Veteran Employment

Age: Administrator and Staff



Gender: Administrator and Staff

Ethnicity: Administrator and Staff



^b Administrator and staff data is self-reported by the institution. Administrator positions include officials holding titles such as president, vice president, chancellor, associate or assistant chancellor, dean, associate or assistant dean, and positions with similar responsibilities. Staff positions include only non-faculty employees who worked at least 20 hours per week for at least 4.5 months.

^c Information on veteran employment was obtained from the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.