

224 - Fourth Court of Appeals, San Antonio

Workforce Summary Document Prepared by the State Classification Office

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Acting State Classification Officer

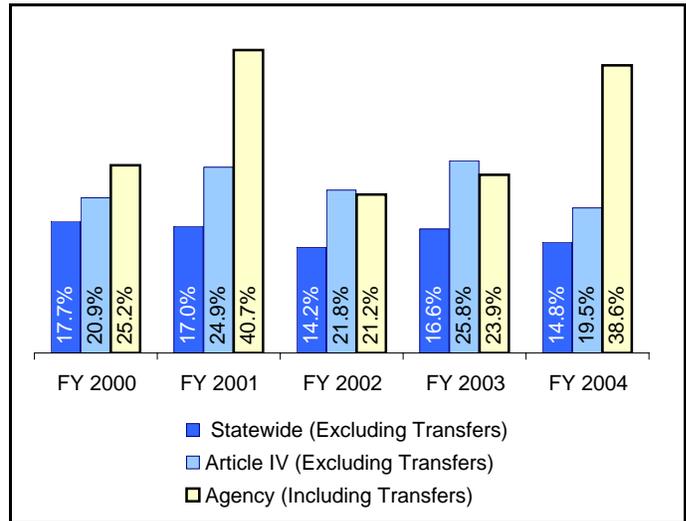
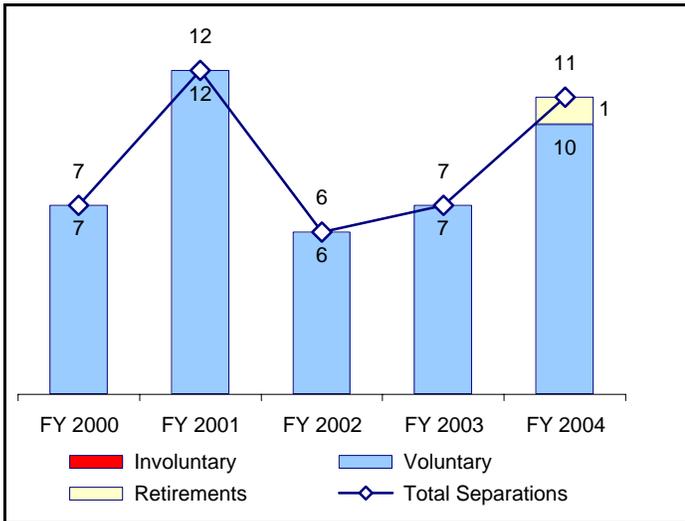
SAO HR Consultants: Stacey McClure and Floyd Quinn
512-936-9632 or 512-936-9633

State Classification Office Observations

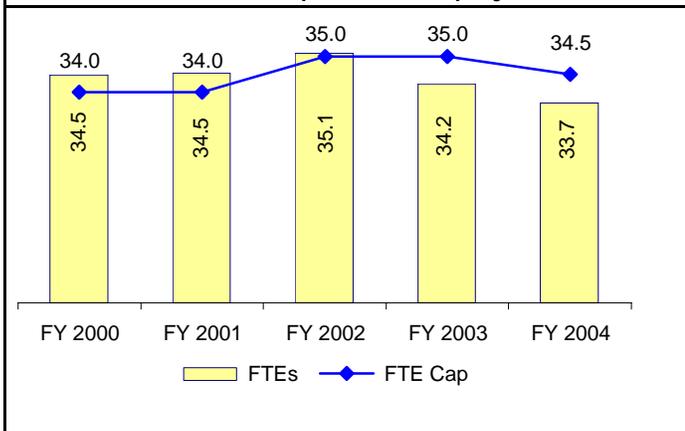
Based on a review of agency statistics and related information, the following items are worth noting:

- Turnover within the agency was higher than the state average in FY 2004.
- One individual received a retirement incentive totaling approximately \$18,250 through August 31, 2004.
- While FTE caps are set for the appellate courts, they are for informational purposes only and not to be considered a limitation.
- The agency did not participate in the Survey of Organizational Excellence.
- The agency makes good use of the salary ranges for Salary Schedules A and B.
- The high percentage of legal staff results in a higher average employee salary than the state average.
- The majority (60%) of the agency's workforce is over 40 years of age.
- Over half (55%) of the agency's employees have less than 5 years of agency service.

Employee Turnover



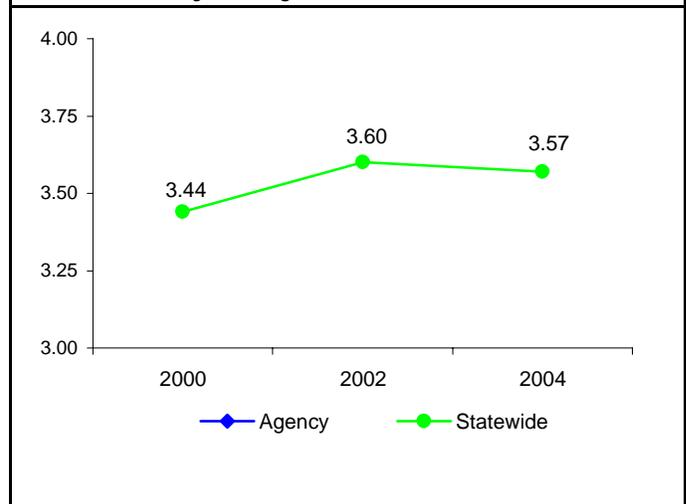
Full-Time Equivalent Employees



Percentage Below/Above FTE Cap

Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Percentage	1.40%	1.60%	0.29%	-2.23%	-2.36%

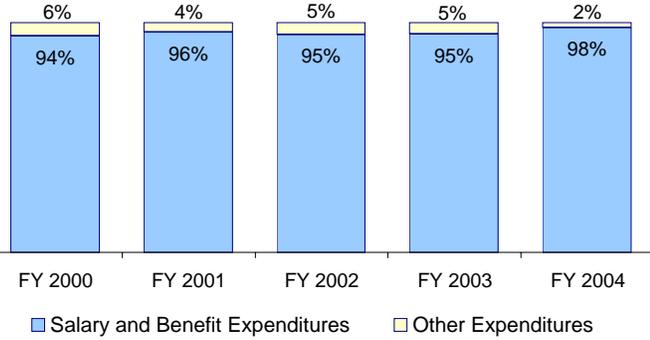
Survey of Organizational Excellence



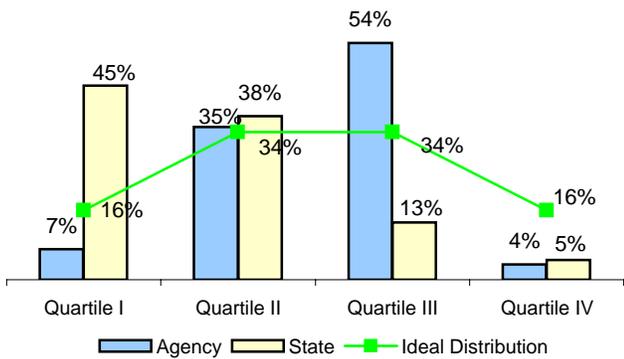
Source: The Survey of Organizational Excellence: The University of Texas at Austin

Compensation Information

Salary and Benefit Expenditures as Percentage of All Expenditures



Employee Placement in Pay Range Quartiles



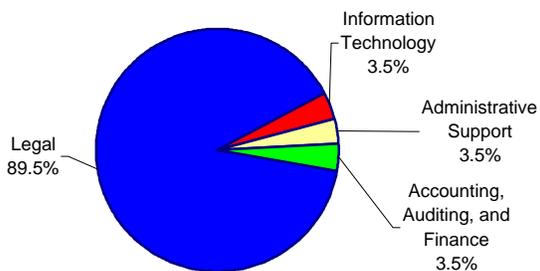
Salary Trends

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Chief Justice	\$107,850	\$107,850	\$107,850	\$107,850	\$ 107,850
Agency Average	\$ 39,587	\$ 41,653	\$ 46,255	\$ 45,888	\$ 46,761
Article Average	\$ 43,124	\$ 44,925	\$ 48,567	\$ 49,032	\$ 49,633
Statewide Average	\$ 29,488	\$ 30,268	\$ 32,099	\$ 32,495	\$ 32,681

Salary Actions

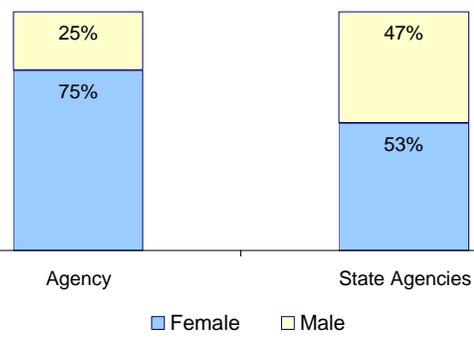
	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Promotions	7%	27%	4%	10%	0%
Demotions	0%	0%	0%	0%	0%
Merits	58%	68%	21%	55%	32%
One-Time Merits	0%	0%	0%	0%	0%
Reclassifications	4%	7%	0%	0%	0%

FY 2004 Major Job Groups

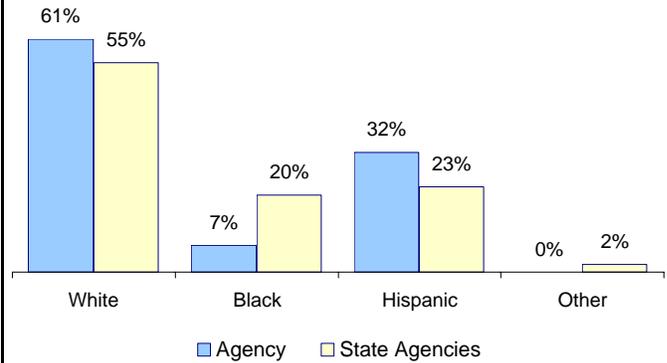


FY 2004 Workforce Demographics *

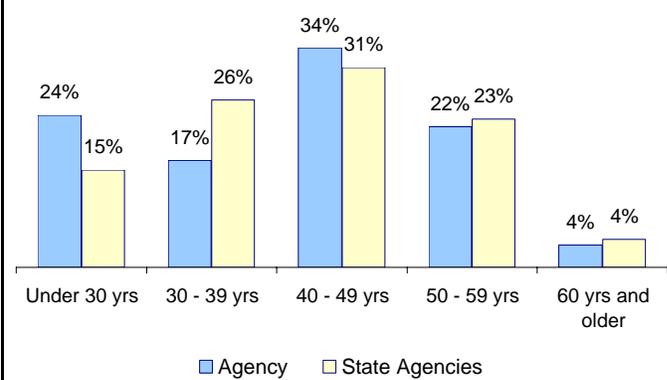
Gender



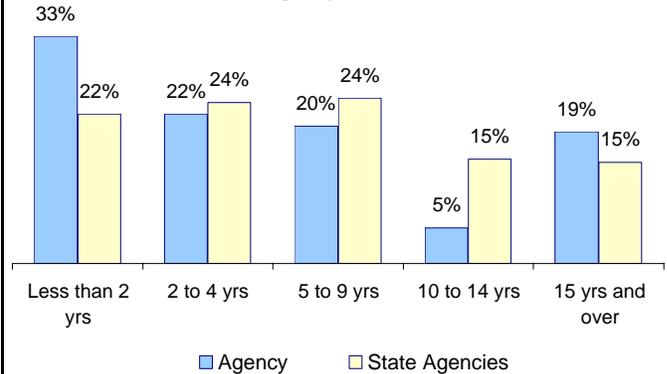
Ethnic Group



Age



Agency Tenure



Percentages in graphs may not always equal exactly 100% due to rounding issues within Excel's graphing function.

* Workforce demographic information includes classified regular full-time employees. It may appear skewed for agencies with fewer than 50 employees.