

360 - State Office of Administrative Hearings

Workforce Summary Document Prepared by the State Classification Office

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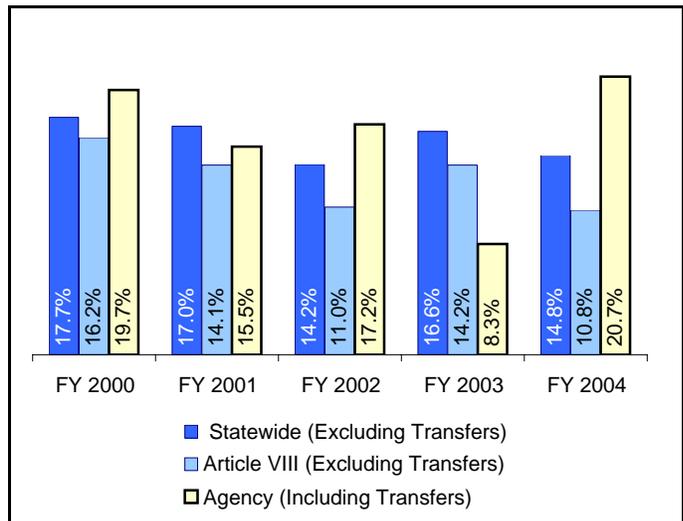
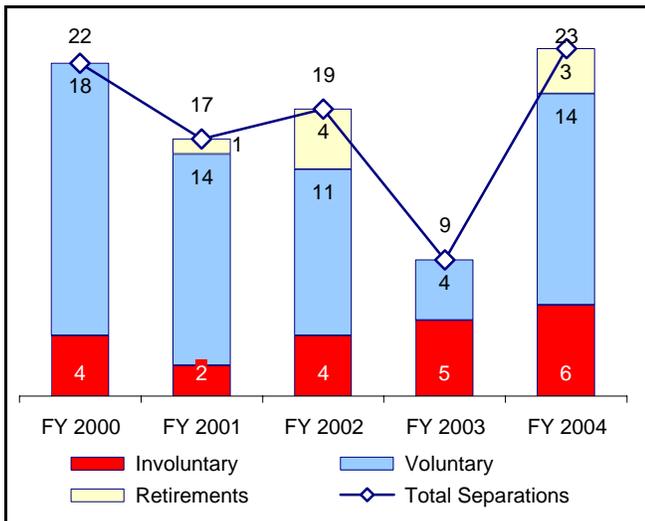
SAO HR Consultants: Sharon Schneider or Juliette Torres
512-936-9631 or 512-936-9634

State Classification Office Observations

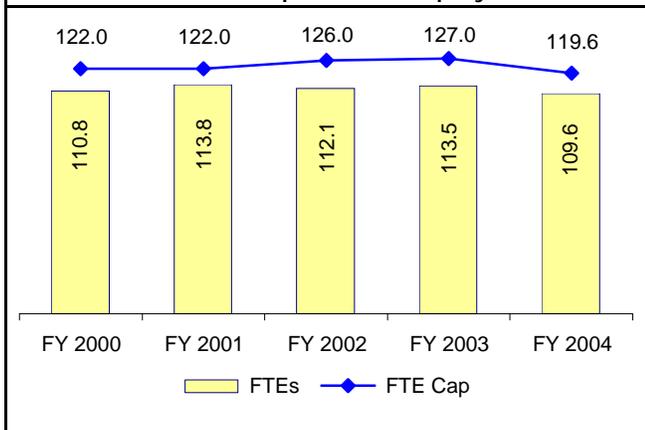
Based on a review of agency statistics and related information, the following items are worth noting:

- Turnover within the agency was higher than the state and Article VIII average in FY 2004.
- Two individuals received retirement incentives totaling approximately \$29,227 through August 31, 2004.
- The FTE cap decreased by 7.4 in FY 2004 due to the transfer of contested case hearings back to the Railroad Commission and the General Revenue reduction mandated by the 78th Legislature.
- The agency's overall scores on the Survey of Organizational Excellence have steadily increased, yet fall below the state's overall score.
- The majority (73%) of the agency's employees are paid within the first two quartiles of the salary ranges for Salary Schedules A and B.
- Almost 80% of the agency's workforce is 40 years of age or older.
- Almost half (48%) of the agency's employees have been with the agency 5 to 9 years.
- Classification Compliance Audits:
 - Property Management - Reviewed 1 position; 0% misclassified

Employee Turnover



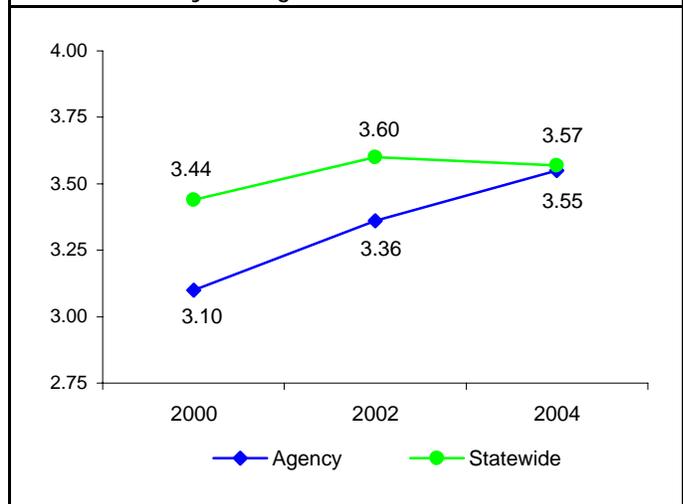
Full-Time Equivalent Employees



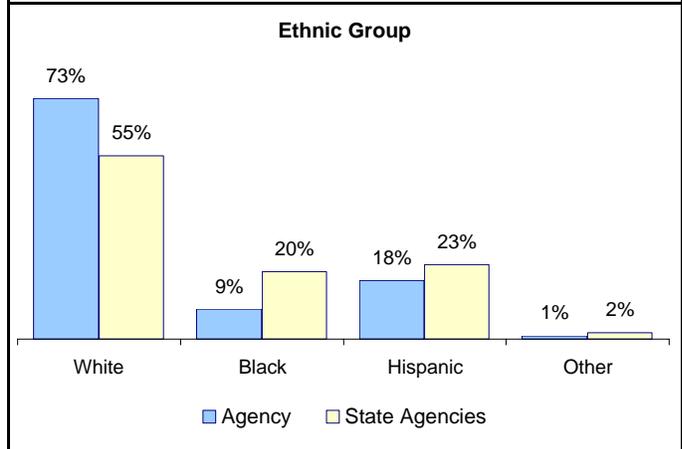
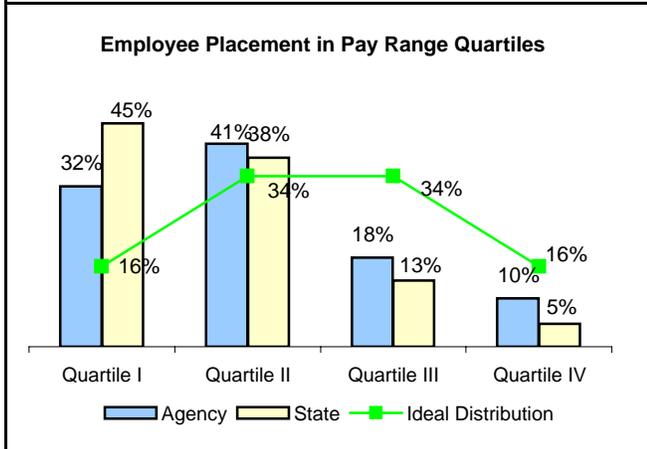
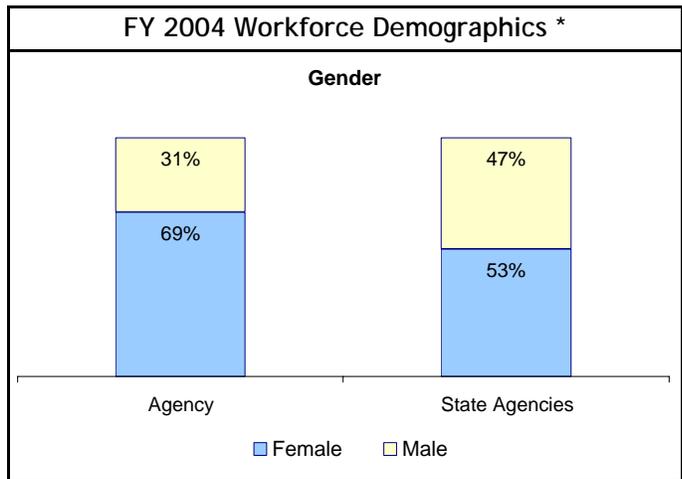
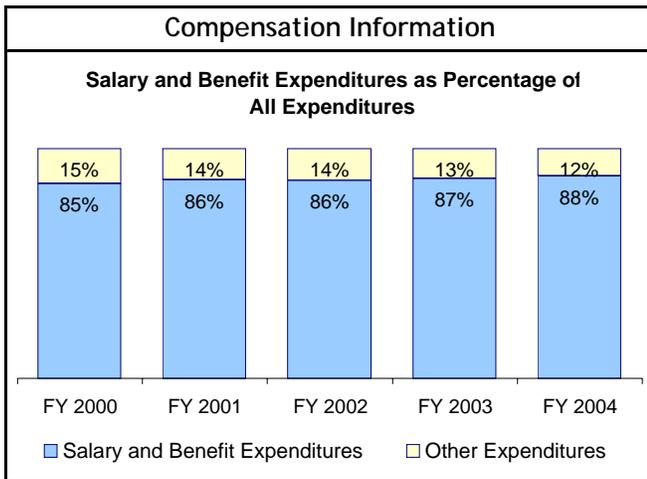
Percentage Below/Above FTE Cap

Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Percentage	-9.18%	-6.70%	-11.05%	-10.65%	-8.32%

Survey of Organizational Excellence

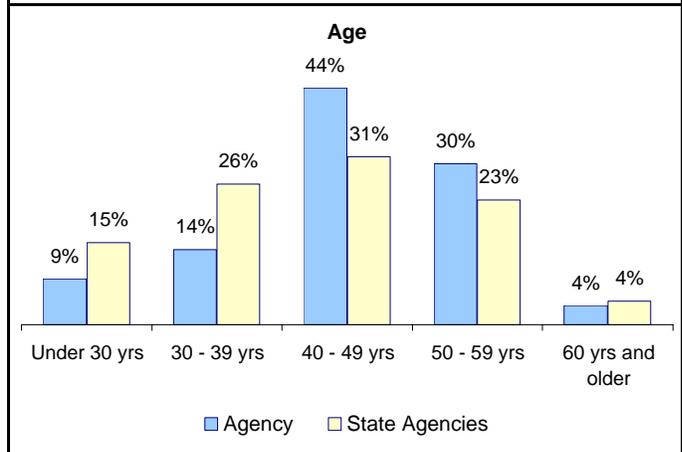


Source: The Survey of Organizational Excellence: The University of Texas at Austin



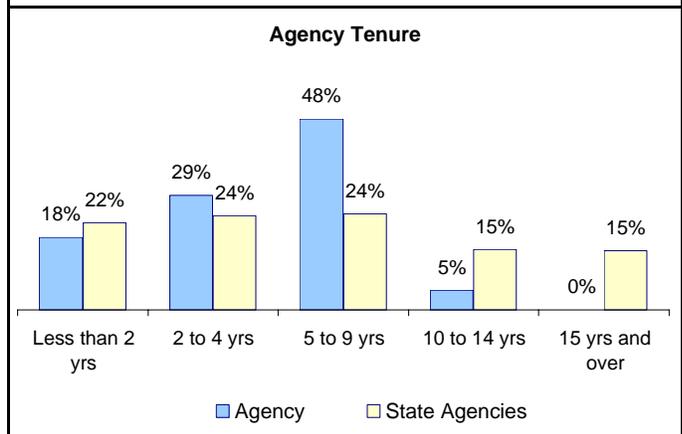
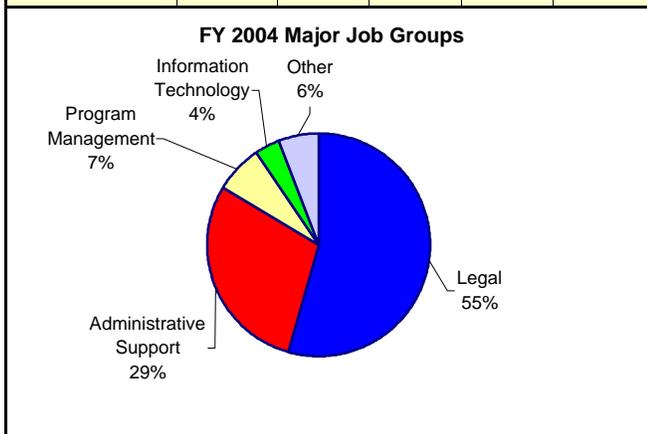
Salary Trends

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Chief Administrative Law	\$ 89,500	\$94,824	\$98,625	\$98,625	\$ 98,625
Agency Average	\$ 43,030	\$43,237	\$45,631	\$47,360	\$ 48,862
Article Average	\$ 36,477	\$37,299	\$39,554	\$40,241	\$ 40,904
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	18%	20%	21%	4%	16%
Demotions	2%	1%	1%	1%	0%
Merits	33%	16%	44%	10%	26%
One-Time Merits	8%	33%	18%	22%	32%
Reclassifications	47%	1%	5%	2%	4%



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.