

466 - Office of Consumer Credit Commissioner

Workforce Summary Document Prepared by the State Classification Office

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Acting State Classification Officer

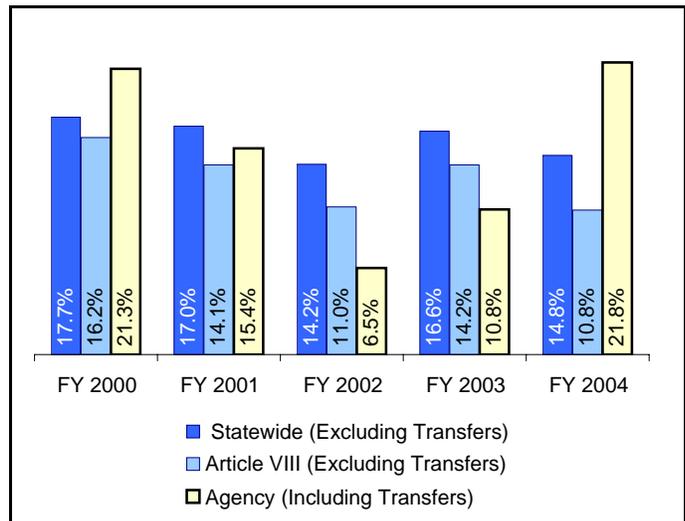
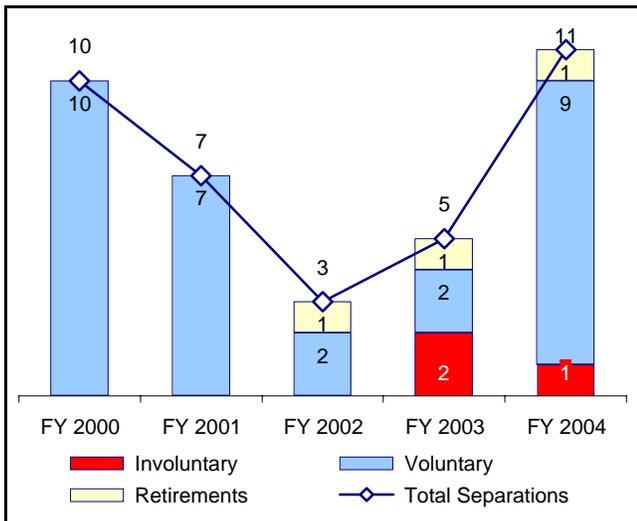
SAO HR Consultants: Stacey McClure or Floyd Quinn
512-936-9632 or 512-936-9633

State Classification Office Observations

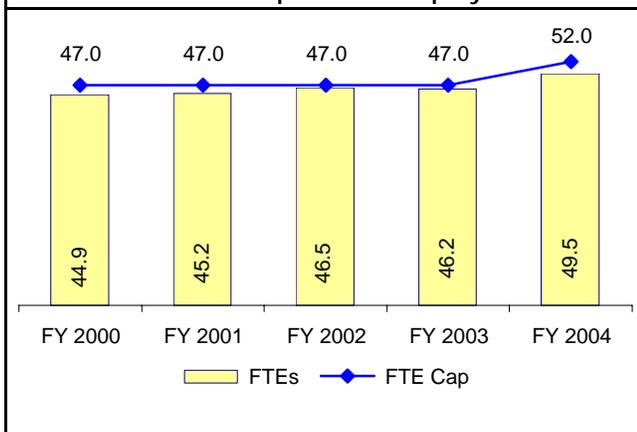
Based on a review of agency statistics and related information, the following items are worth noting:

- Turnover within the agency was higher than the state average during FY 2004.
- One individual received a retirement incentive totaling \$10,977 through August 31, 2004.
- The FTE cap increased by 5 in FY 2004 to enforce an enhanced regulatory program for motor vehicle sales.
- The agency's overall score on the Survey of Organizational Excellence is significantly below the state's overall score.
- The majority of agency employees (86%) are paid below the midpoint of the salary ranges for Salary Schedules A and B.
- Almost fifty-two percent of the agency's workforce is 40 years of age or older.
- Over half (52%) of the agency's employees have more than 5 years of agency service.
- Classification Compliance Audits:
 - Planning, Research, and Statistics - Reviewed 1 position; 0% misclassified

Employee Turnover



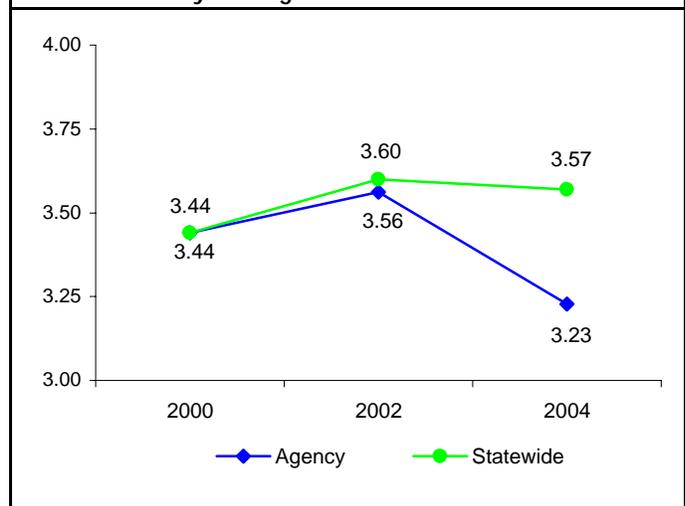
Full-Time Equivalent Employees



Percentage Below/Above FTE Cap

Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Percentage	-4.49%	-3.85%	-1.09%	-1.76%	-4.88%

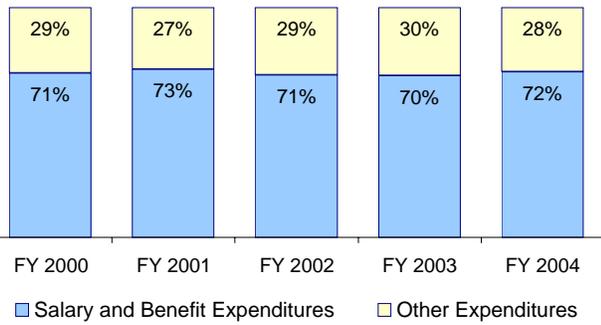
Survey of Organizational Excellence



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

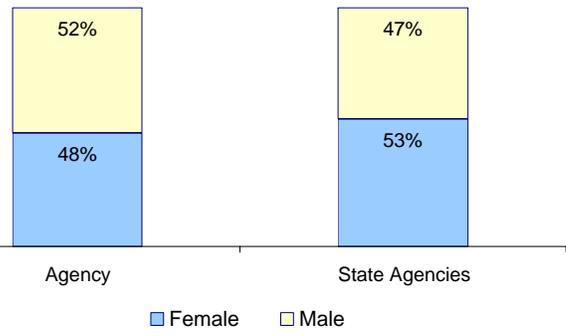
Compensation Information

Salary and Benefit Expenditures as Percentage of All Expenditures

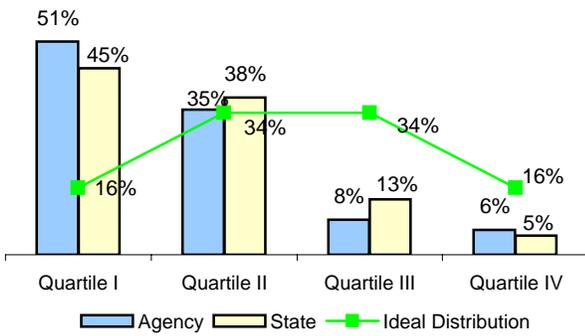


FY 2004 Workforce Demographics *

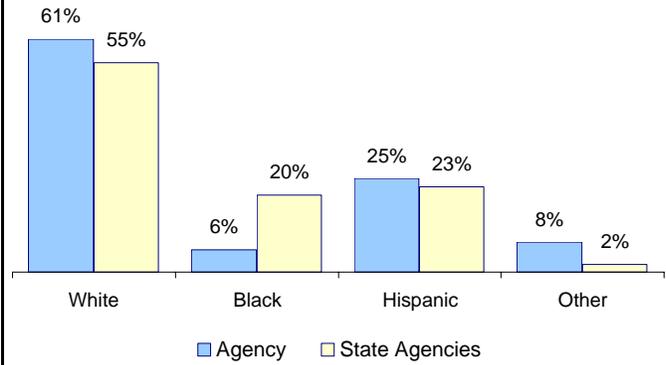
Gender



Employee Placement in Pay Range Quartiles



Ethnic Group



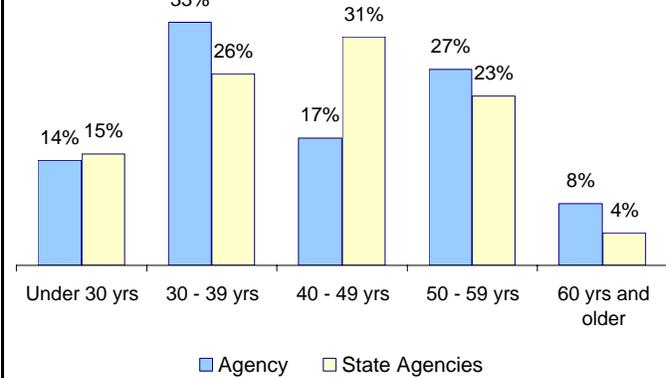
Salary Trends

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Commissioner	\$ 90,000	\$90,000	\$90,000	\$90,000	\$90,000
Agency Average	\$ 31,518	\$32,740	\$36,720	\$37,683	\$37,174
Article Average	\$ 36,477	\$37,299	\$39,554	\$40,241	\$40,904
Statewide Average	\$ 29,488	\$30,268	\$32,099	\$32,495	\$32,681

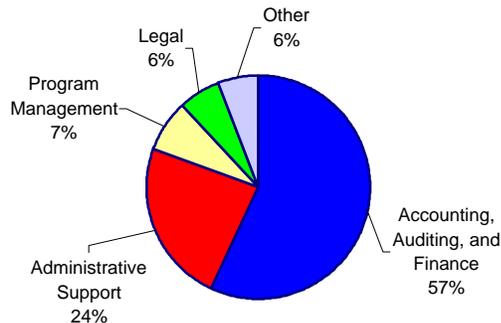
Salary Actions

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Promotions	6%	18%	6%	9%	12%
Demotions	0%	0%	0%	0%	0%
Merits	13%	35%	6%	22%	14%
One-Time Merits	0%	0%	0%	0%	12%
Reclassifications	32%	0%	2%	0%	0%

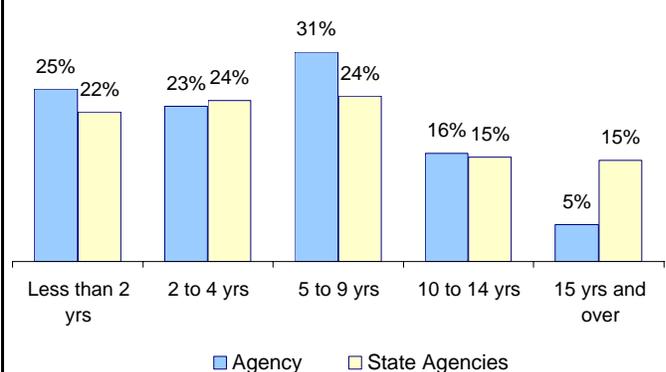
Age



FY 2004 Major Job Groups



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.