

# 476 - Racing Commission

Workforce Summary Document Prepared by the State Classification Office

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Acting State Classification Officer

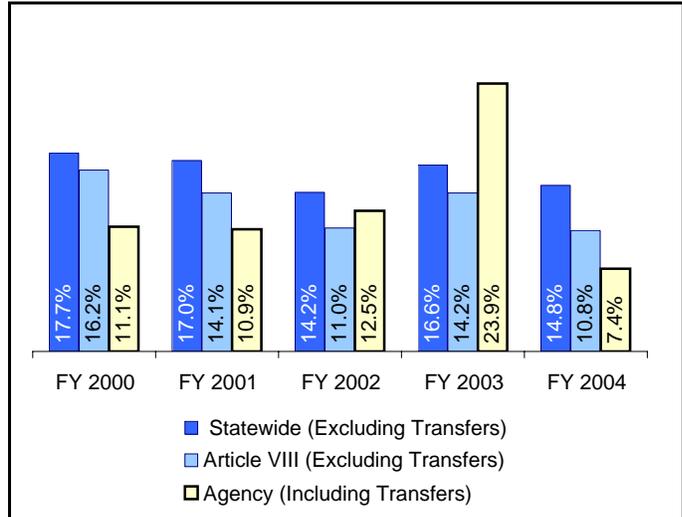
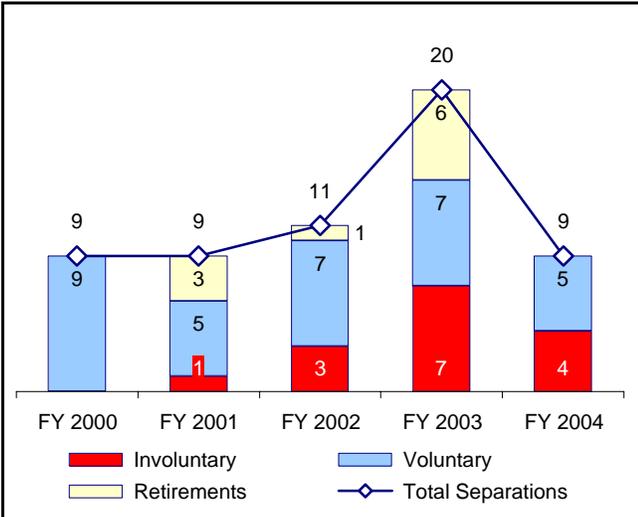
SAO HR Consultants: Stacey McClure or Floyd Quinn  
512-936-9632 or 512-9836-9633

## State Classification Office Observations

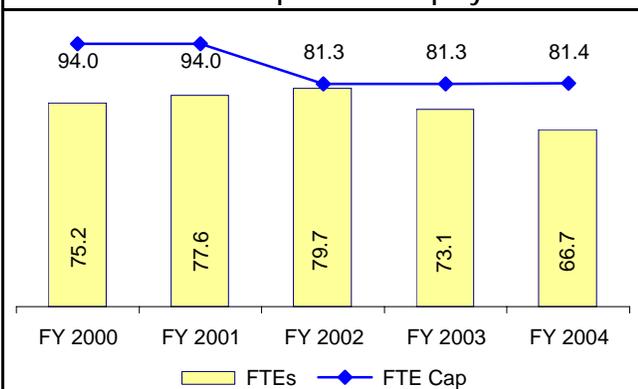
Based on a review of agency statistics and related information, the following items are worth noting:

- Turnover within the agency was lower than the state average during FY 2004.
- Five employees received retirement incentives totaling approximately \$65,672 through August 31, 2004.
- There was an increase of .1 FTE in FY 2004 due to projected changes with the racing calendars.
- The agency's average scores were lower than the statewide averages on the Survey of Organizational Excellence.
- Sixty-seven percent of employees fall within the first and second quartiles of the salary ranges for Salary Schedules A and B.
- The majority (78%) of the agency's workforce is 40 years of age or older.
- Fifty-eight percent of employees have 5 or more years of agency service.
- Classification Compliance Audits:
  - Property Management - Reviewed 3 positions; 0% misclassified

## Employee Turnover



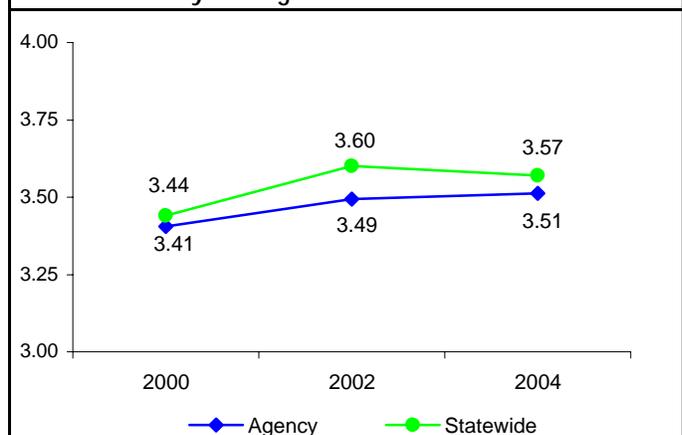
## Full-Time Equivalent Employees



### Percentage Below/Above FTE Cap

Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Percentage	-20.01%	-17.40%	-1.91%	-10.14%	-18.08%

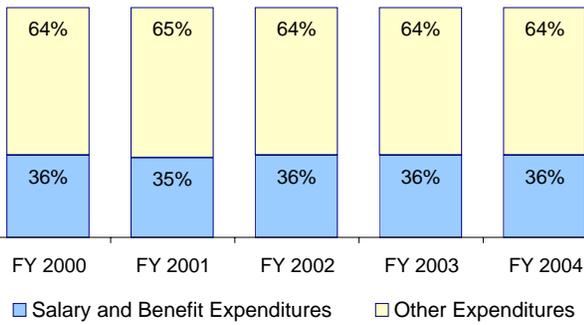
## Survey of Organizational Excellence



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

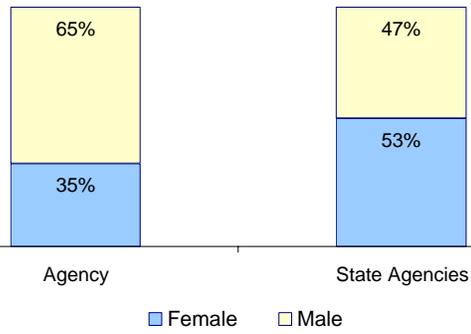
### Compensation Information

#### Salary and Benefit Expenditures as Percentage of All Expenditures

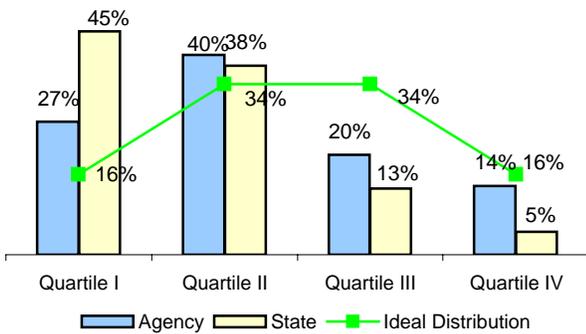


### FY 2004 Workforce Demographics \*

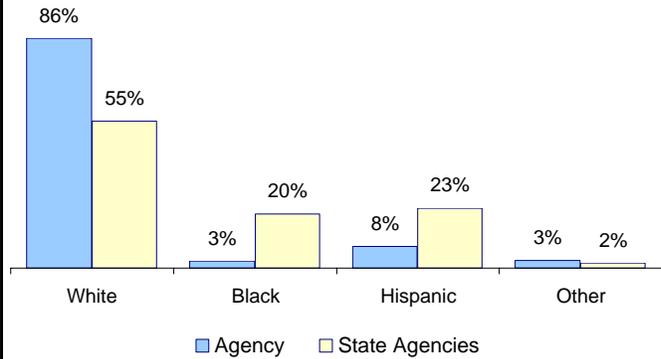
#### Gender



#### Employee Placement in Pay Range Quartiles



#### Ethnic Group



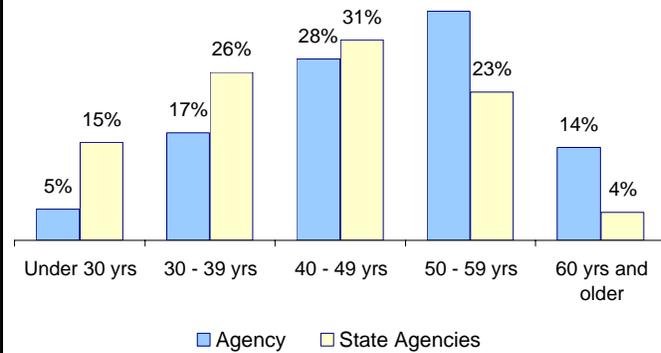
#### Salary Trends

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Executive Secretary	\$ 77,760	\$77,760	\$77,760	\$77,760	\$ 77,760
Agency Average	\$ 40,893	\$42,601	\$44,143	\$45,390	\$ 45,484
Article Average	\$ 36,477	\$37,299	\$39,554	\$40,241	\$ 40,904
Statewide Average	\$ 29,488	\$30,268	\$32,099	\$32,495	\$ 32,681

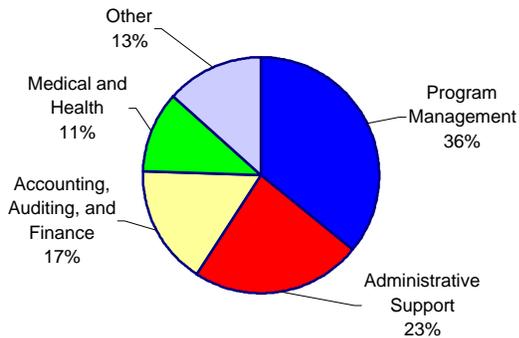
#### Salary Actions

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Promotions	4%	7%	0%	4%	7%
Demotions	0%	0%	0%	0%	3%
Merits	80%	67%	1%	9%	78%
One-Time Merits	0%	2%	0%	68%	0%
Reclassifications	20%	5%	21%	3%	28%

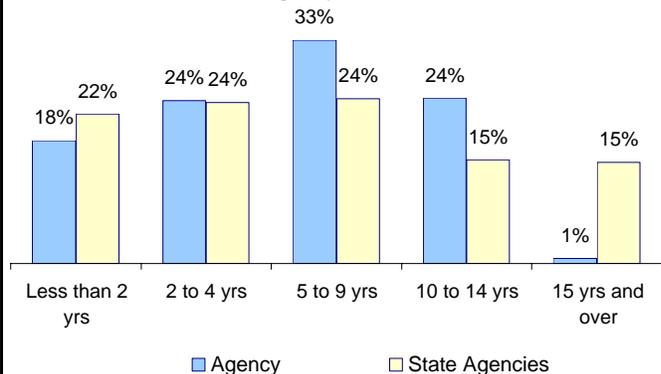
#### Age



#### 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.