

# 505 - Cosmetology Commission

Workforce Summary Document Prepared by the State Classification Office

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Acting State Classification Officer

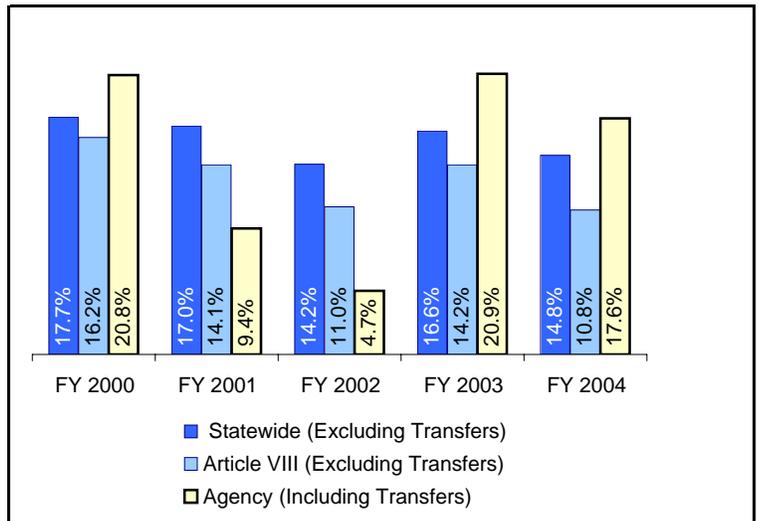
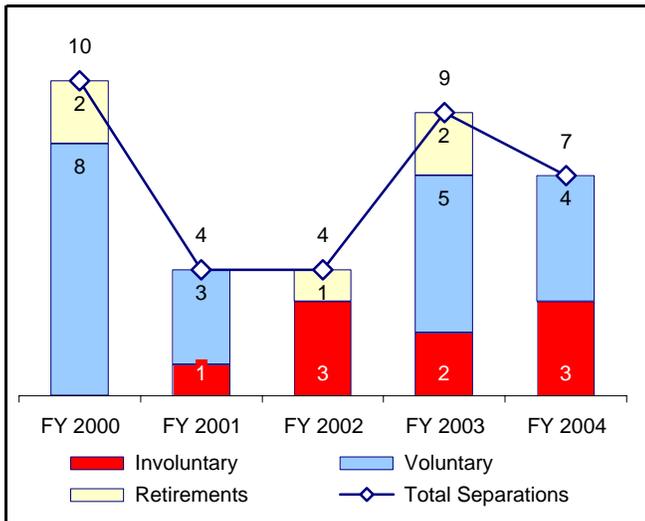
SAO HR Consultants: Stacey McClure and Floyd Quinn  
512-936-9632 or 512-936-9633

## State Classification Office Observations

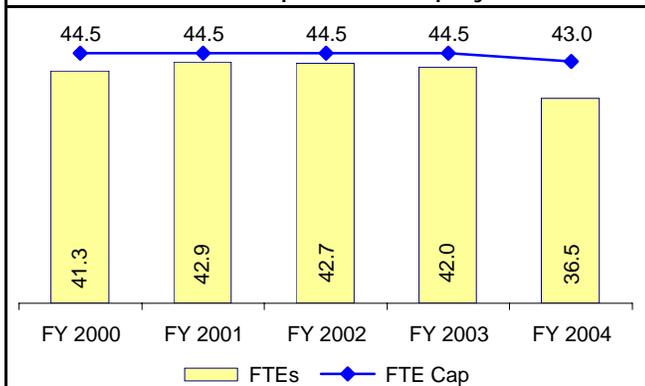
Based on a review of agency statistics and related information, the following items are worth noting:

- Turnover within the agency was higher than the state average in FY 2004.
- Two individuals received retirement incentives totaling approximately \$24,424 through August 31, 2004.
- The FTE cap decreased by 1.5 in FY 2004 because the Legislature cut the agency's funding by 7% and eliminated 1.5 positions.
- The agency's score on the Survey of Organizational Excellence was slightly below the statewide average for 2004.
- Seventy-seven percent of the agency's employees are paid within the first two quartiles of the salary ranges for Schedules A and B; only 5% are paid in the top quartile.
- More than 65% of the agency's employees are 40 years old or older.
- Approximately 56% of the agency's employees have 5 or more years of agency service.

### Employee Turnover



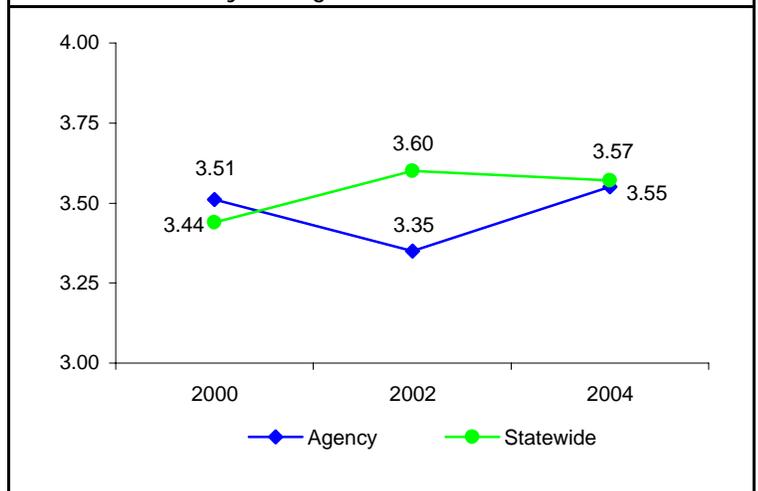
### Full-Time Equivalent Employees



#### Percentage Below/Above FTE Cap

Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Percentage	-7.15%	-3.69%	-4.11%	-5.68%	-15.22%

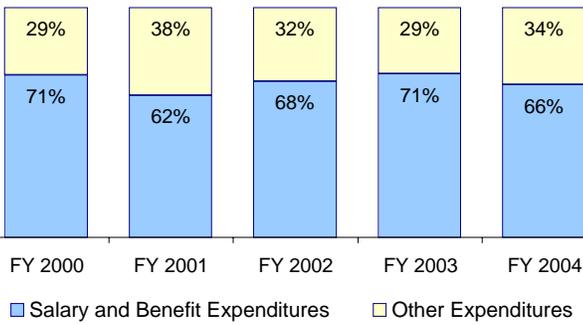
### Survey of Organizational Excellence



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

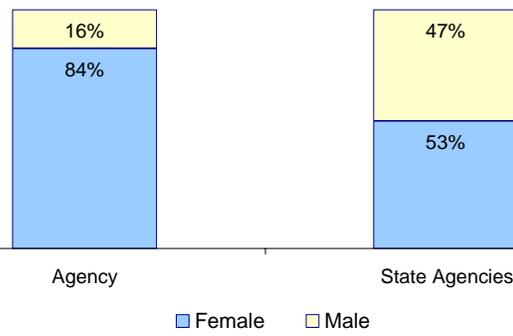
### Compensation Information

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

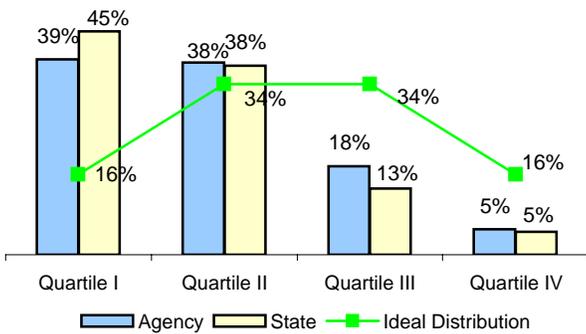


### FY 2004 Workforce Demographics \*

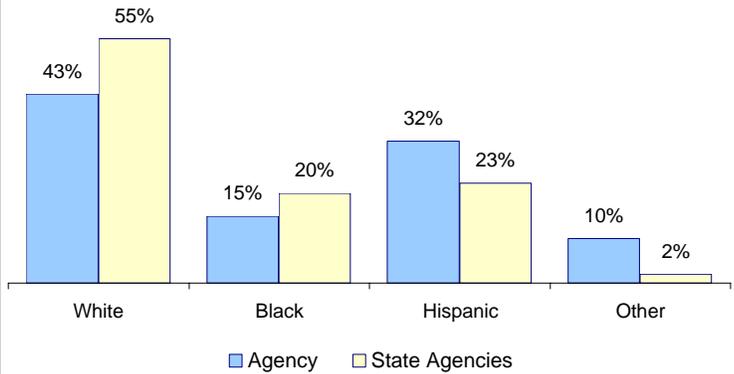
**Gender**



**Employee Placement in Pay Range Quartiles**



**Ethnic Group**



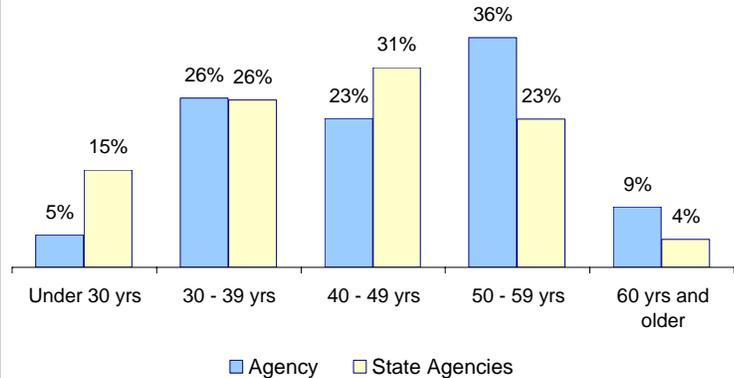
**Salary Trends**

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Executive Director	\$ 46,338	\$46,338	\$46,338	\$46,338	\$ 46,338
Agency Average	\$ 30,577	\$31,008	\$34,004	\$34,648	\$ 33,648
Article Average	\$ 36,477	\$37,299	\$39,554	\$40,241	\$ 40,904
Statewide Average	\$ 29,488	\$30,268	\$32,099	\$32,495	\$ 32,681

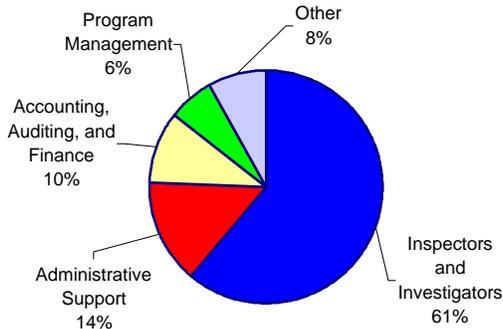
**Salary Actions**

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Promotions	5%	33%	5%	0%	0%
Demotions	0%	0%	0%	7%	8%
Merits	81%	52%	12%	35%	0%
One-Time Merits	0%	0%	0%	0%	0%
Reclassifications	0%	0%	7%	5%	5%

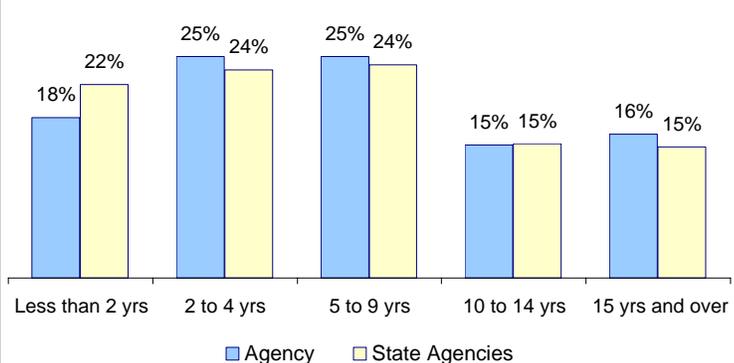
**Age**



**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.