

# 508 - Board of Chiropractic Examiners

Workforce Summary Document Prepared by the State Classification Office

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Acting State Classification Officer

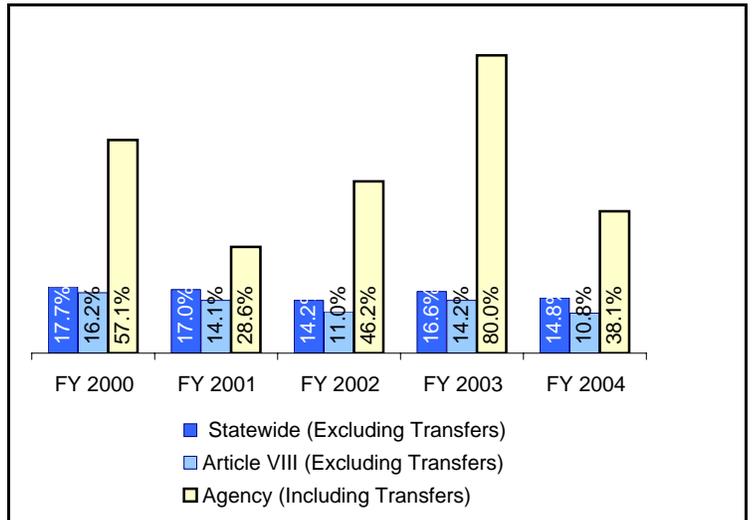
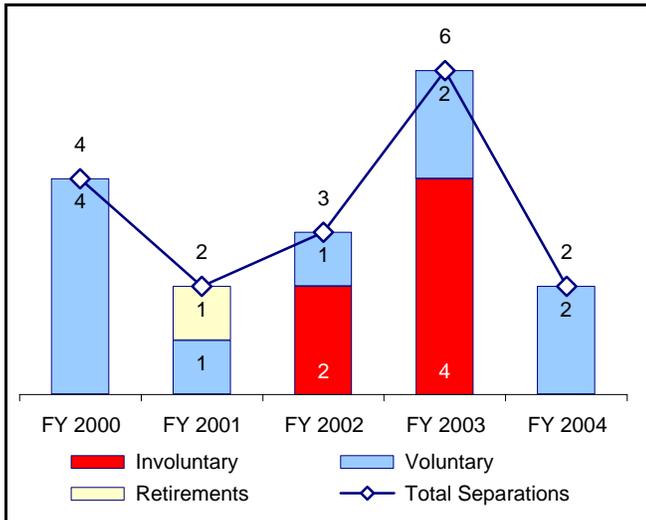
SAO HR Consultants: Stacey McClure and Floyd Quinn  
512-936-9632 or 512-936-9633

## State Classification Office Observations

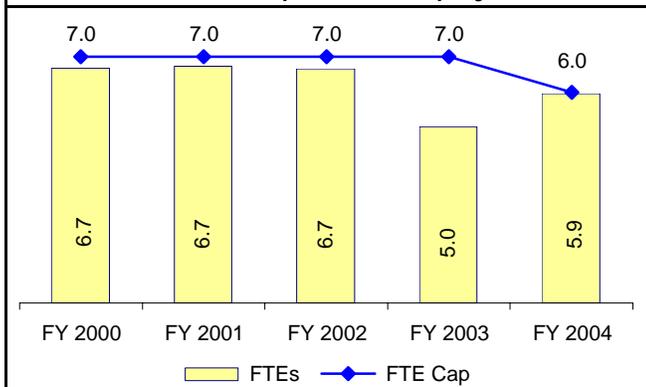
Based on a review of agency statistics and related information, the following items are worth noting:

- Turnover within the agency was higher than the state average in FY 2004.
- No employees received retirement incentives through August 31, 2004.
- The FTE cap decreased by 1 in FY 2004 because of budget constraints faced by the agency.
- The agency did not participate in the Survey of Organizational Excellence.
- Seventy-six percent of the agency's employees are paid within the first and second quartiles of the salary ranges for Schedules A and B; none are paid in the top quartile.
- More than 65% of the agency's employees are 40 years old or older.
- Over 80% of the agency's workforce has less than 5 years of agency service.

## Employee Turnover



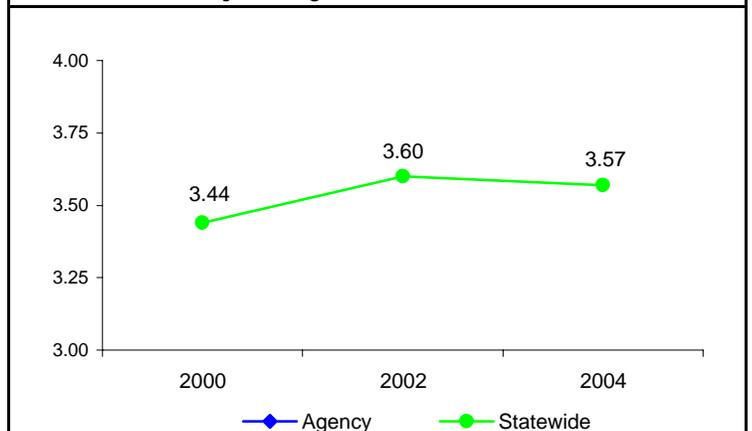
## Full-Time Equivalent Employees



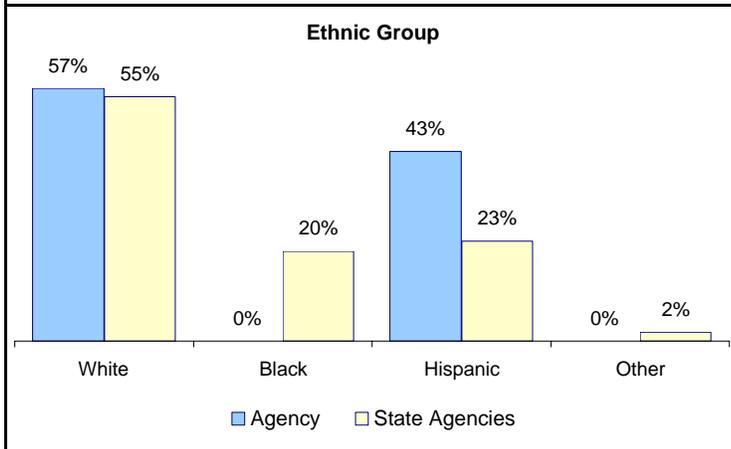
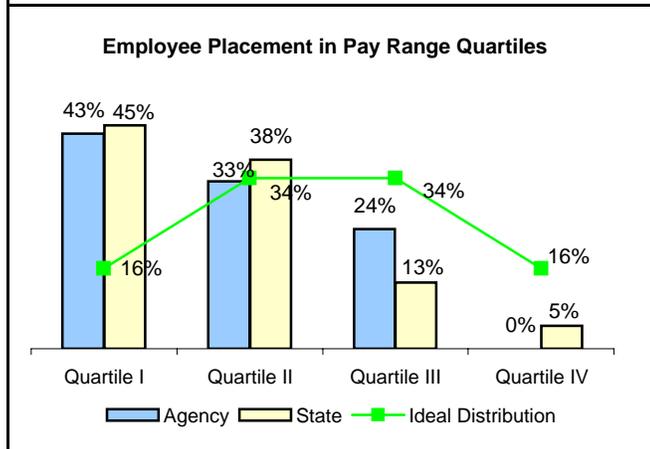
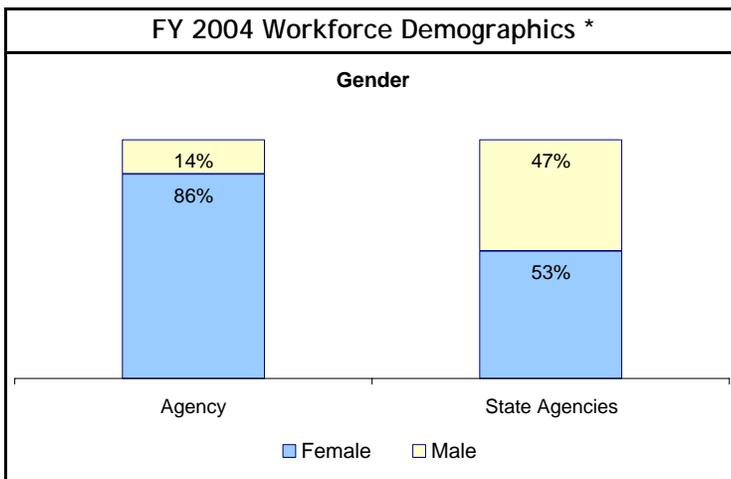
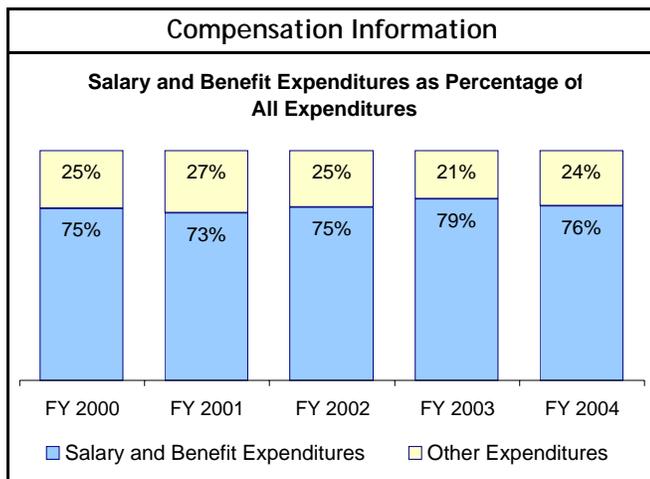
### Percentage Below/Above FTE Cap

Fiscal Year	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Percentage	-4.64%	-3.71%	-4.86%	-28.25%	-0.90%

## Survey of Organizational Excellence

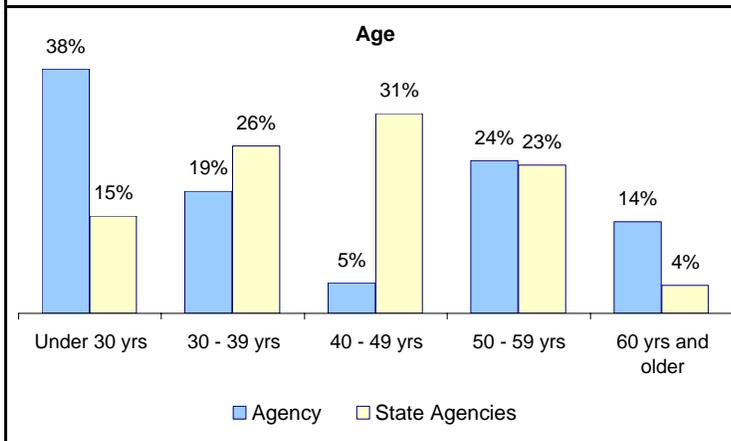


Source: The Survey of Organizational Excellence: The University of Texas at Austin



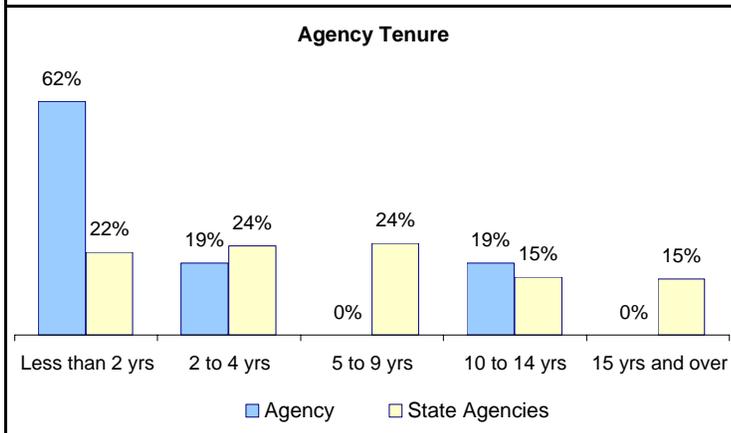
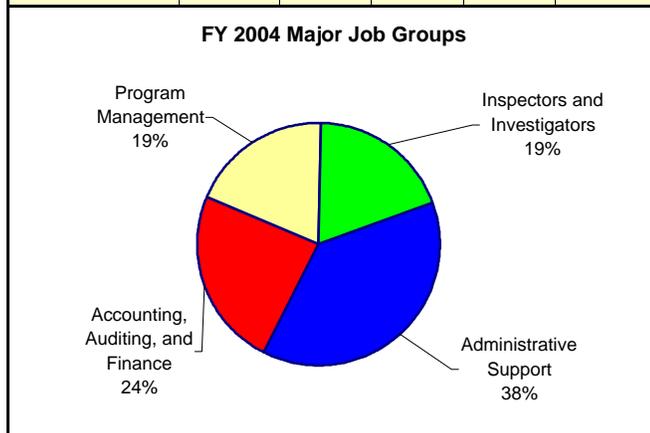
#### Salary Trends

	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Executive Director	\$ 52,000	\$52,000	\$52,000	\$52,000	\$ 52,000
Agency Average	\$ 29,619	\$32,011	\$30,895	\$33,768	\$ 34,290
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	0%	0%	77%	32%	57%
Demotions	0%	0%	0%	0%	0%
Merits	14%	29%	15%	16%	95%
One-Time Merits	14%	0%	0%	0%	0%
Reclassifications	29%	43%	0%	0%	0%



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.