

705 - State Board for Educator Certification

Workforce Summary Document Prepared by the State Classification Office

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SAO HR Consultants:

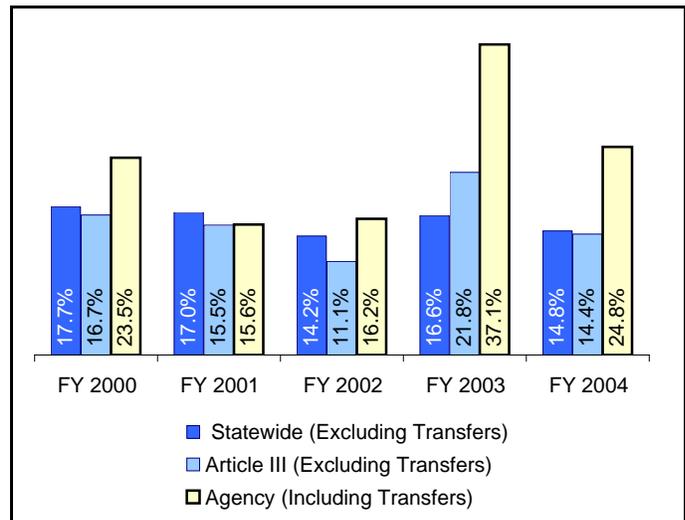
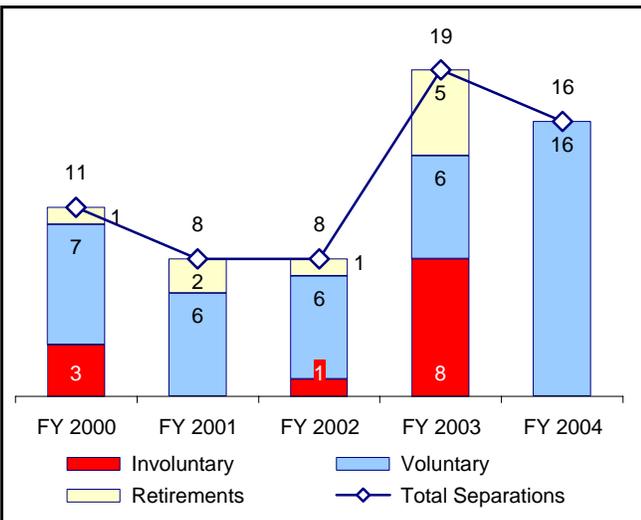
Stacey McClure and Floyd Quinn
512-936-9632 or 512-936-9633

State Classification Office Observations

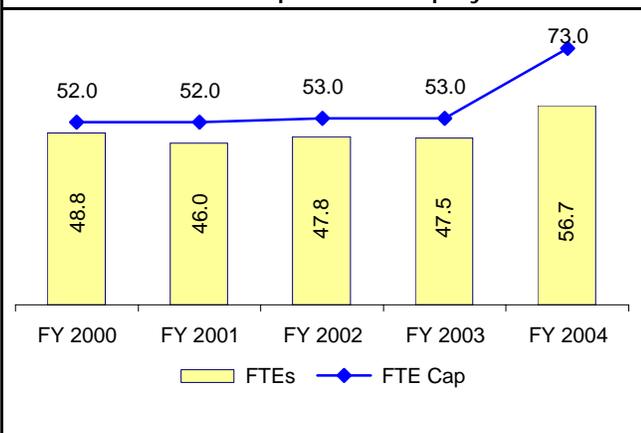
Based on a review of agency statistics and related information, the following items are worth noting:

- The agency's turnover rate was higher than Article III and state average in FY 2004.
- Two individuals received retirement incentives totaling approximately \$18,364 through August 31, 2004.
- The agency's FTE cap increased to 73 authorized FTE during FY 2004.
- The agency's scores in the Survey of Organizational Excellence are lower than the statewide scores for 2002 and 2004.
- Fifty-seven percent of the agency's workforce is paid within the first and second quartiles of the salary ranges of Salary Schedules A and B.
- Fifty-two percent of the agency's workforce is under 40 years of age.
- Over 70% of employees have less than 5 years of agency service.
- Classification Compliance Audits:
 - Property Management – Reviewed 1 position; 0% misclassified
 - Planning, Research, and Statistics – Reviewed 1 position; 0% misclassified

Employee Turnover



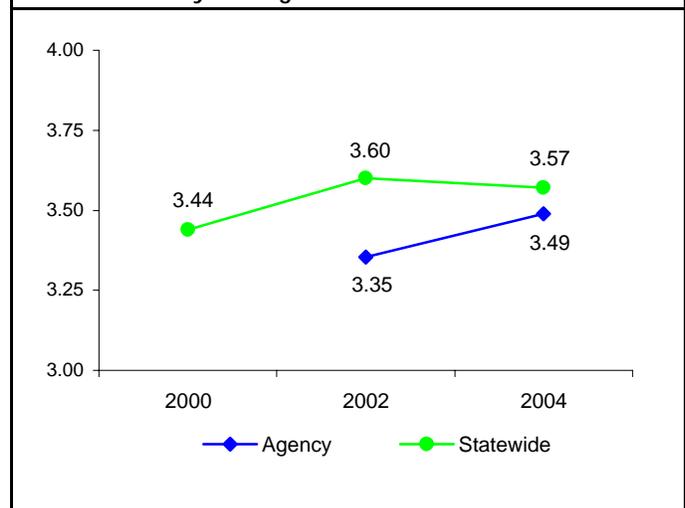
Full-Time Equivalent Employees



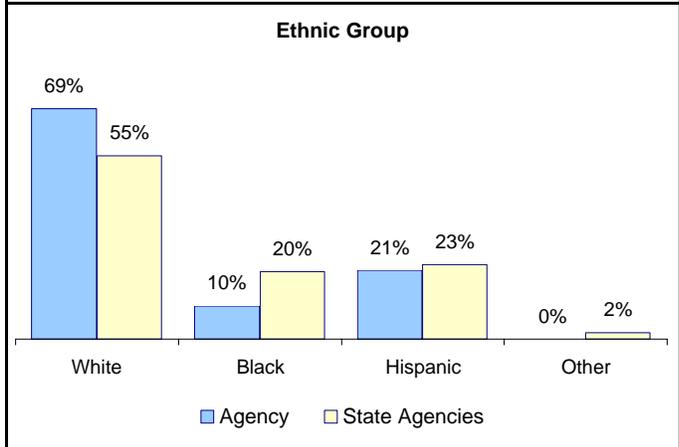
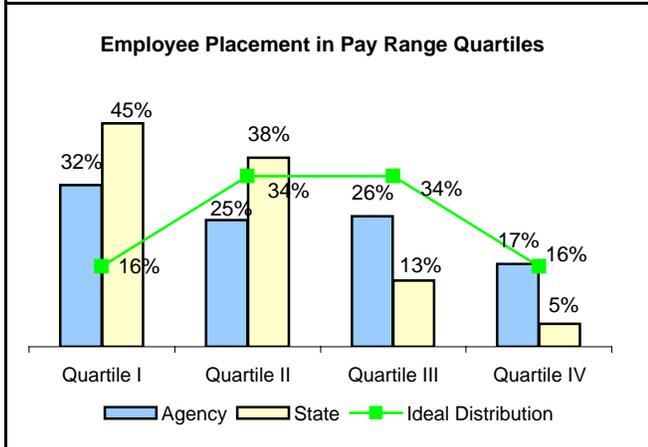
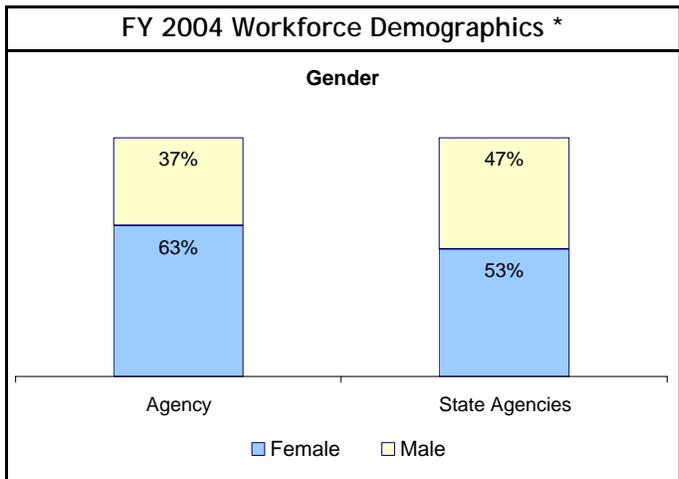
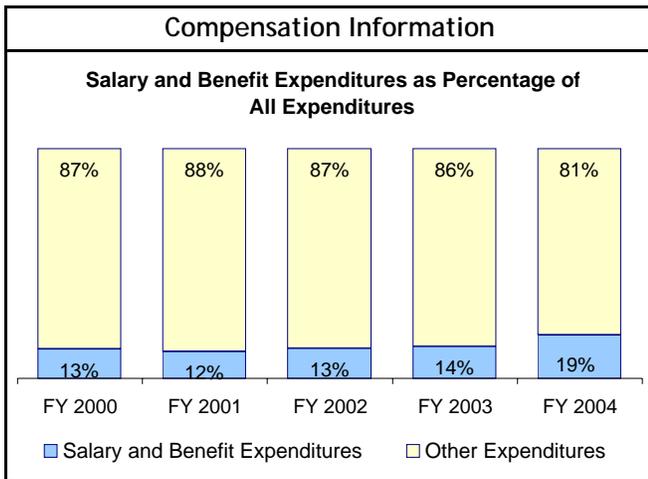
Percentage Below/Above FTE Cap

| Fiscal Year | FY 2000 | FY 2001 | FY 2002 | FY 2003 | FY 2004 |
|-------------|---------|---------|---------|---------|---------|
| Percentage | -6.15% | -11.54% | -9.74% | -10.45% | -22.27% |

Survey of Organizational Excellence

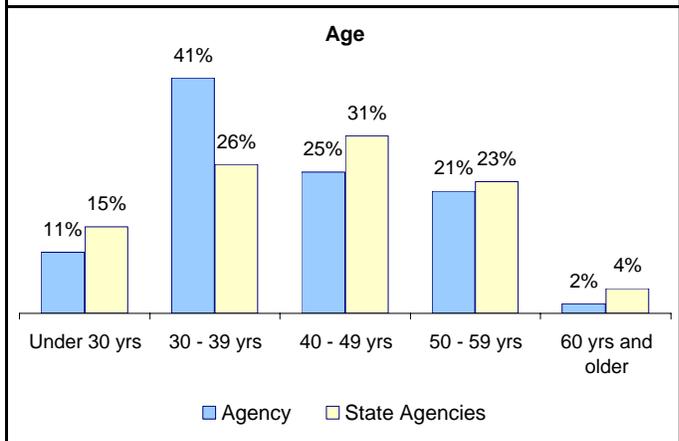


Source: The Survey of Organizational Excellence: The University of Texas at Austin



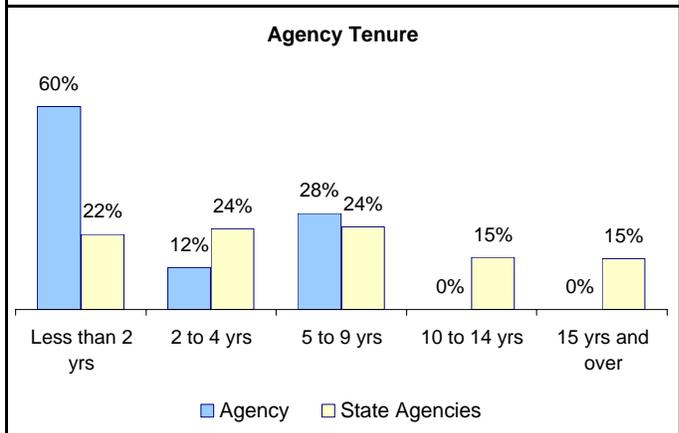
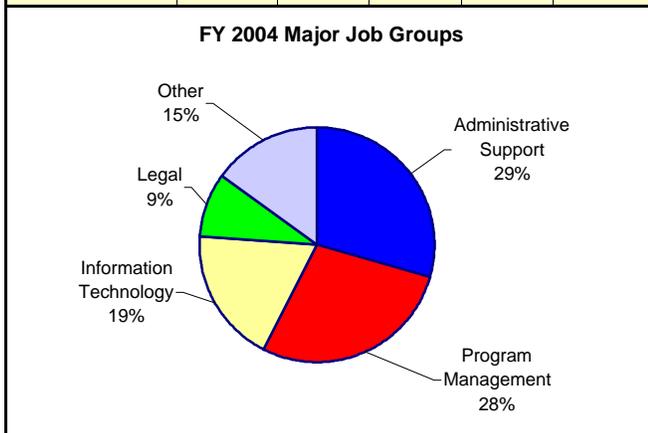
Salary Trends

| | FY 2000 | FY 2001 | FY 2002 | FY 2003 | FY 2004 |
|--------------------|-----------|----------|----------|----------|-----------|
| Executive Director | \$ 75,000 | \$75,000 | \$78,000 | \$78,000 | \$ 78,000 |
| Agency Average | \$ 41,046 | \$43,357 | \$45,916 | \$47,227 | \$ 47,095 |
| Article Average | \$ 36,312 | \$37,804 | \$40,599 | \$41,852 | \$ 42,081 |
| 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 | 2% | 2% | 0% | 2% | 2% |
| Demotions | 0% | 0% | 0% | 0% | 0% |
| Merits | 43% | 51% | 49% | 35% | 23% |
| One-Time Merits | 2% | 7% | 2% | 20% | 0% |
| Reclassifications | 19% | 11% | 18% | 6% | 8% |



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.