

# 303 - Texas Building and Procurement Commission

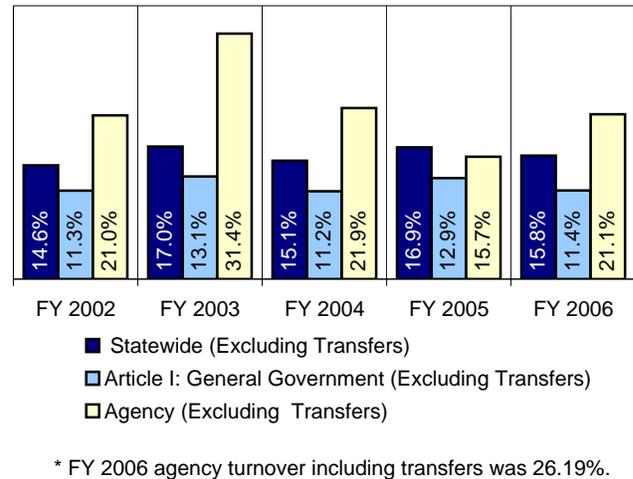
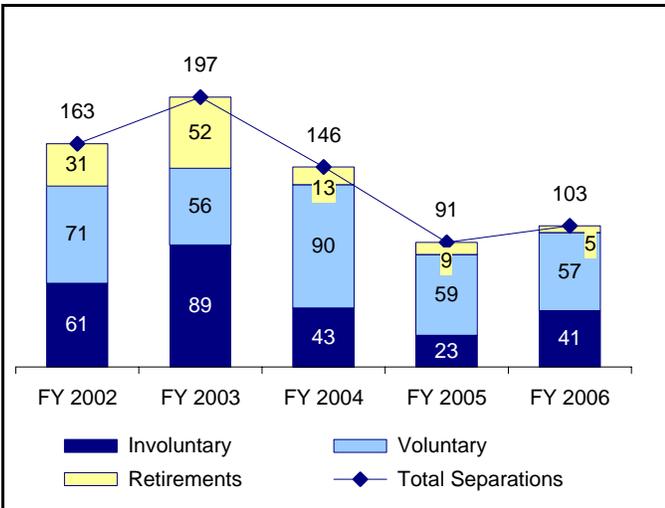
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

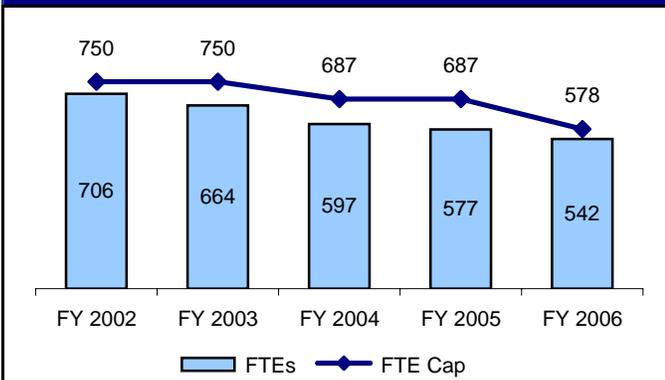
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (21.1 percent) was higher than the state average (15.8 percent) and the average for all Article I agencies (11.4 percent) during fiscal year 2006.
- The agency's full-time equivalent (FTE) cap decreased in fiscal year 2006 beyond the statutorily mandated 2 percent reduction because of program transfers and agency restructuring.
- The agency did not participate in the Survey of Organizational Excellence, which is a survey instrument that measures employees' workplace satisfaction as well as employees' perceptions of the effectiveness of the agency.
- Forty percent of the agency's employees are paid within the first quartile of the salary ranges for salary schedules A and R.
- Seventy percent of the agency's employees are 40 years of age or older.
- Fifty-nine percent of the agency's employees have less than 5 years of tenure with the agency.
- Classification Compliance Audits:
  - Inspectors and Investigators - Reviewed 1 position; 100 percent misclassified (January 2006)
  - Office Services - Reviewed 2 positions; 100 percent misclassified (March 2005)
  - Agency Audit of All Classified Positions - Reviewed 357 positions; 17 percent misclassified (October 2006)

## Employee Turnover



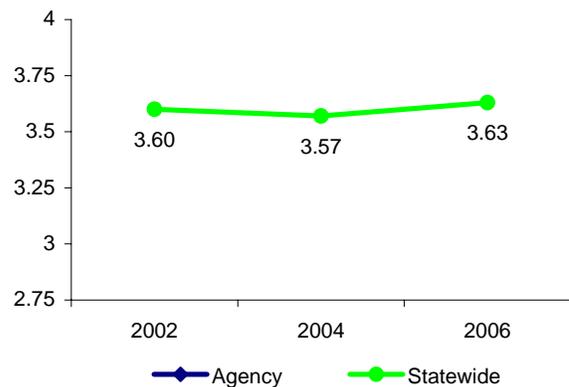
## Full-time Equivalent Employees



## Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-5.83%	-11.46%	-13.15%	-16.03%	-6.14%

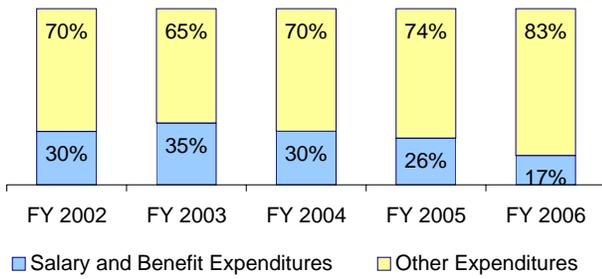
## Survey of Organizational Excellence



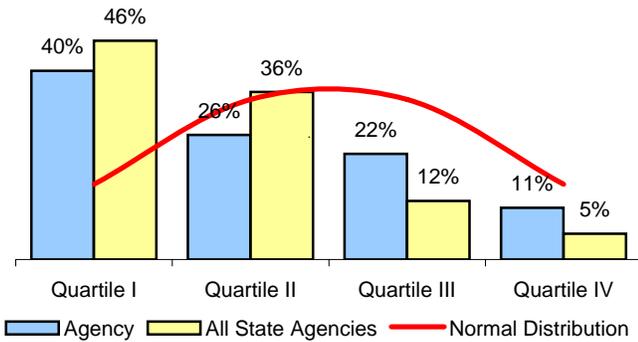
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

### Compensation Information

**Salary and Benefit Expenditures as a Percentage of Operating Expenditures (Cash only)**



**Employee Placement in Pay Range Quartiles**



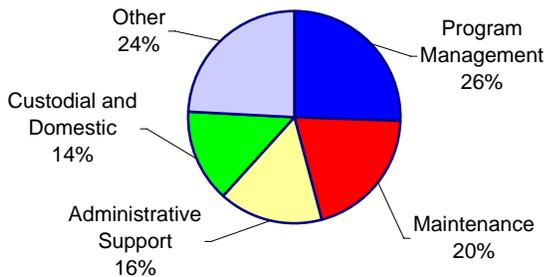
**Salary Trends**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Executive Director	\$115,000	\$115,000	\$115,000	\$115,000	\$115,000
Agency Average	\$ 30,865	\$ 32,606	\$ 34,053	\$ 34,316	\$ 37,622
Article Average	\$ 41,300	\$ 42,366	\$ 42,819	\$ 43,465	\$ 45,697
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

**Salary Actions**

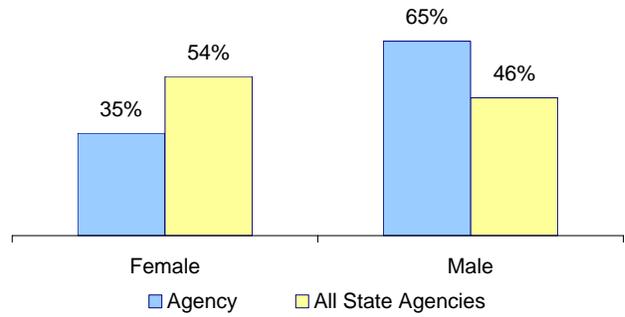
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	44	54	45	31	63
Demotions	9	9	5	1	6
Merits	13	43	30	22	58
One-Time Merits	195	188	5	142	124
Reclassifications	11	47	21	2	89

**Fiscal Year 2006 Major Job Groups**

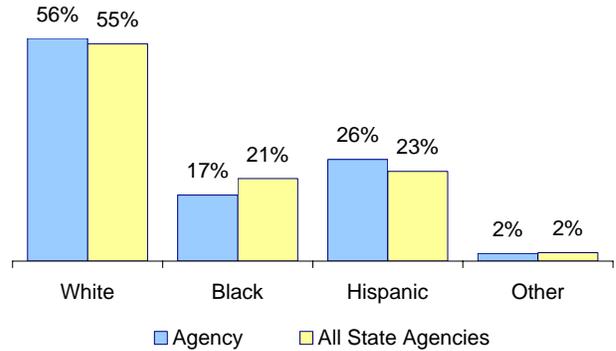


### Fiscal Year 2006 Workforce Demographics \*

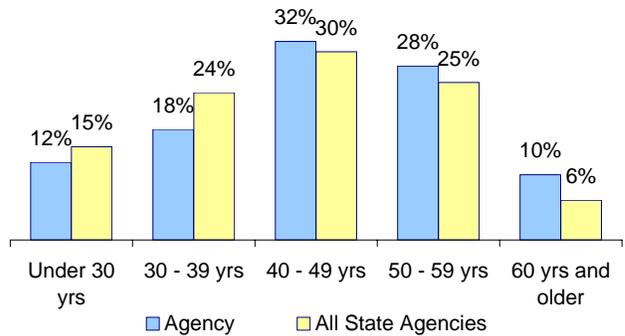
**Gender**



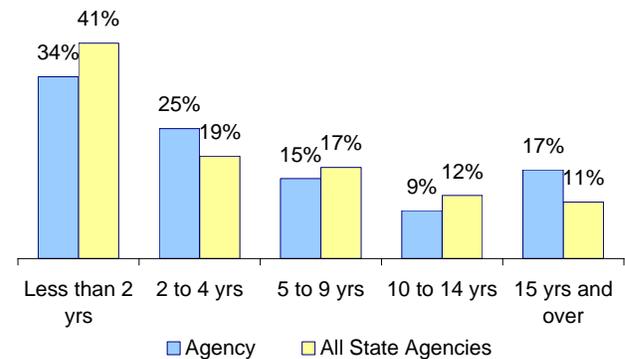
**Ethnic Group**



**Age**



**Agency Tenure**



Percentage in graphs may not always equal exactly 100% due to rounding.

\* Workforce demographic information includes classified regular full-time and part-time employees. It may appear skewed for agencies with fewer than 50 employees.