

304 - Comptroller of Public Accounts

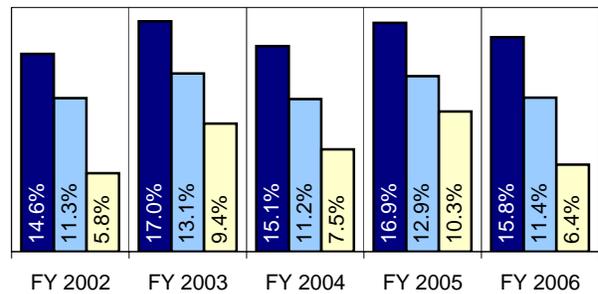
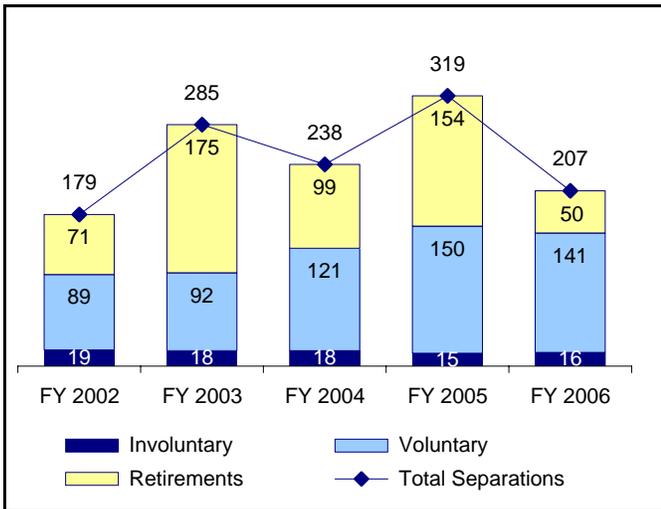
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

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 (6.4 percent) was lower than the state average (15.8 percent) and the average for all Article I agencies (11.4 percent) during fiscal year 2006.
- 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.
- Pay for employees in salary schedules A and B is distributed throughout the entire pay range.
- Seventy-four percent of the agency's employees are 40 years of age or older.
- Sixty-four percent of the agency's employees have 5 or more years of tenure with the agency.
- Classification Compliance Audits:
 - Inspectors and Investigators - Reviewed 15 positions; 13 percent misclassified (January 2006)
 - Office Services - Reviewed 4 positions; 0 percent misclassified (March 2005)

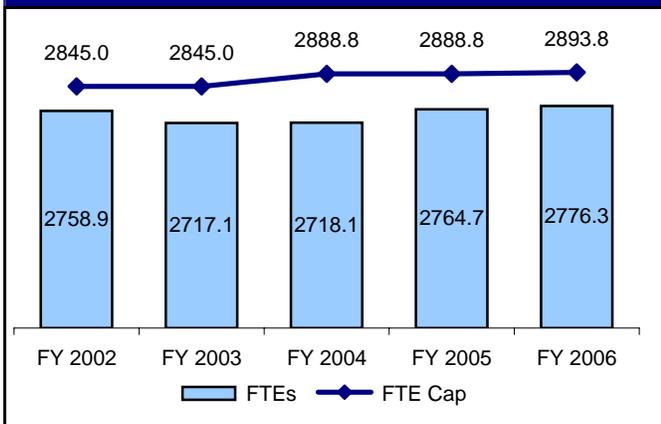
Employee Turnover



■ Statewide (Excluding Transfers)
■ Article I: General Government (Excluding Transfers)
■ Agency (Excluding Transfers)*

* FY 2006 agency turnover including transfers was 7.30%.

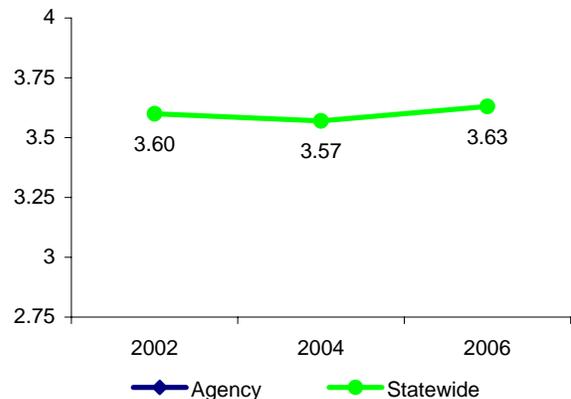
Full-time Equivalent Employees



Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-3.0%	-4.5%	-5.9%	-4.3%	-4.1%

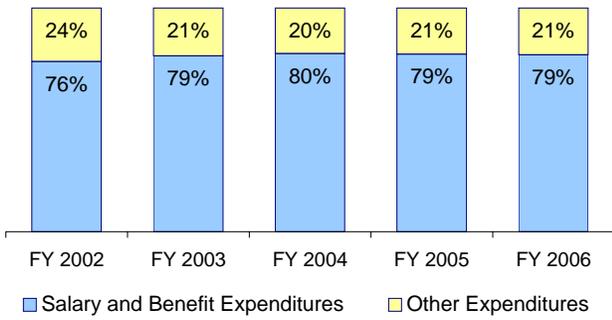
Survey of Organizational Excellence



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

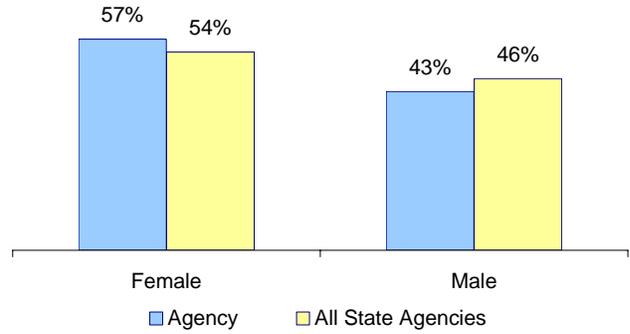
Compensation Information

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

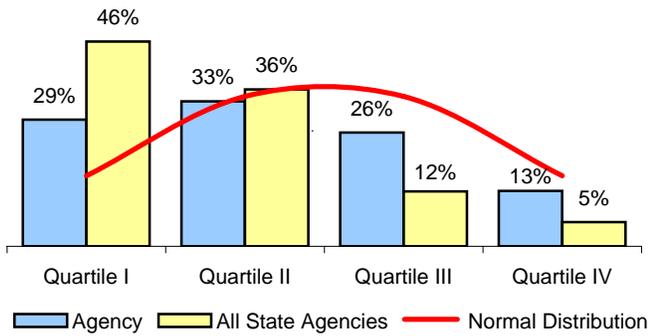


Fiscal Year 2006 Workforce Demographics *

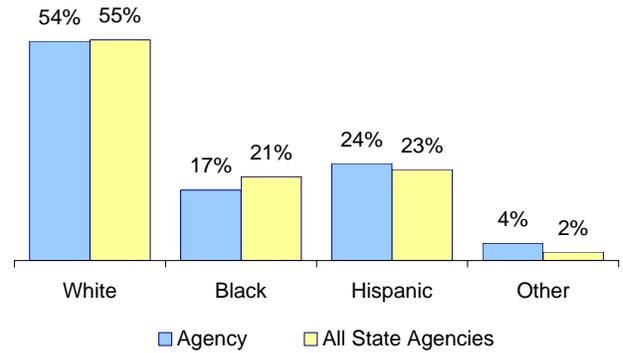
Gender



Employee Placement in Pay Range Quartiles



Ethnic Group



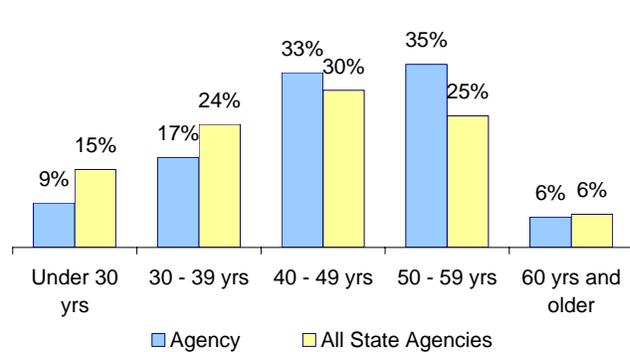
Salary Trends

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Comptroller	\$ 92,210	\$ 92,210	\$ 92,210	\$ 92,210	\$92,210
Agency Average	\$ 47,159	\$ 48,101	\$ 47,932	\$ 48,427	\$50,670
Article Average	\$ 41,300	\$ 42,366	\$ 42,819	\$ 43,465	\$45,697
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$34,817

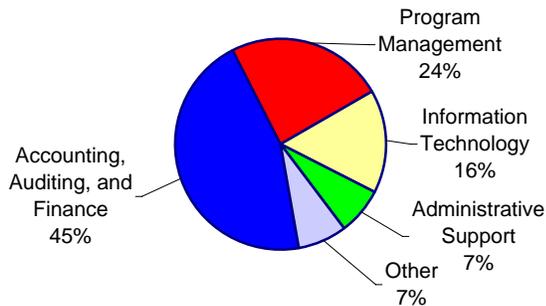
Salary Actions

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	322	142	486	502	261
Demotions	6	5	6	7	4
Merits	1,027	469	1,787	1,558	664
One-Time Merits	0	0	0	0	0
Reclassifications	245	80	260	91	336

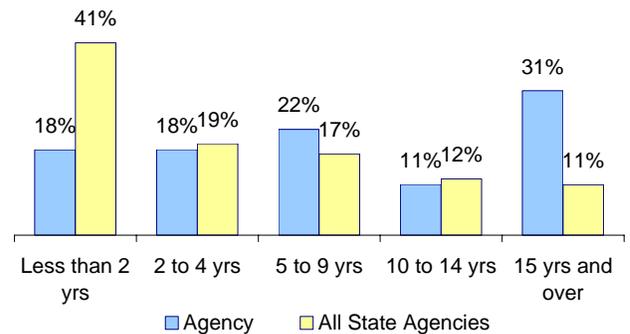
Age



Fiscal Year 2006 Major Job Groups



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.