

# 352 - Bond Review Board

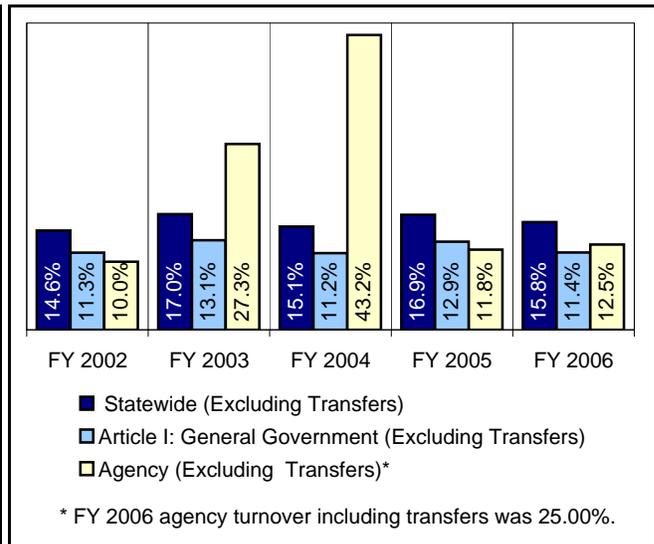
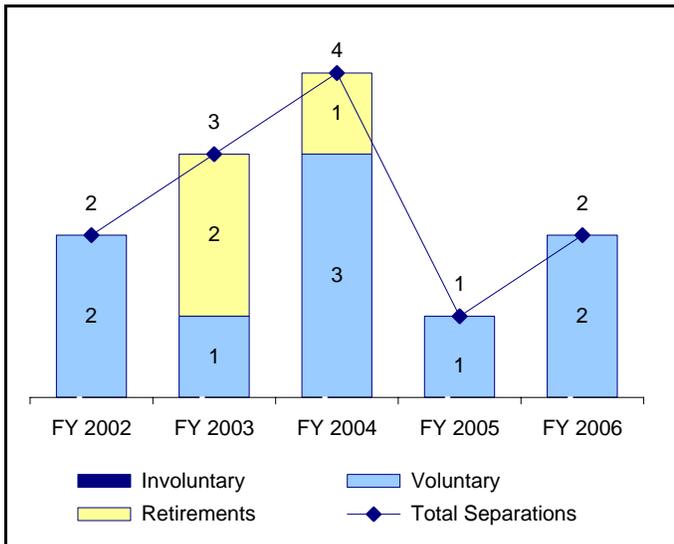
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

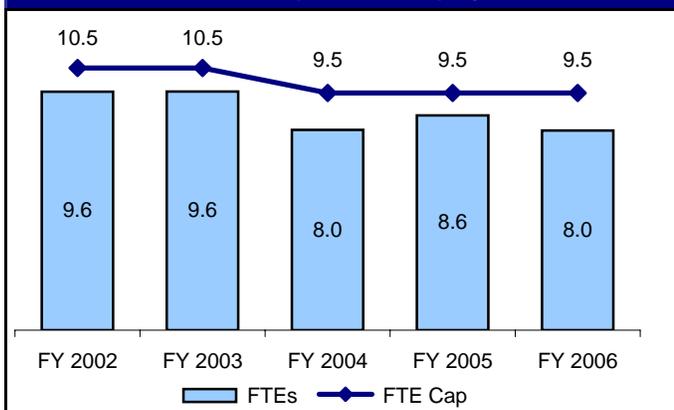
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (12.5 percent) was lower than the state average (15.8 percent) and higher than the average for all Article I agencies (11.4 percent) during fiscal year 2006.
- The agency's full-time equivalent (FTE) cap has remained constant since fiscal year 2004.
- 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.
- Seventy-one percent of the agency's employees are paid within the first quartile of the salary ranges for salary schedules A and B.
- Sixty-three percent of the agency's employees are 40 years of age or older.
- The agency has not had any positions within the scope of recent classification compliance audits.

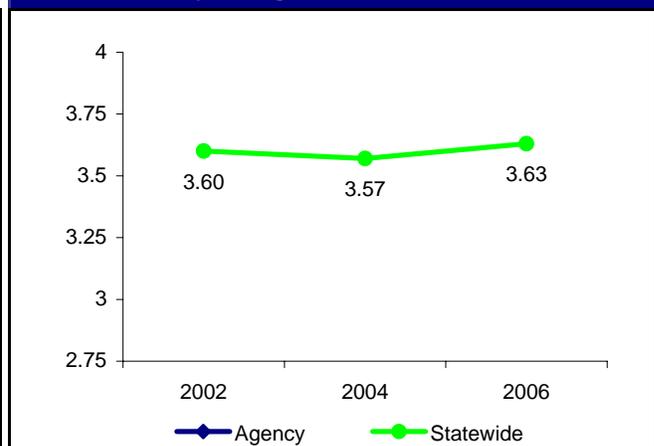
### Employee Turnover



### Full-time Equivalent Employees



### Survey of Organizational Excellence



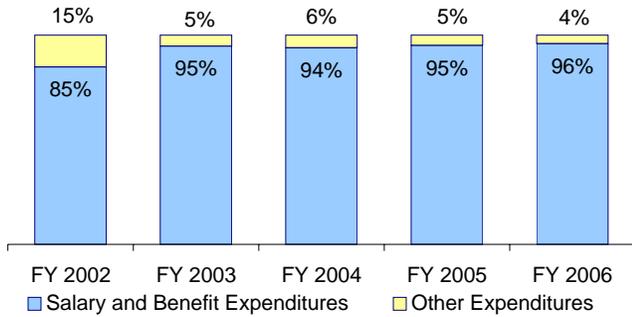
### Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-9.0%	-8.9%	-15.5%	-9.5%	-15.8%

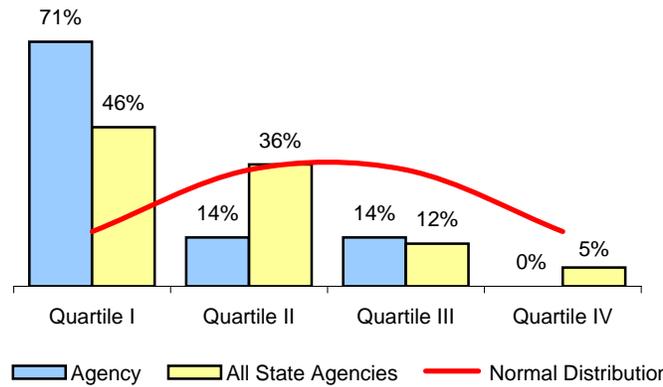
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

### Compensation Information

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

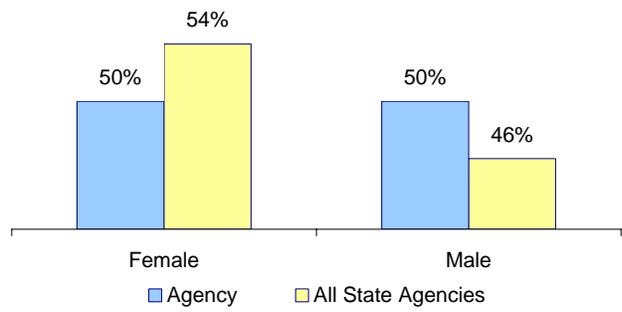


**Employee Placement in Pay Range Quartiles**

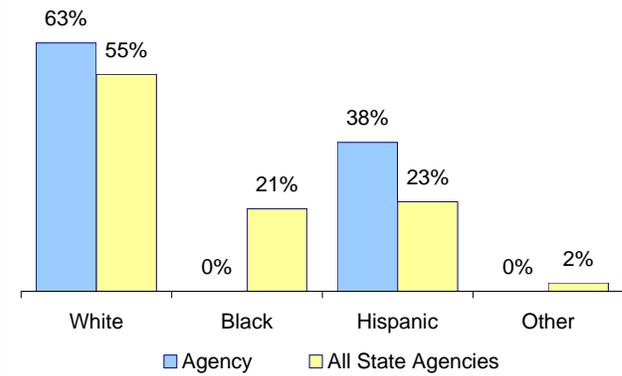


### Fiscal Year 2006 Workforce Demographics \*

**Gender**



**Ethnic Group**



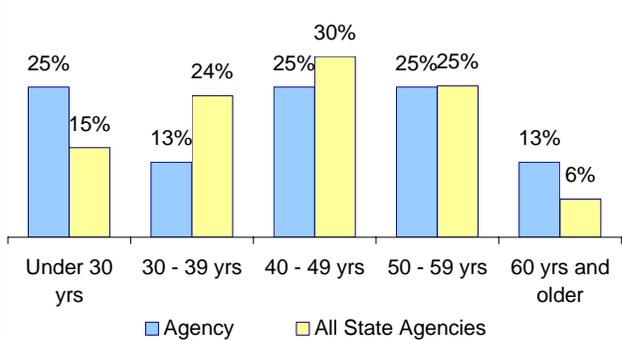
**Salary Trends**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Executive Director	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 85,000
Agency Average	\$ 45,983	\$ 48,089	\$ 49,230	\$ 48,409	\$ 50,794
Article Average	\$ 41,300	\$ 42,366	\$ 42,819	\$ 43,465	\$ 45,697
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

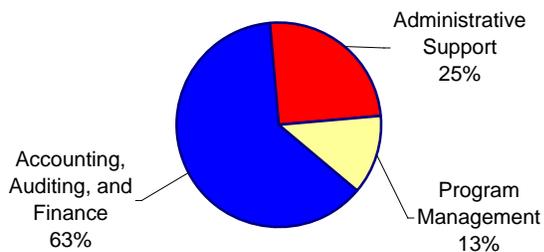
**Salary Actions**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	1	0	2	0	0
Demotions	0	0	0	0	0
Merits	6	1	3	1	0
One-Time Merits	4	3	7	9	8
Reclassifications	1	4	0	1	1

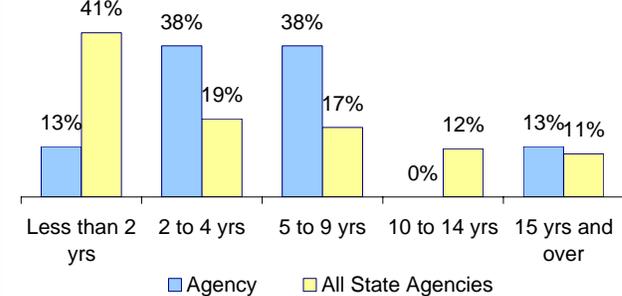
**Age**



**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.