

357 - Office of Rural Community Affairs

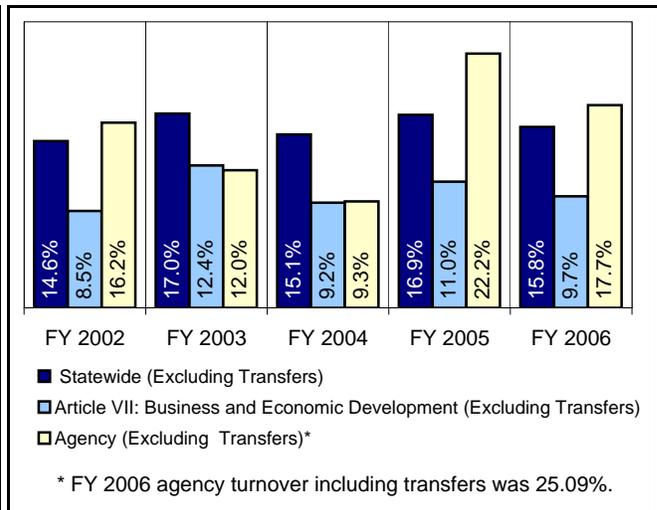
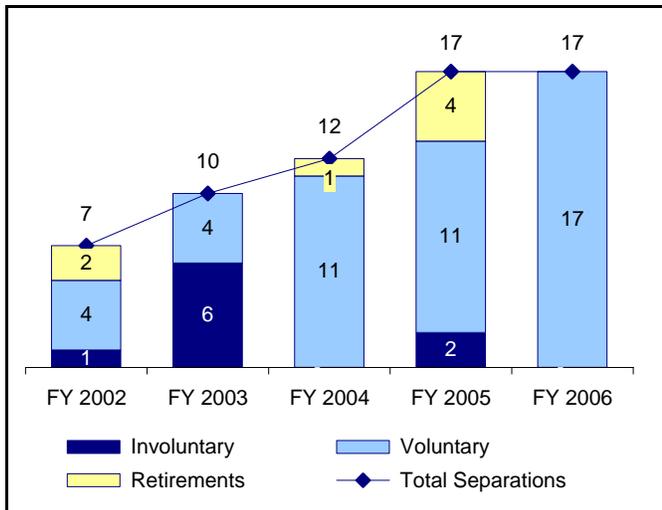
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

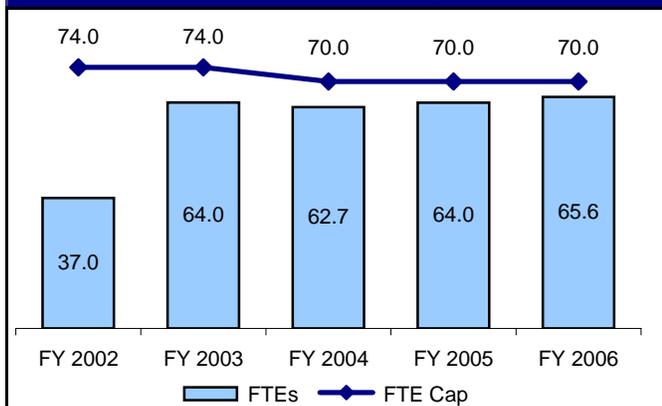
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (17.7 percent) was higher than the state average (15.8 percent) and the average for all Article VII agencies (9.7 percent) during fiscal year 2006.
- The agency's full-time equivalent (FTE) cap was reduced from 74 to 70 during the 2004-2005 biennium.
- The agency's overall score on 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, increased in 2006 to 3.56 but remains lower than the State's overall score of 3.63.
- Pay for employees in salary schedules A and B is distributed throughout the entire pay range.
- Seventy-three percent of the agency's employees are 40 years of age or older.
- All of the agency's employees have fewer than 5 years of tenure with the agency because the agency was created only five years ago.
- The agency has not had any positions within the scope of recent classification compliance audits.

Employee Turnover



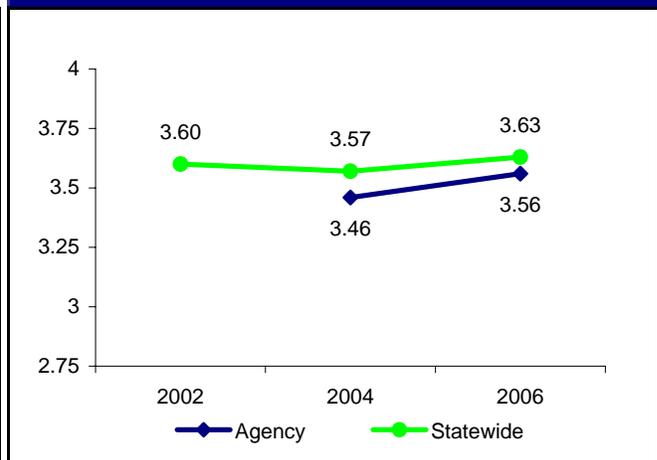
Full-time Equivalent Employees



Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-50.0%	-13.4%	-10.4%	-8.6%	-6.3%

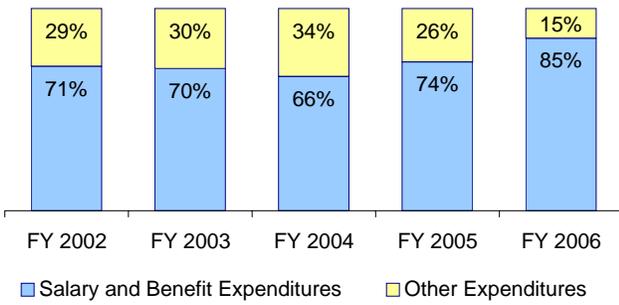
Survey of Organizational Excellence



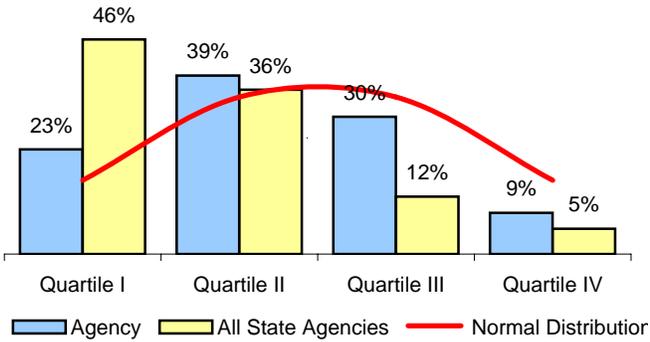
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

Compensation Information

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



Employee Placement in Pay Range Quartiles



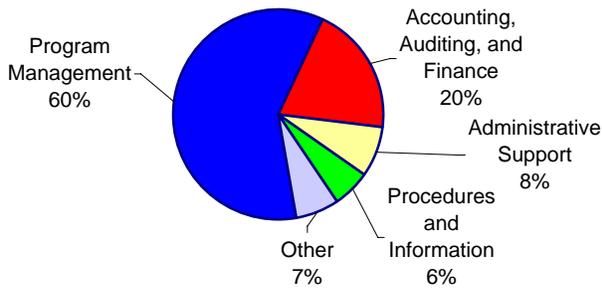
Salary Trends

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Executive Director	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	\$ 90,000
Agency Average	\$ 47,618	\$ 48,256	\$ 49,912	\$ 51,680	\$ 55,522
Article Average	\$ 36,057	\$ 36,464	\$ 36,731	\$ 36,742	\$ 38,732
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

Salary Actions

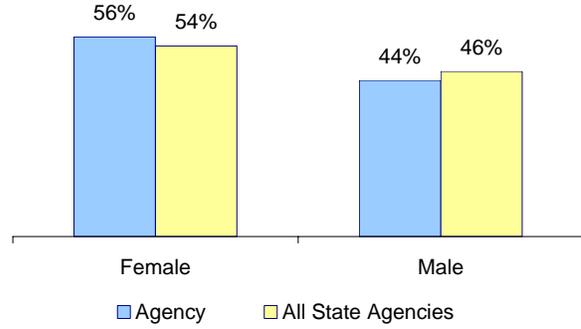
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	3	4	1	12	9
Demotions	0	1	1	0	1
Merits	15	15	39	45	34
One-Time Merits	0	0	0	16	8
Reclassifications	7	3	4	19	15

Fiscal Year 2006 Major Job Groups

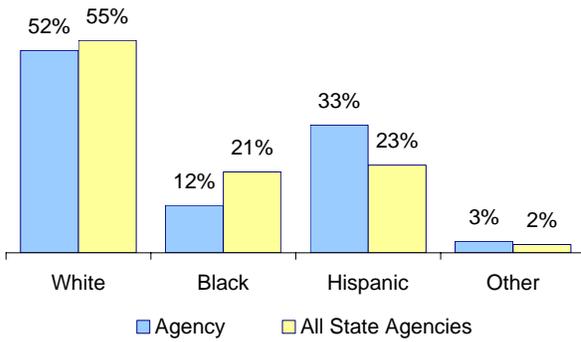


Fiscal Year 2006 Workforce Demographics *

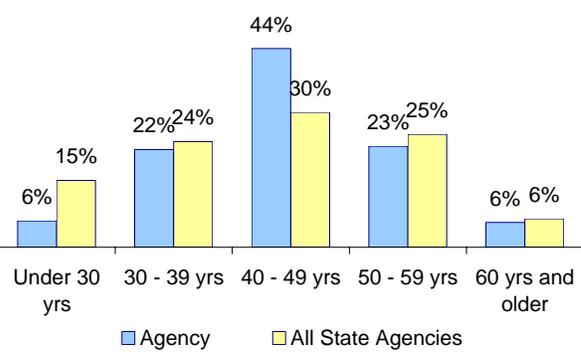
Gender



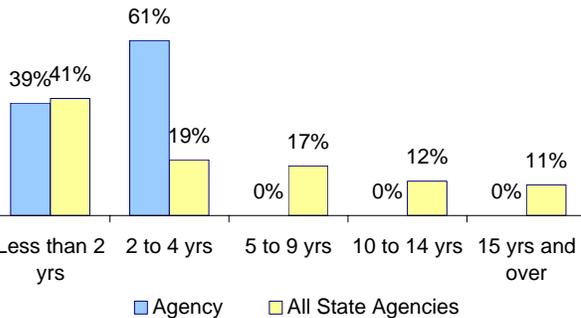
Ethnic Group



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.