

405 - Department of Public Safety

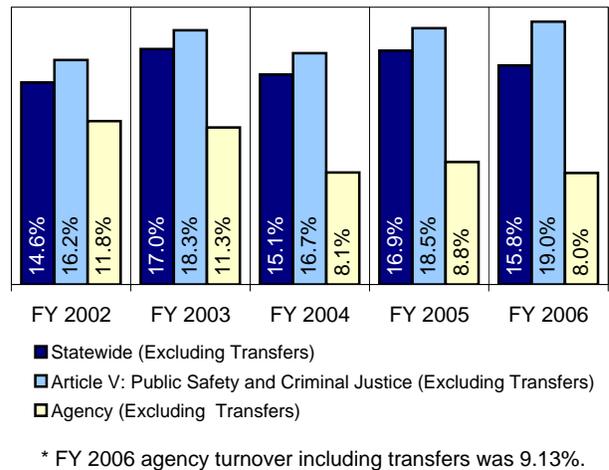
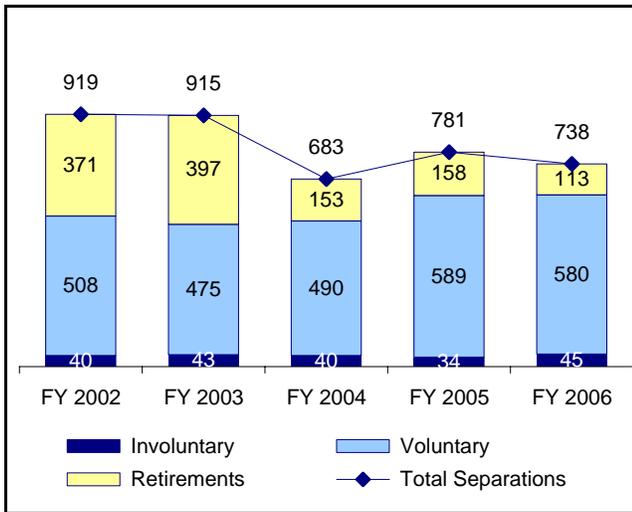
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

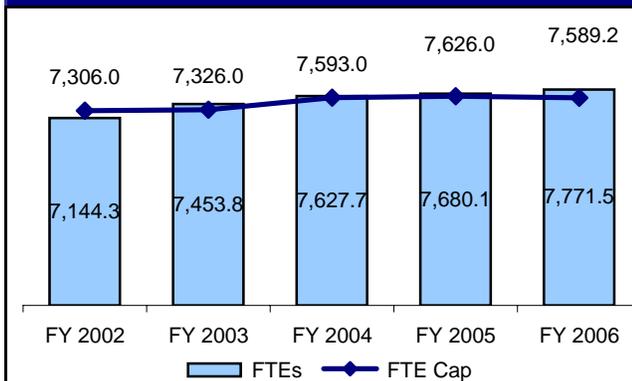
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (8.0 percent) was lower than the state average (15.8 percent) and the average for all Article V agencies (19.0 percent). The low turnover rate reflects lower turnover in law enforcement positions.
- The agency has exceeded its FTE cap in four of the past five years. This may be due to FTEs that were funded entirely with federal funds.
- In addition to the FTEs listed below, the agency employed recruits for trooper trainee positions. These FTEs do not count against the agency's FTE cap.
- The agency's overall score of 3.28 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 but was lower than the State's overall score of 3.63.
- Seventy-four percent of the agency's employees are paid within the first quartile of the salary ranges for salary schedules A and B. This salary analysis does not include law enforcement positions paid under salary schedule C.
- Classification Compliance Audits:
 - Inspector and Investigator - Reviewed 332 positions; 1% misclassified (January 2006)
 - Office Services - Reviewed 28 positions; 4% misclassified (March 2005)
 - Library and Records - Reviewed 4 positions; 25% misclassified (October 2004)

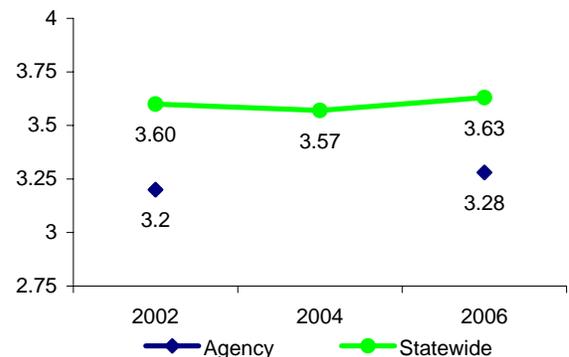
Employee Turnover



Full-time Equivalent Employees



Survey of Organizational Excellence



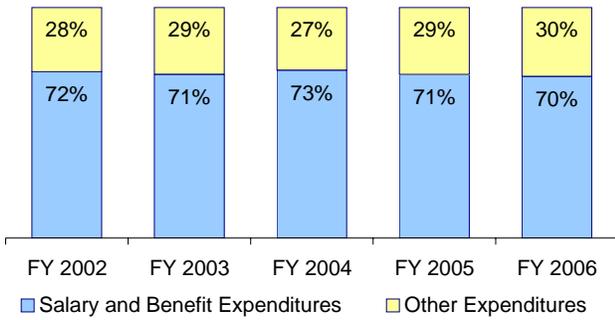
Percentage Below/Above FTE Cap

Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	-2.2%	1.7%	0.5%	0.7%	2.4%

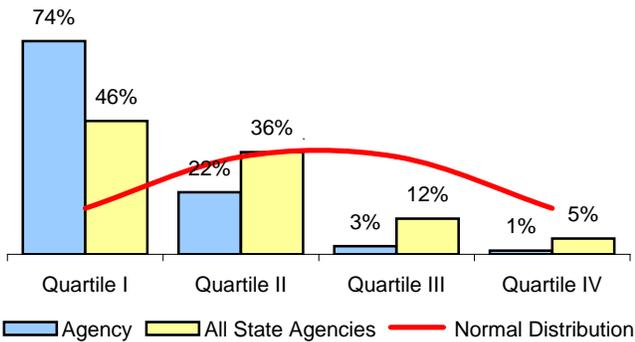
Source: The Survey of Organizational Excellence, the University of Texas at Austin, November 2006.

Compensation Information

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



Employee Placement in Pay Range Quartiles



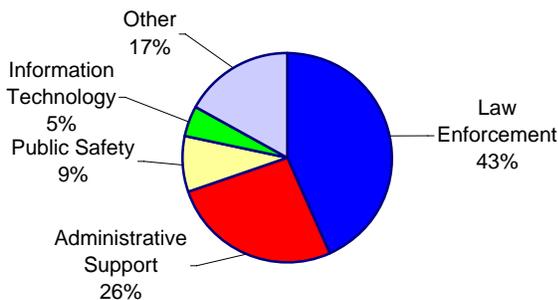
Salary Trends

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Executive Director	\$ 102,000	\$ 102,000	\$ 102,000	\$ 102,000	\$ 150,000
Agency Average	\$ 35,351	\$ 35,357	\$ 35,419	\$ 35,456	\$ 39,818
Article Average	\$ 29,559	\$ 29,705	\$ 29,871	\$ 29,848	\$ 31,547
Statewide Average	\$ 32,099	\$ 32,495	\$ 32,681	\$ 32,848	\$ 34,817

Salary Actions

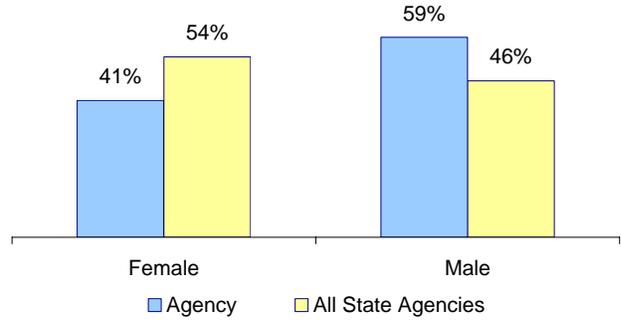
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Promotions	1,186	1,405	1,479	1,334	927
Demotions	57	54	60	48	51
Merits	1,212	185	222	103	173
One-Time Merits	0	0	1,485	303	6
Reclassifications	170	119	434	62	451

Fiscal Year 2006 Major Job Groups

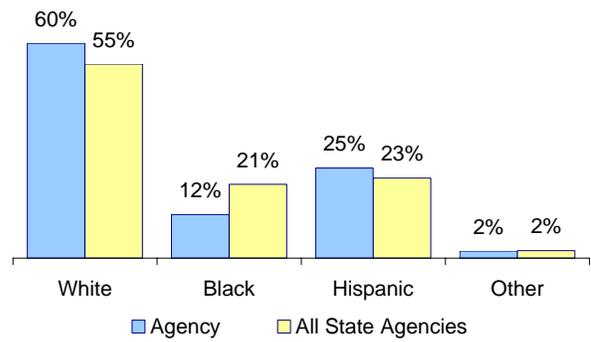


Fiscal Year 2006 Workforce Demographics *

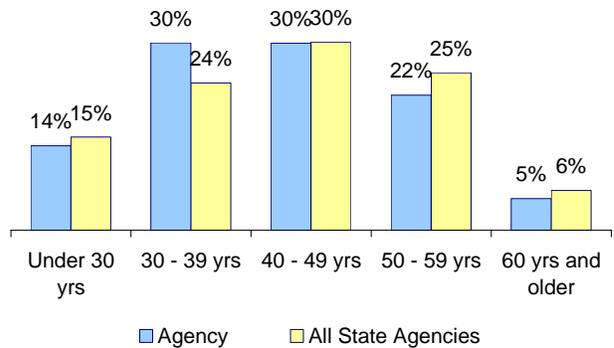
Gender



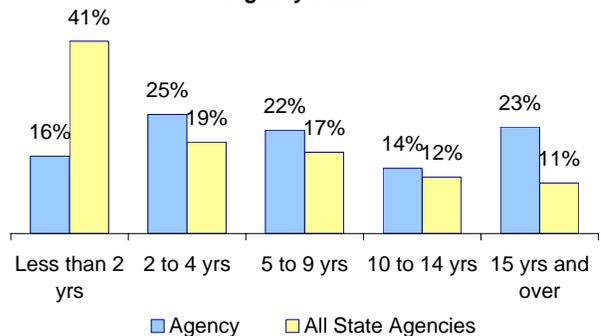
Ethnic Group



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.