

601 - Texas Department of Transportation

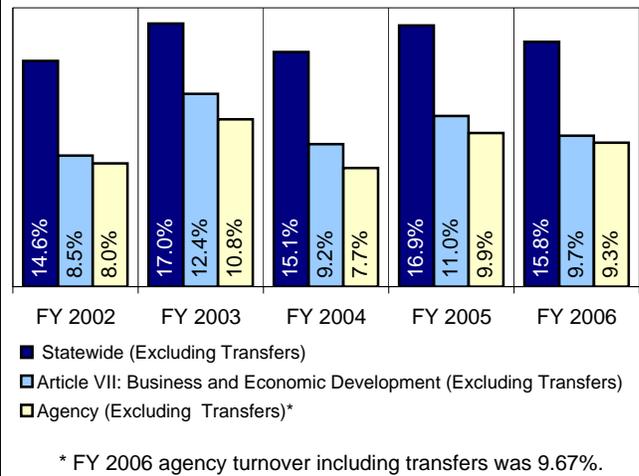
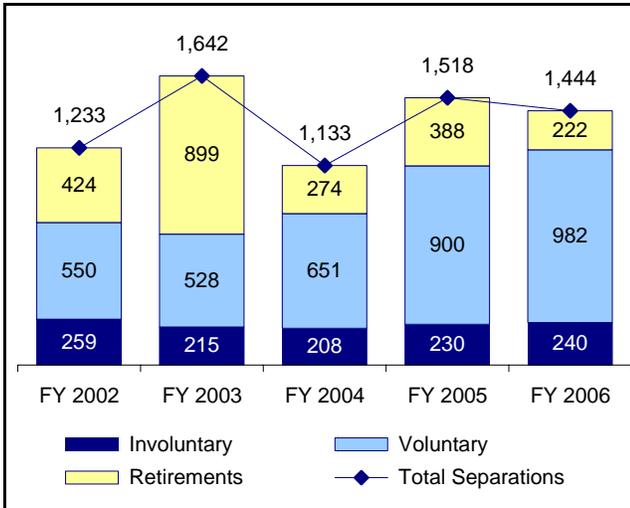
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

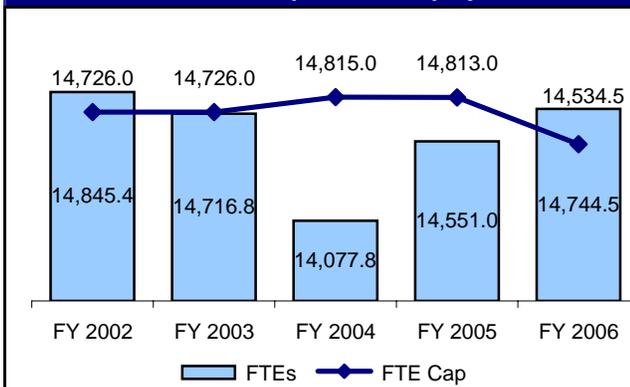
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (9.3 percent) was lower than the state average (15.8 percent) and the average for all Article VII agencies (9.7 percent) during fiscal year 2006.
- The full-time equivalent (FTE) cap for fiscal year 2006 reflects the 2 percent reduction in the cap allocation. A waiver request for the 2 percent reduction has been submitted. The outcome of the request will affect whether the agency exceeded its cap in fiscal year 2006.
- The agency's overall scores 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, have steadily decreased since 2002, and its overall score of 3.47 in fiscal year 2006 was 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 percent of the agency's employees are 40 years of age or older.
- Sixty-eight percent of the agency's employees have 5 or more years of tenure with the agency.
- Classification Compliance Audits:
 - Inspector and Investigator - Reviewed 42 positions; 12% misclassified (January 2006)
 - Office Services- Reviewed 94 positions; 22% misclassified (March 2005)
 - Library and Records - Reviewed 13 positions; 15% misclassified (October 2004)

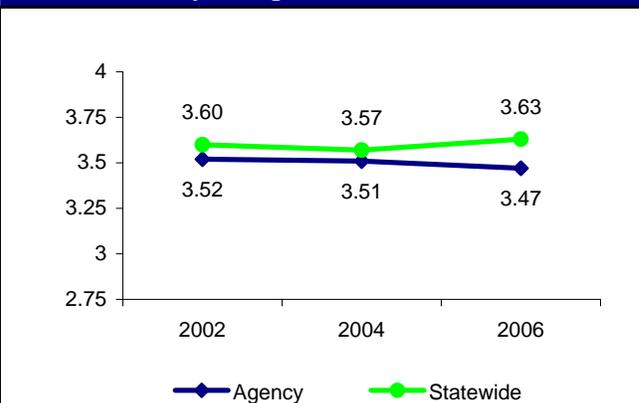
Employee Turnover



Full-time Equivalent Employees



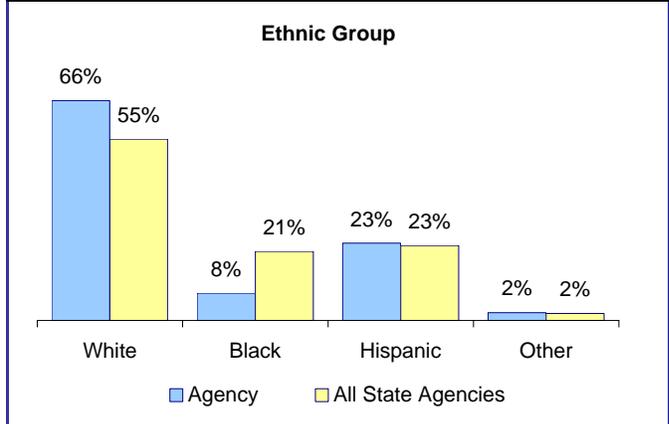
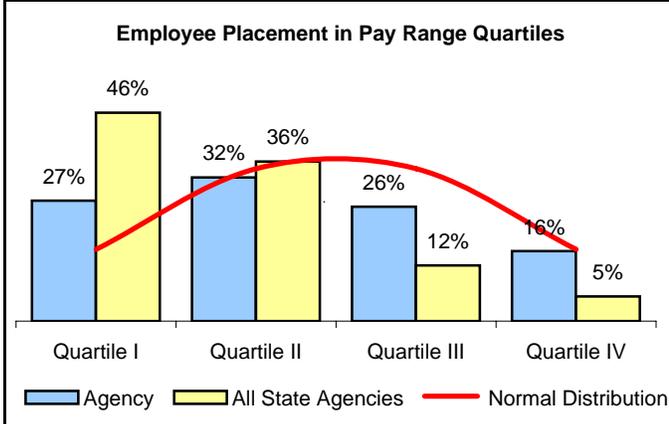
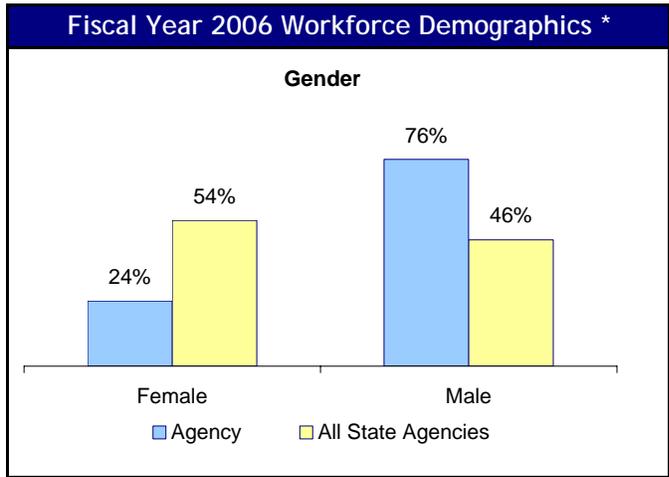
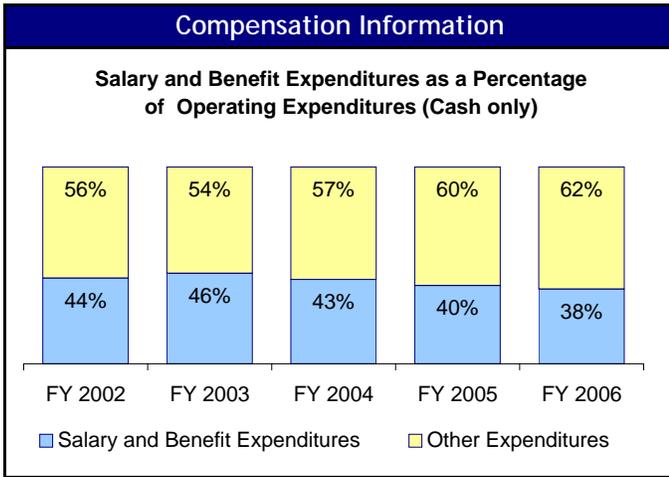
Survey of Organizational Excellence



Percentage Below/Above FTE Cap

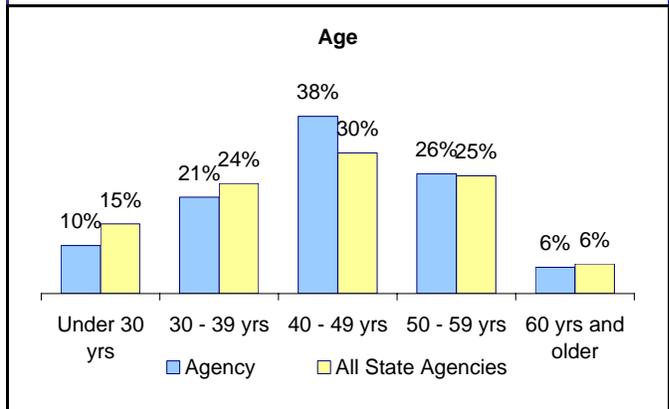
Fiscal Year	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Percentage	0.8%	-0.1%	-5.0%	-1.8%	1.4%

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



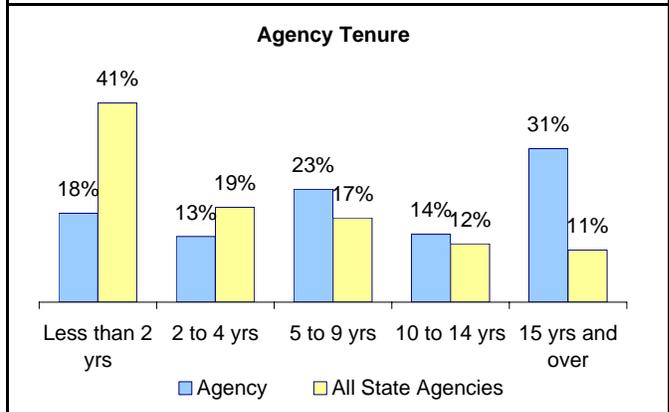
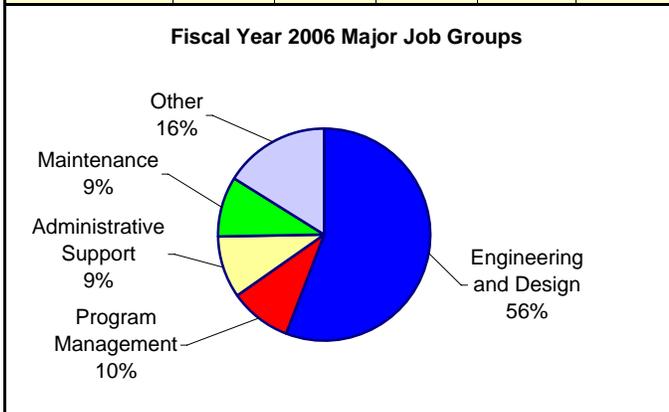
Salary Trends

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Executive Director	\$ 155,000	\$ 155,000	\$ 155,000	\$ 155,000	\$ 175,000
Agency Average	\$ 35,648	\$ 36,008	\$ 36,363	\$ 36,380	\$ 38,412
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	1,570	1,763	2,361	2,276	2,586
Demotions	100	81	175	120	98
Merits	4,872	6,313	5,735	5,585	7,224
One-Time Merits	36	24	738	524	79
Reclassifications	706	193	694	268	687



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.