

# 305 - General Land Office and Veteran's Land Board

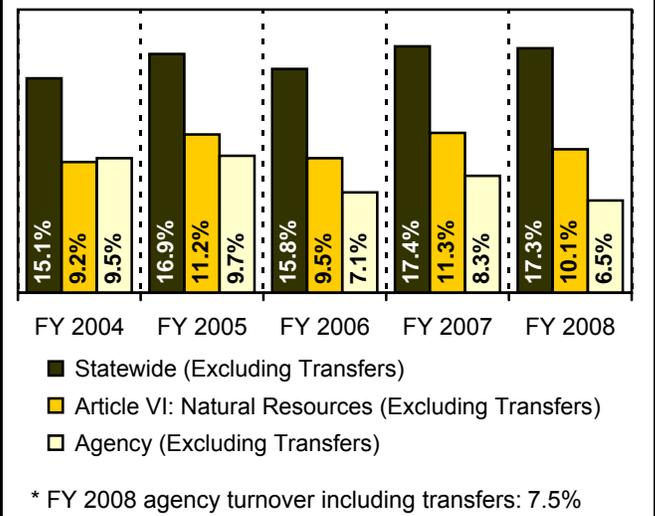
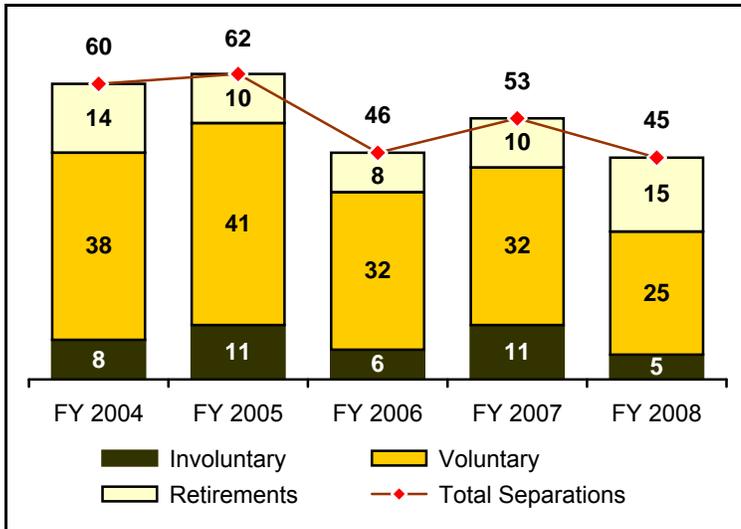
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

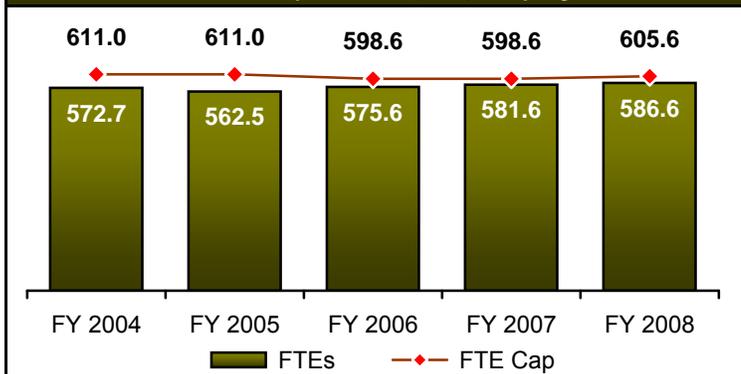
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (6.5 percent) was lower than the state average (17.3 percent) and lower than the average of Article VI agencies (10.1 percent) during fiscal year 2008.
- The agency's full-time equivalent employee (FTE) cap increased by 1.2 percent in fiscal year 2008, compared to fiscal year 2007.
- The agency's overall score of 3.76 on the Survey of Organizational Excellence in 2008, which is a survey instrument that measures employees' workplace satisfaction and employees' perceptions of the effectiveness of the agency, was higher than the State's overall score of 3.63 and higher than the average of Article VI agencies (3.51).
- 64 percent of the agency's employees are paid within the third and fourth quartiles of the salary ranges for Salary Schedules A and B.
- 74 percent of the agency's employees are 40 years of age or older.
- 65 percent of the agency's employees have 5 or more years of tenure with the agency.
- Classification Compliance Audits:
  - Procedures and Information - Reviewed 30 positions; 87 percent were classified correctly (May 2008).
  - Auditor and Accounts Examiner - Reviewed 30 positions; 93 percent were classified correctly (October 2007).
  - Attorney, Assistant Attorney General, and General Counsel – Reviewed 21 positions; 100 percent were classified correctly (March 2007).

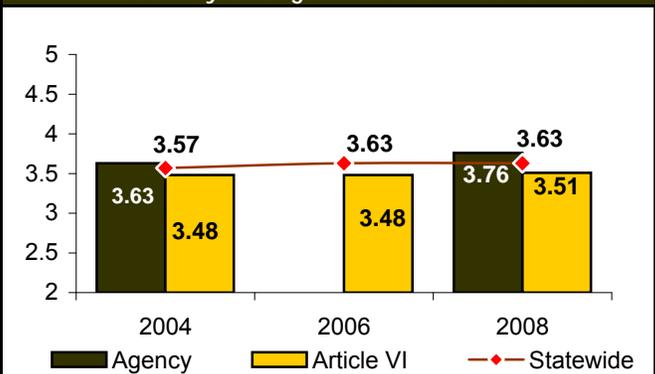
## Employee Turnover



## Full-Time Equivalent (FTE) Employees



## 2008 Survey of Organizational Excellence<sup>a</sup>



## Percentage Below/Above FTE Cap

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-6.3%	-7.9%	-3.8%	-2.8%	-3.1%

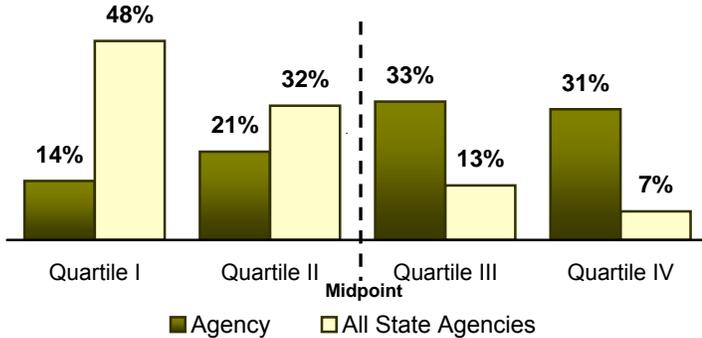
Agency highest scoring survey areas for 2008: Quality, Strategic, and External. Agency lowest scoring survey areas for 2008: Fair Pay, Internal, and Supervisor Effectiveness.

### Compensation Information

#### Salary and Benefit Expenditures (in Millions)



#### Employee Placement in Pay Range Quartiles



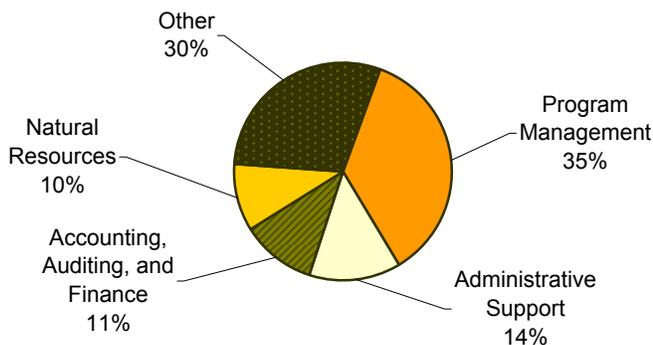
### Salary Trends

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Commissioner	\$ 92,217	\$ 92,217	\$ 125,000	\$ 125,000	\$ 137,500
Agency Average	\$ 48,420	\$ 49,659	\$ 53,536	\$ 57,012	\$ 60,086
Article Average	\$ 41,088	\$ 41,377	\$ 44,187	\$ 45,980	\$ 47,562
Statewide Average	\$ 32,681	\$ 32,848	\$ 34,818	\$ 36,182	\$ 37,365

### Salary Actions

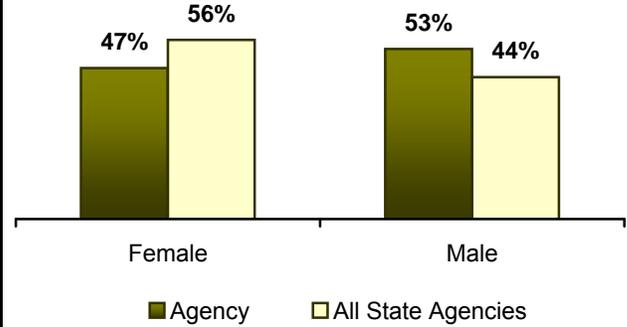
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Promotions	40	60	60	80	62
Demotions	3	5	5	6	4
Merits	190	249	248	214	202
One-Time Merits	153	183	156	104	135
Reclassifications	68	65	121	50	59
Equity Adjustments	N/A	N/A	0	0	0

### Fiscal Year 2008 Major Job Classification Categories<sup>b</sup>

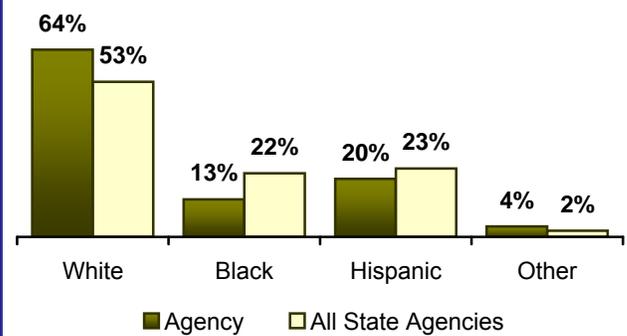


### Fiscal Year 2008 Workforce Demographics<sup>b</sup>

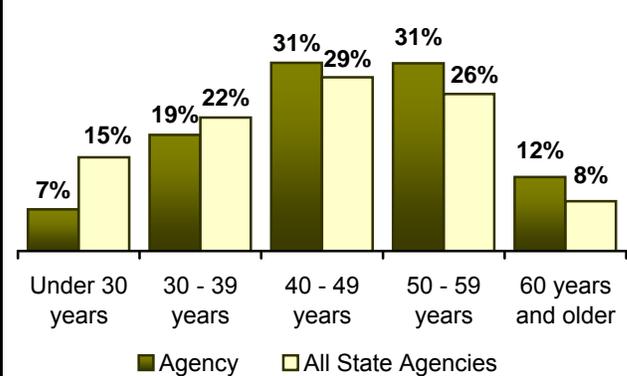
#### Gender



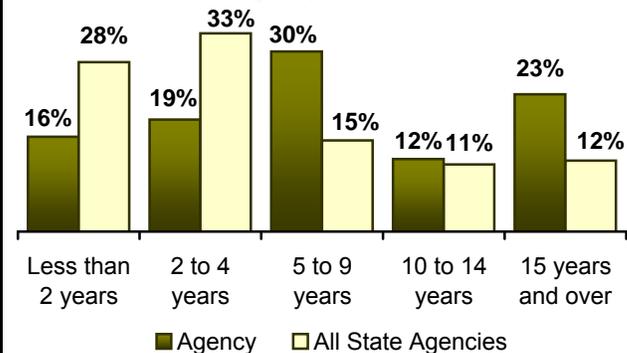
#### Ethnic Group



#### Age



#### Agency Tenure



<sup>a</sup> Survey of Organizational Excellence, the University of Texas at Austin. Scores range from 1 to 5 with 5 being the highest and 1 being the lowest.

<sup>b</sup> Percentages in graphs may not sum to 100 percent due to rounding. Workforce demographic and major job category information includes classified regular full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.