

313 - Department of Information Resources

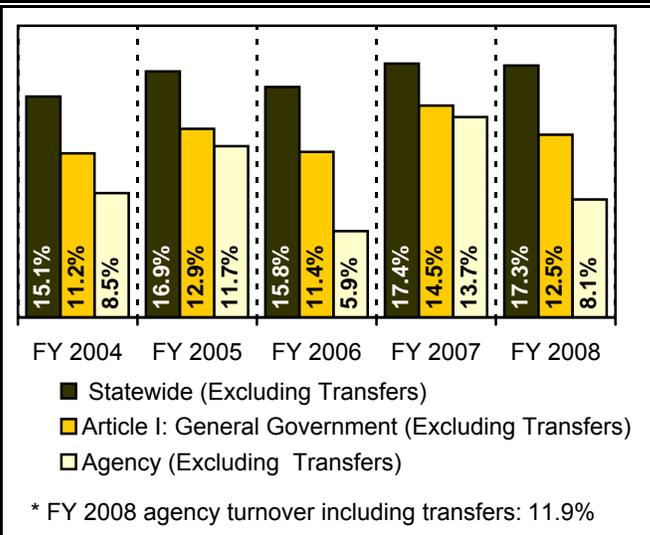
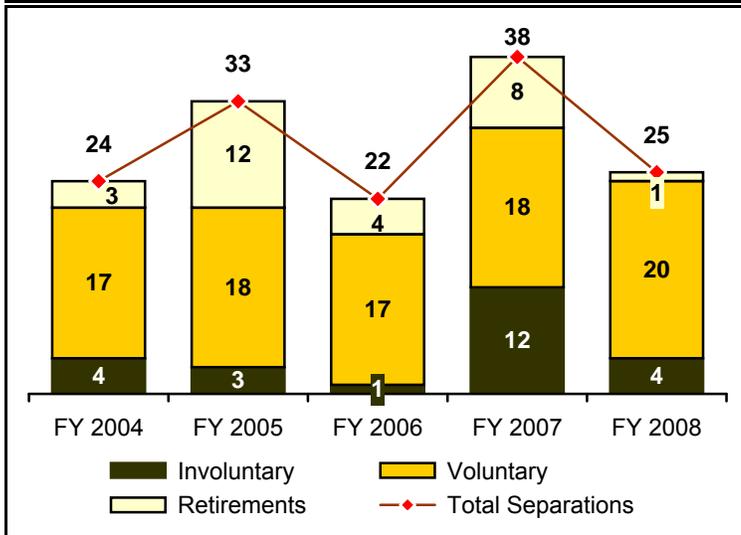
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

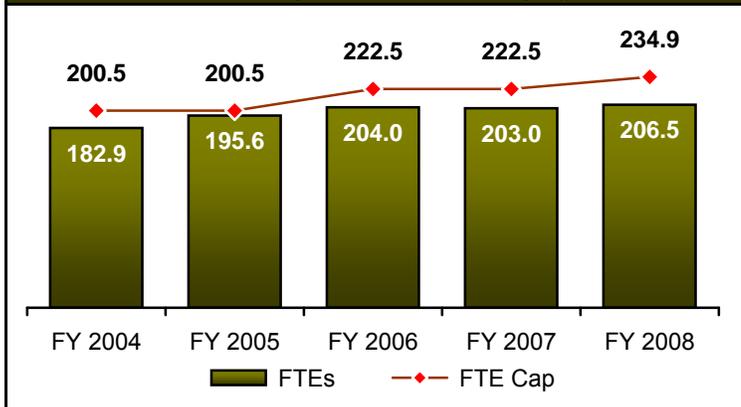
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (8.1 percent) was lower than the state average (17.3 percent) and lower than the average of Article I agencies (12.5 percent) during fiscal year 2008.
- The agency's full-time equivalent employee (FTE) cap increased by 5.6 percent in fiscal year 2008, compared to fiscal year 2007.
- The agency did not participate in the Survey of Organizational Excellence in fiscal year 2008, a survey instrument that measures employees' workplace satisfaction and employees' perceptions of the effectiveness of the agency.
- Pay for employees in Salary Schedules A and B is distributed throughout the entire pay range.
- 80 percent of the agency's employees are 40 years of age or older.
- 56 percent of the agency's employees have fewer than 5 years of tenure with the agency.
- Classification Compliance Audits:
 - Procedures and Information - Reviewed 3 positions; 100 percent were classified correctly (May 2008).
 - Attorney, Assistant Attorney General, and General Counsel – Reviewed 2 positions; 100 percent were classified correctly (March 2007).

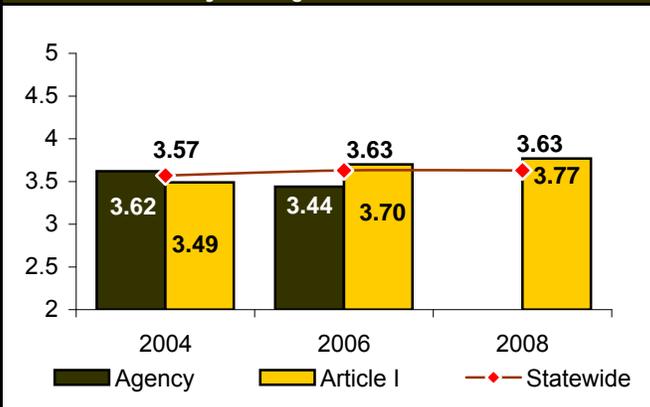
Employee Turnover



Full-Time Equivalent (FTE) Employees



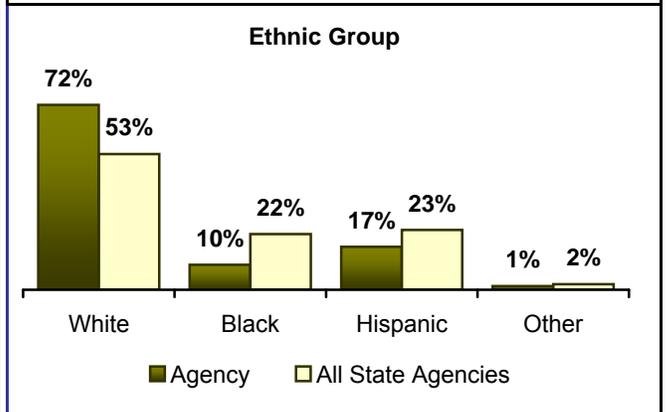
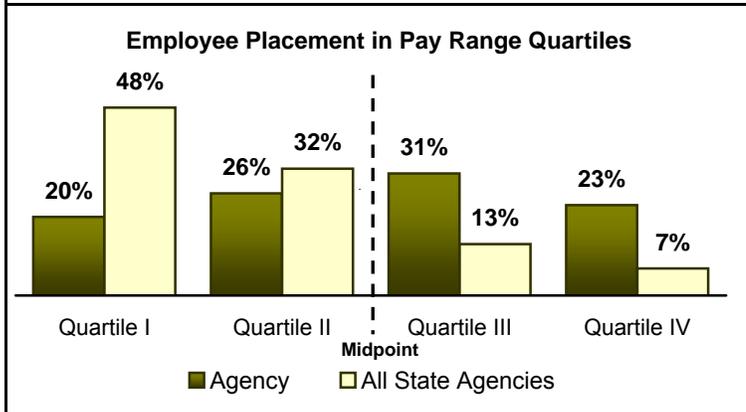
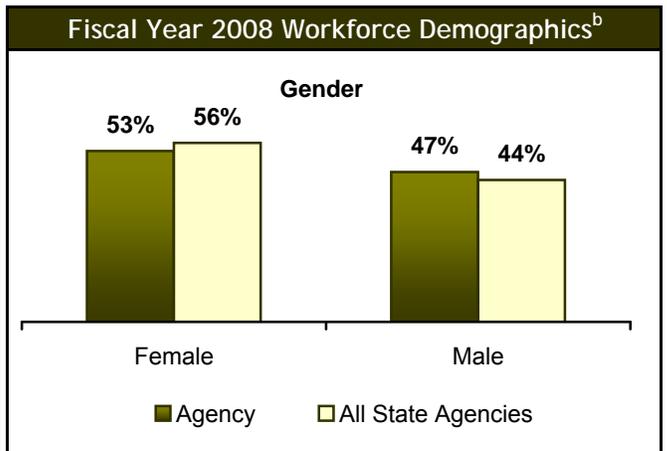
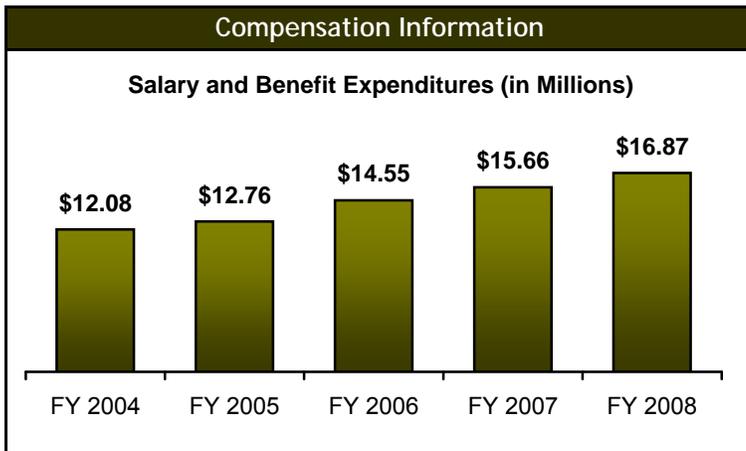
2008 Survey of Organizational Excellence^a



Percentage Below/Above FTE Cap

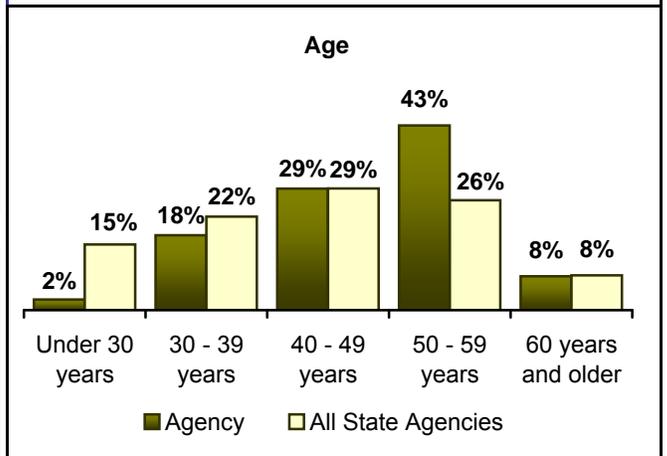
FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-8.8%	-2.4%	-8.3%	-8.8%	-12.1%

The agency did not participate in the most recent Survey of Organizational Excellence.



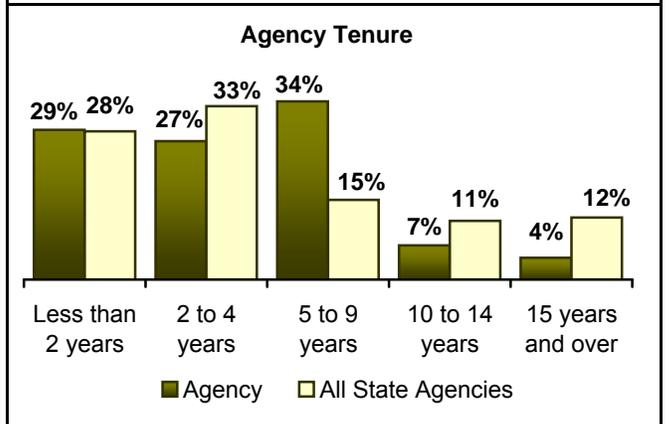
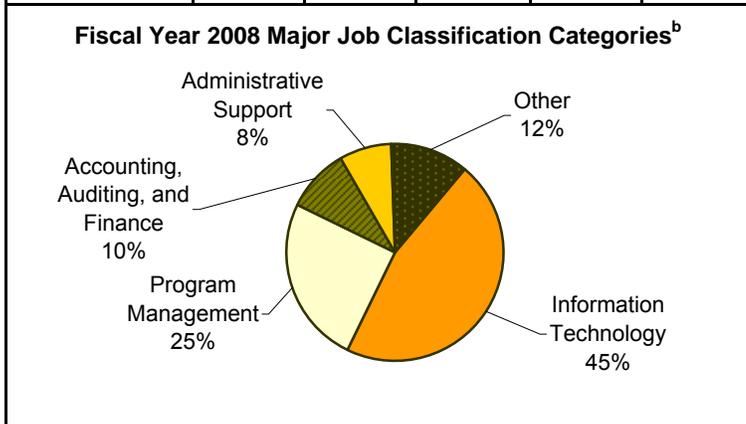
Salary Trends

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Executive Director	\$175,000	\$175,000	\$135,000	\$135,000	\$175,000
Agency Average	\$ 50,000	\$ 51,906	\$ 56,701	\$ 62,089	\$ 66,949
Article Average	\$ 42,819	\$ 43,465	\$ 45,697	\$ 47,506	\$ 49,414
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	16	22	15	20	30
Demotions	0	2	1	2	2
Merits	81	47	78	29	103
One-Time Merits	8	7	2	0	2
Reclassifications	14	25	30	7	29
Equity Adjustments	N/A	N/A	1	3	6



^a 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.

^b 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.