

320 - Texas Workforce Commission

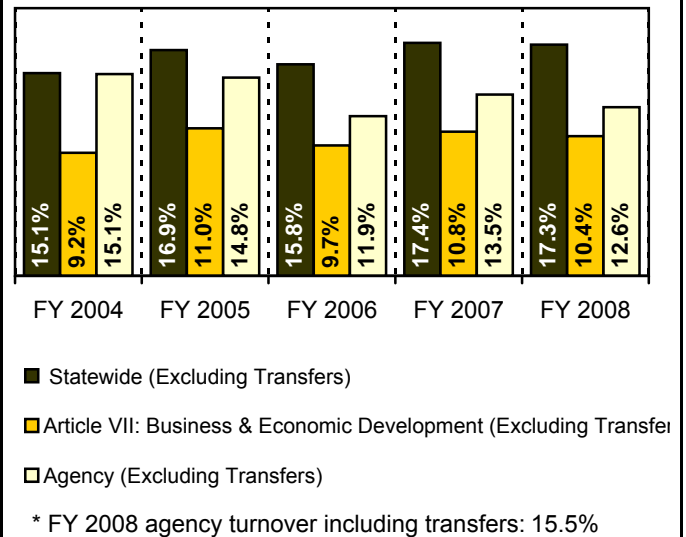
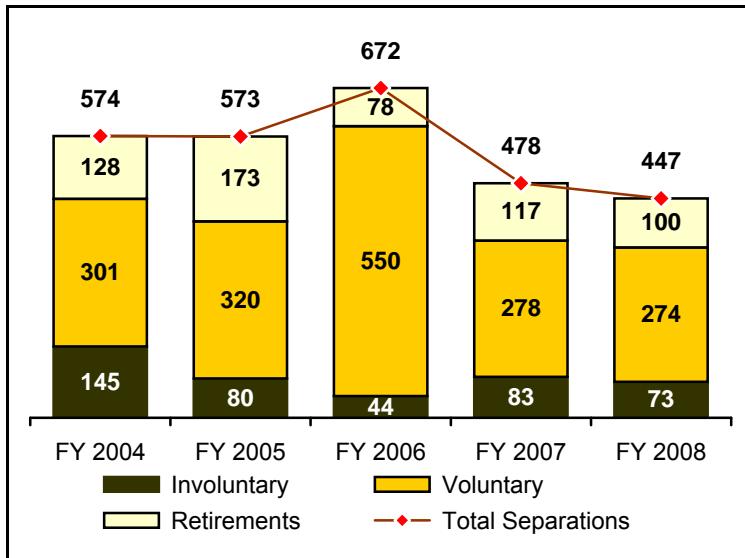
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

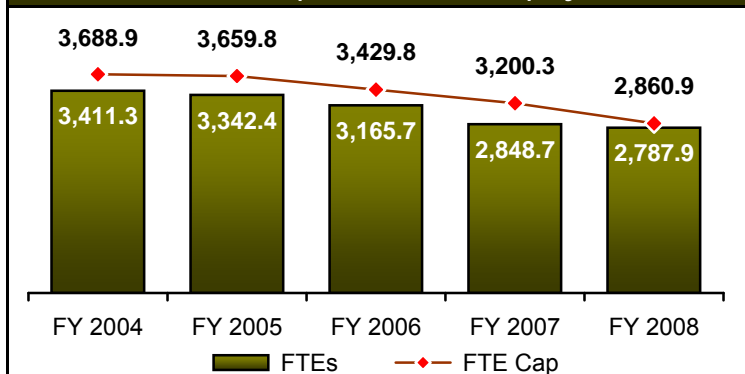
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (12.6 percent) was lower than the state average (17.3 percent), but higher than the average of Article VII agencies (10.4 percent) during fiscal year 2008.
- The agency's full-time equivalent employee (FTE) cap decreased by 10.6 percent in fiscal year 2008, compared to fiscal year 2007.
- The agency's overall score of 3.56 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 an increase from the previous year and was lower than the State's overall score of 3.63 and lower than the average of Article VII agencies (3.65).
- 47 percent of the agency's employees are paid within the first quartile of the salary ranges for Salary Schedules A and B.
- 79 percent of the agency's employees are 40 years of age or older.
- 63 percent of the agency's employees have 5 or more years of tenure with the agency.
- Classification Compliance Audits:
 - Procedures and Information - Reviewed 15 positions; 93 percent were classified correctly (May 2008).
 - Auditor and Accounts Examiner - Reviewed 311 positions; 84 percent were classified correctly (October 2007).
 - Attorney, Assistant Attorney General, and General Counsel - Reviewed 45 positions; 80 percent were classified correctly (March 2007).

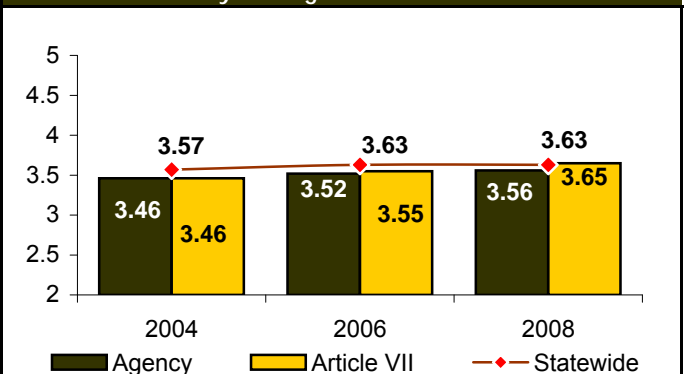
Employee Turnover



Full-Time Equivalent (FTE) Employees



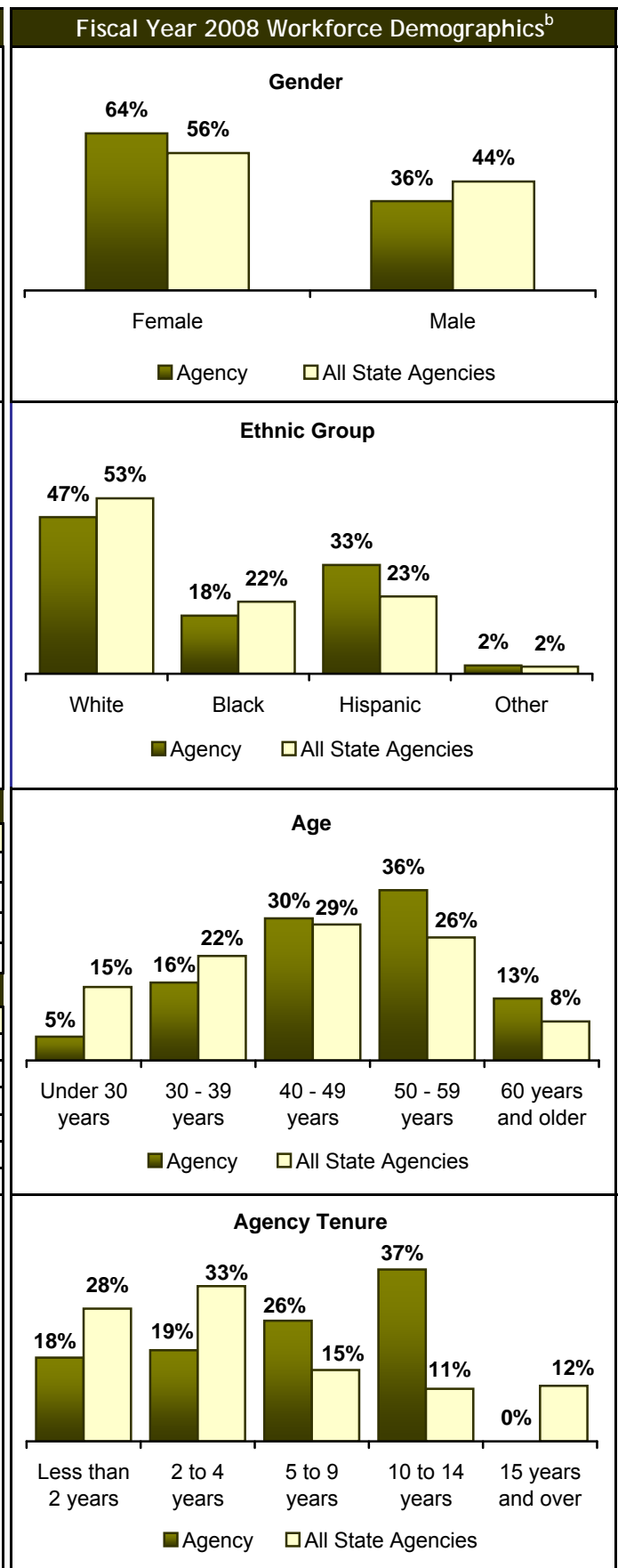
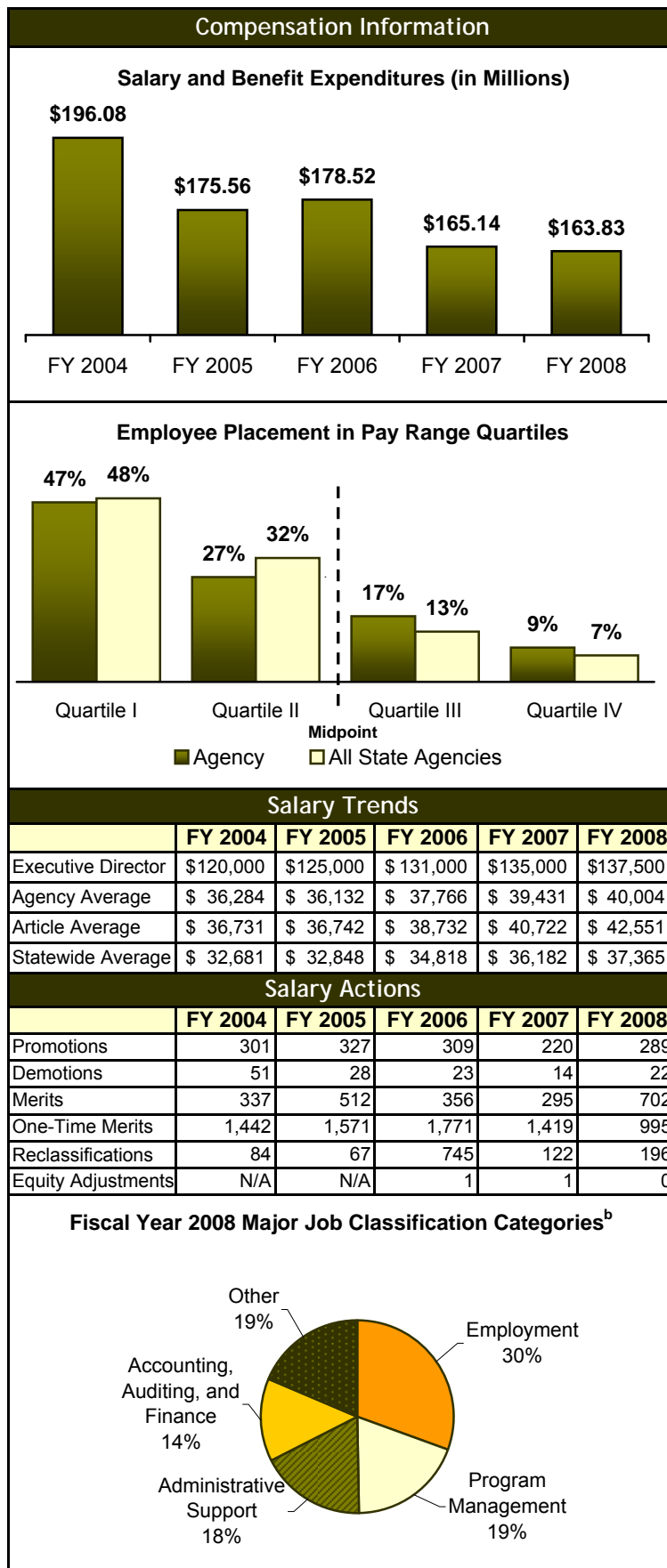
2008 Survey of Organizational Excellence^a



Percentage Below/Above FTE Cap

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-7.5%	-8.7%	-7.7%	-11.0%	-2.6%

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



^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.