

503 - Texas Medical Board

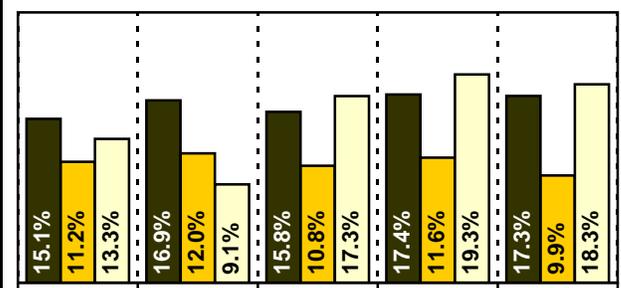
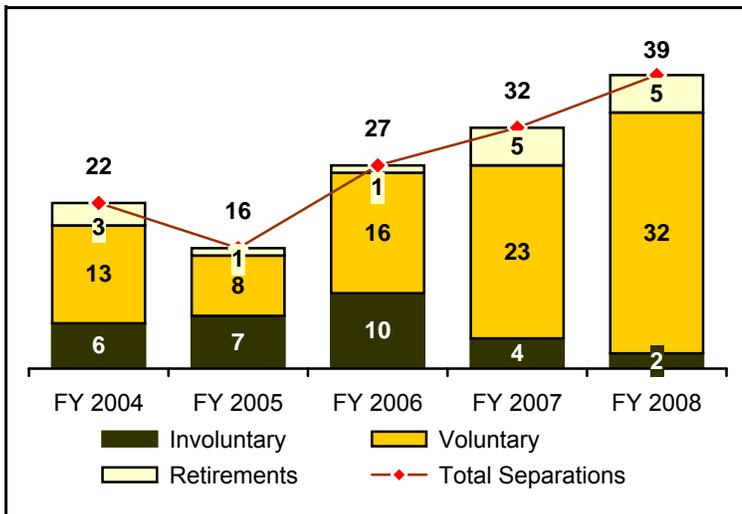
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

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 (18.3 percent) was higher than the state average (17.3 percent) and higher than the average of Article VIII agencies (9.9 percent) during fiscal year 2008.
- The agency's full-time equivalent employee (FTE) cap increased by 7.1 percent in fiscal year 2008, compared to fiscal year 2007.
- The agency did not participate in the Survey of Organizational Excellence, which is a survey instrument that measures employees' workplace satisfaction and employees' perceptions of the effectiveness of the agency.
- 67 percent of the agency's employees are paid within the first quartile of the salary ranges for Salary Schedules A and B.
- 74 percent of the agency's employees are 40 years of age or older.
- 67 percent of the agency's employees have fewer than 5 years of tenure with the agency.
- Classification Compliance Audits:
 - Procedures and Information - Reviewed 1 position; 100 percent were classified correctly (May 2008).
 - Attorney, Assistant Attorney General, and General Counsel – Reviewed 13 positions; 100 percent were classified correctly (March 2007).

Employee Turnover

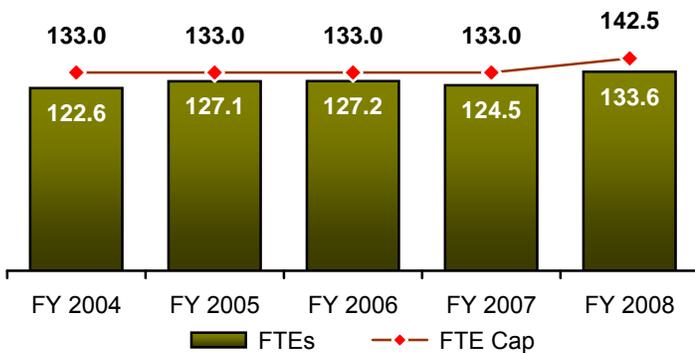


FY 2004 FY 2005 FY 2006 FY 2007 FY 2008

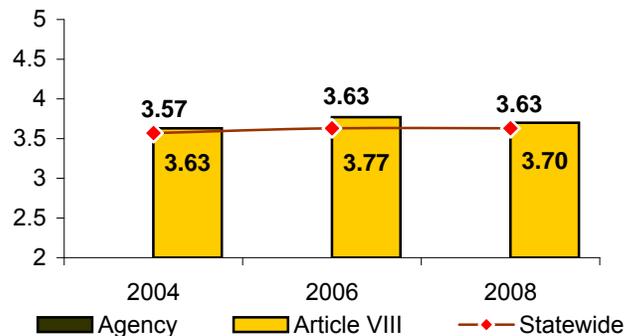
■ Statewide (Excluding Transfers)
 ■ Article VIII: Regulatory (Excluding Transfers)
 □ Agency (Excluding Transfers)

* FY 2008 agency turnover including transfers: 27.5%

Full-Time Equivalent (FTE) Employees



2008 Survey of Organizational Excellence^a



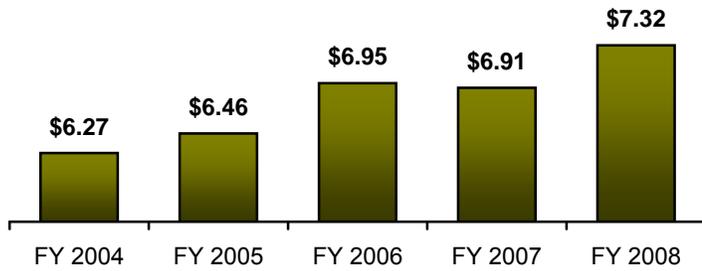
Percentage Below/Above FTE Cap

| FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 |
|---------|---------|---------|---------|---------|
| -7.8% | -4.4% | -4.4% | -6.4% | -6.2% |

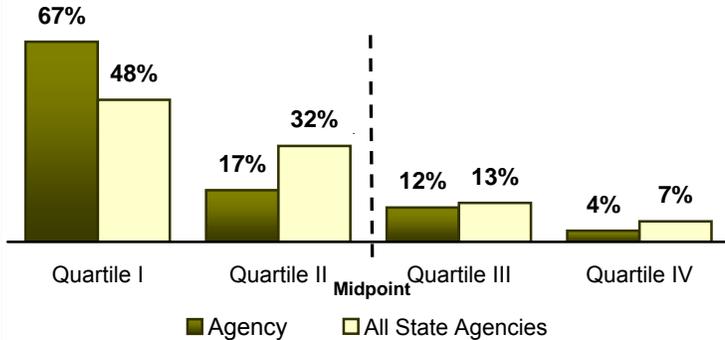
The agency did not participate in the Survey of Organizational Excellence.

Compensation Information

Salary and Benefit Expenditures (in Millions)



Employee Placement in Pay Range Quartiles



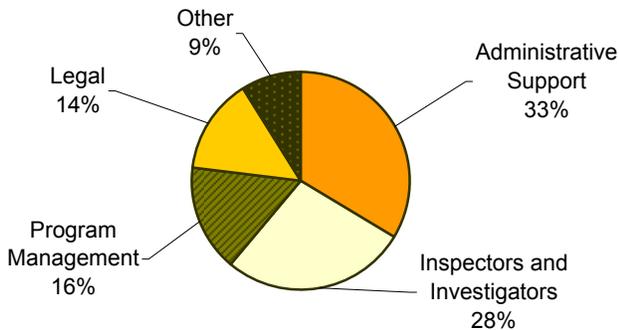
Salary Trends

| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 |
|--------------------|-----------|-----------|------------|------------|------------|
| Executive Director | \$ 85,000 | \$ 85,000 | \$ 100,000 | \$ 100,000 | \$ 122,000 |
| Agency Average | \$ 38,925 | \$ 39,070 | \$ 41,277 | \$ 41,941 | \$ 41,133 |
| Article Average | \$ 40,899 | \$ 41,165 | \$ 43,476 | \$ 45,242 | \$ 46,829 |
| Statewide Average | \$ 32,681 | \$ 32,848 | \$ 34,818 | \$ 36,182 | \$ 37,365 |

Salary Actions

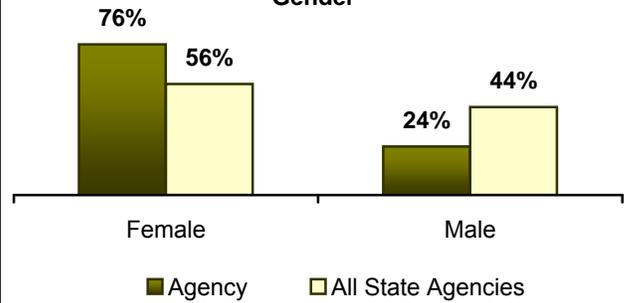
| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 |
|--------------------|---------|---------|---------|---------|---------|
| Promotions | 10 | 11 | 5 | 15 | 13 |
| Demotions | 3 | 0 | 0 | 2 | 1 |
| Merits | 23 | 3 | 7 | 3 | 8 |
| One-Time Merits | 106 | 101 | 0 | 66 | 2 |
| Reclassifications | 16 | 4 | 27 | 7 | 2 |
| Equity Adjustments | N/A | N/A | 0 | 0 | 0 |

Fiscal Year 2008 Major Job Classification Categories^b

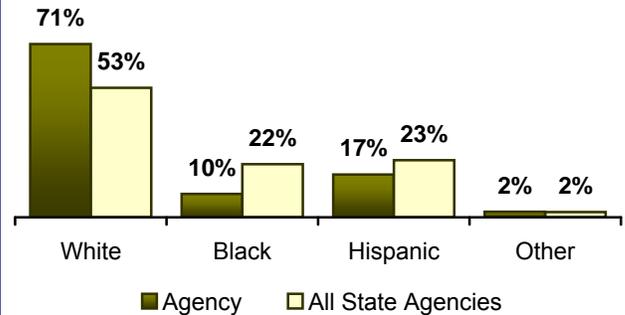


Fiscal Year 2008 Workforce Demographics^b

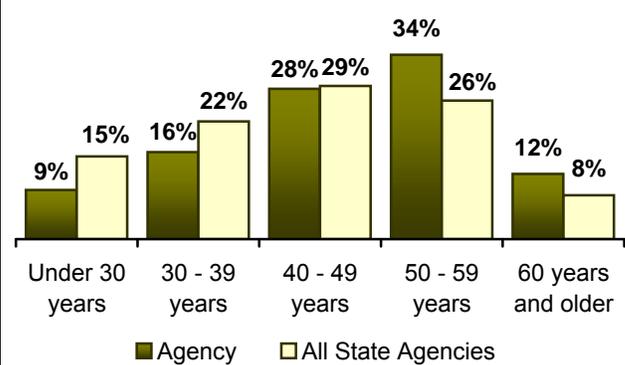
Gender



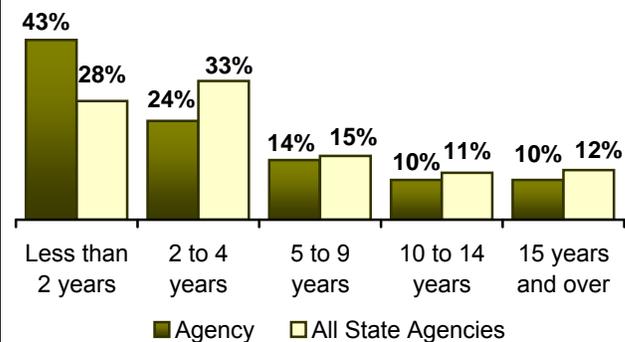
Ethnic Group



Age



Agency Tenure



^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.