

513 - Funeral Service Commission

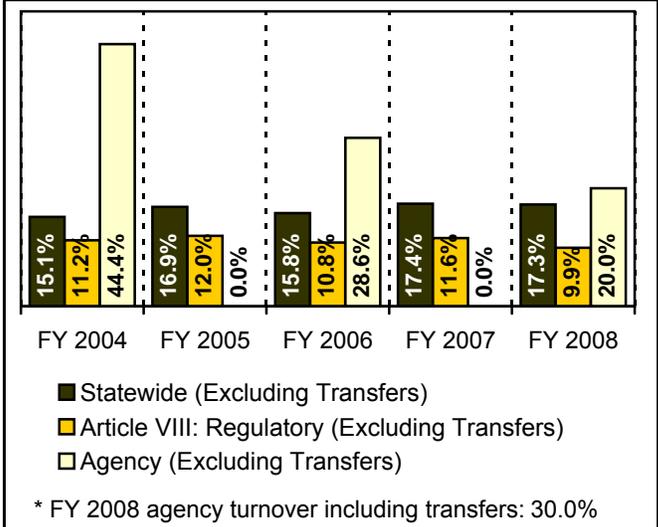
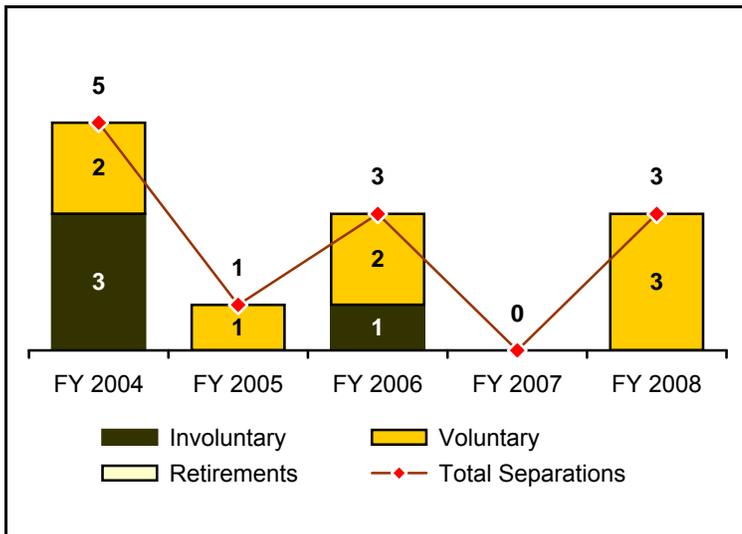
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

State Classification Team Observations

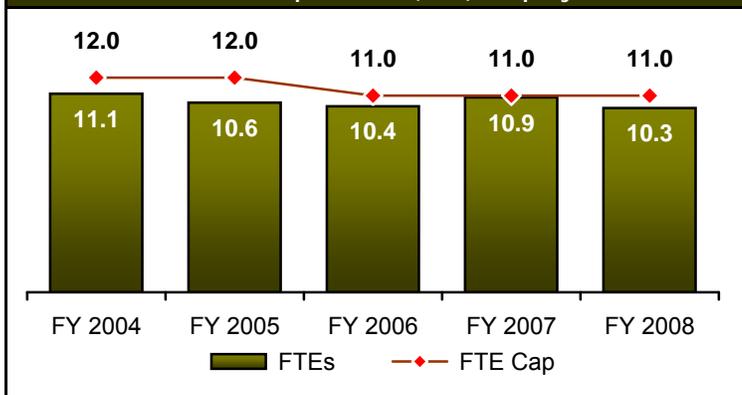
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (20.0 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 has remained unchanged since fiscal year 2006.
- The agency's overall score of 2.70 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 a decrease from the previous year and was lower than the State's overall score of 3.63 and lower than the average of Article VIII agencies (3.70).
- 90 percent of the agency's employees are paid within the first quartile of the salary ranges for Salary Schedules A and B.
- 73 percent of the agency's employees are 40 years of age or older.
- 55 percent of the agency's employees have fewer than 5 years of tenure with the agency.
- Classification Compliance Audits:
 - The agency has not had any positions within the scope of recent classification compliance audits.

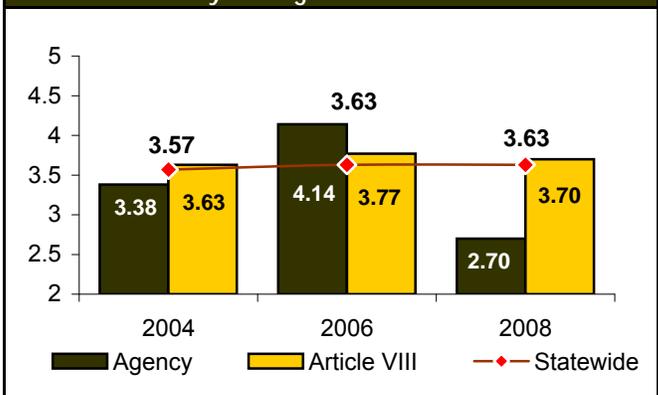
Employee Turnover



Full-Time Equivalent (FTE) Employees



2008 Survey of Organizational Excellence^a

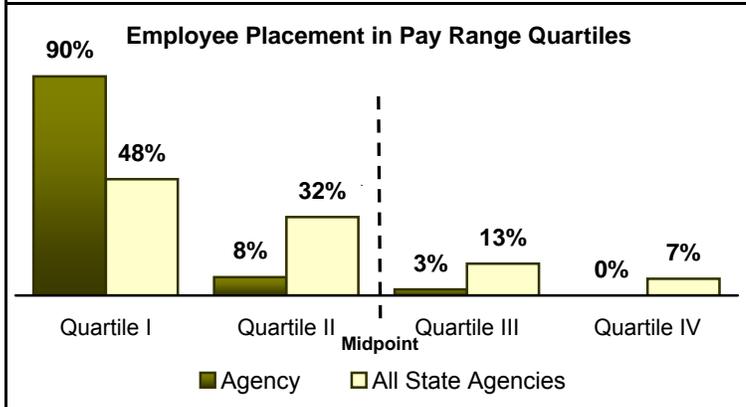
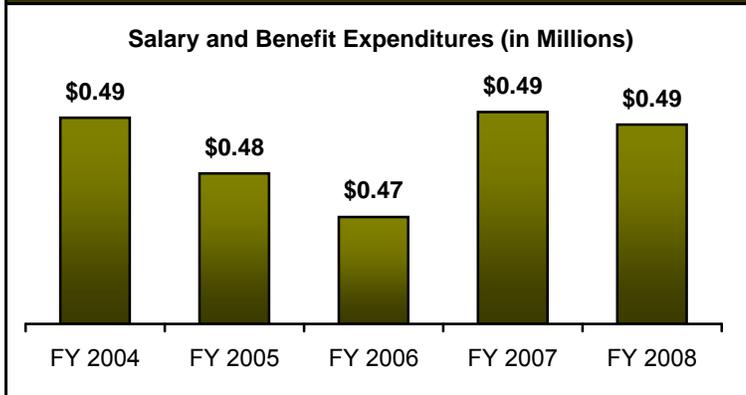


Percentage Below/Above FTE Cap

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-7.5%	-11.7%	-5.5%	-0.9%	-6.4%

Agency highest scoring survey areas for 2008: Benefits, Physical Environment, and Employment Development.
 Agency lowest scoring survey areas for 2008: Fair Pay, Internal, and Team Effectiveness.

Compensation Information

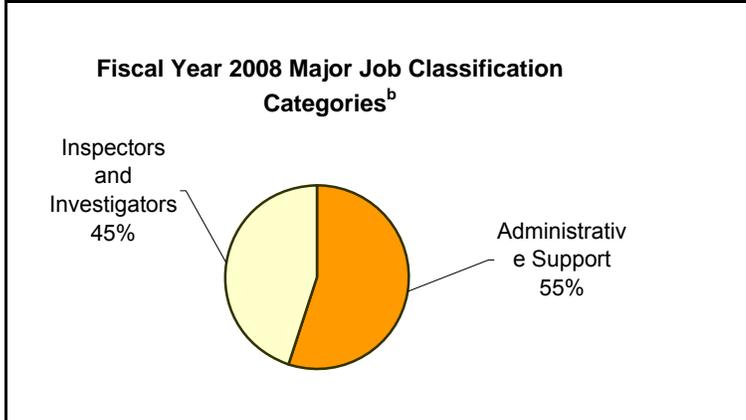


Salary Trends

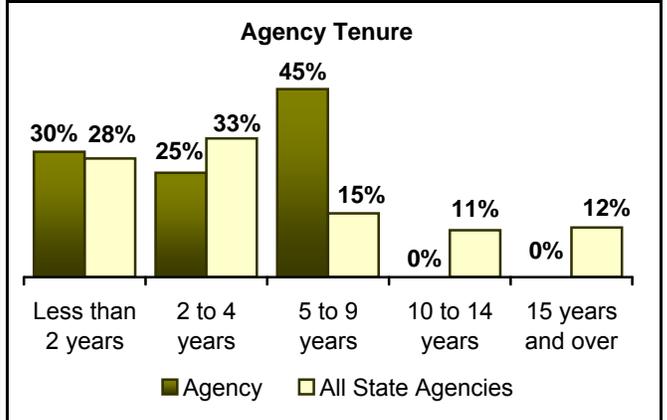
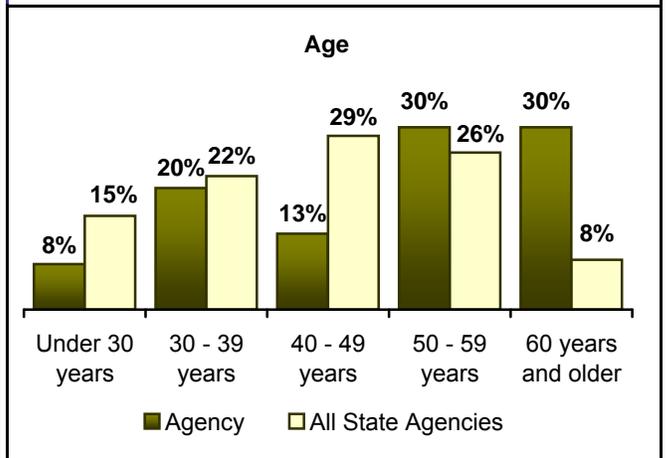
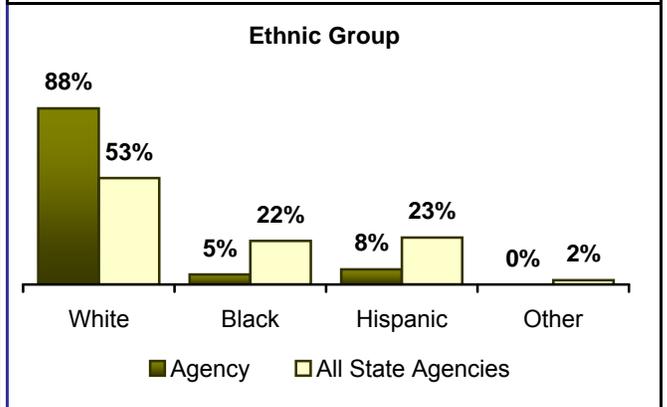
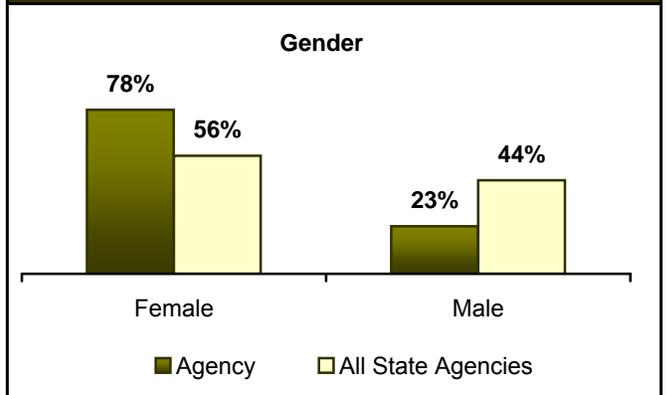
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Executive Director	\$ 45,282	\$ 45,816	\$ 55,816	\$ 55,816	\$ 55,816
Agency Average	\$ 32,223	\$ 31,162	\$ 31,954	\$ 31,910	\$ 32,706
Article Average	\$ 40,899	\$ 41,165	\$ 43,476	\$ 45,242	\$ 46,829
Statewide Average	\$ 32,681	\$ 32,848	\$ 34,818	\$ 36,182	\$ 37,365

Salary Actions

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Promotions	0	1	1	0	1
Demotions	0	0	0	0	1 ^c
Merits	6	1	0	0	2
One-Time Merits	0	15	8	9	8
Reclassifications	0	1	4	1	2
Equity Adjustments	N/A	N/A	0	0	0



Fiscal Year 2008 Workforce Demographics^b



^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.
^c Although coded as a demotion, the employee applied for a position with a lower minimum salary and moved from an Administrative Technician IV to Investigator I.