554 - Animal Health Commission

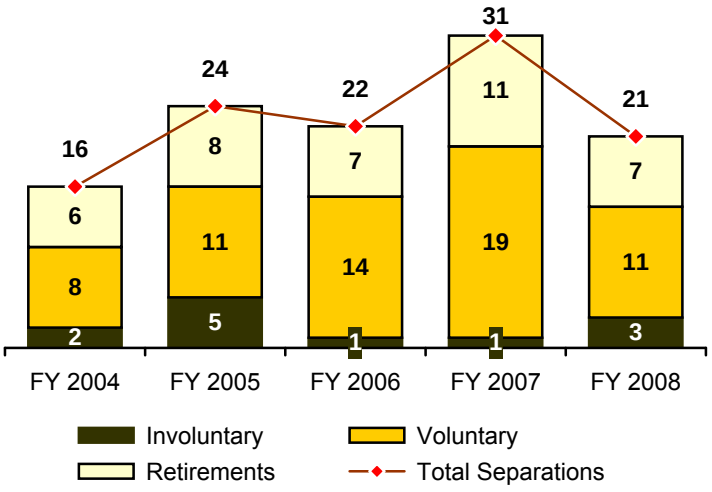
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

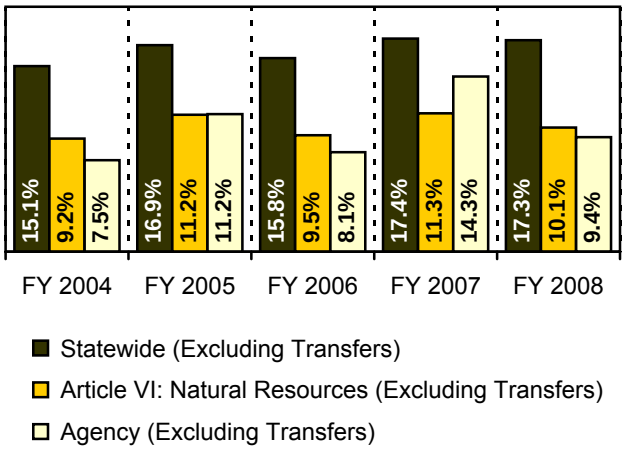
State Classification Team Observations

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

- Excluding interagency transfers, turnover within the agency (9.4 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 4.5 percent in fiscal year 2008, compared to fiscal year 2007.
- The agency's overall score of 3.50 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 VI agencies (3.51).
- 53 percent of the agency's employees are paid within the first quartile of the salary ranges for Salary Schedules A and B.
- 71 percent of the agency's employees are 40 years of age or older.
- 57 percent of the agency's employees have 5 or more 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 1 position; 100 percent were classified correctly (March 2007).

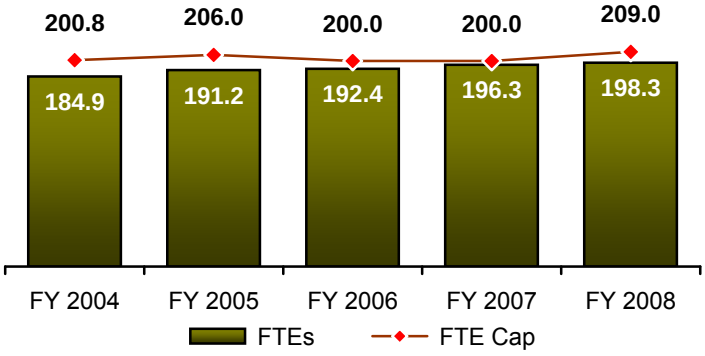
Employee Turnover





* FY 2008 agency turnover including transfers: 10.3%

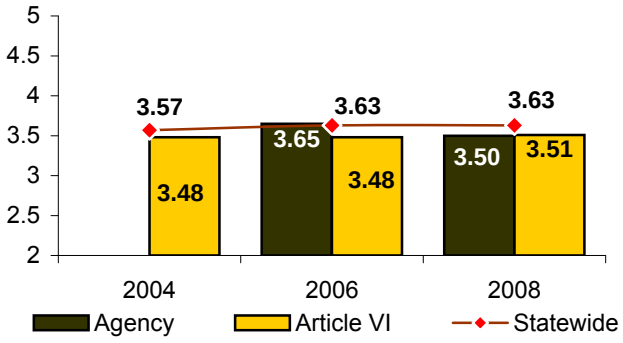
Full-Time Equivalent (FTE) Employees



Percentage Below/Above FTE Cap

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-7.9%	-7.2%	-3.8%	-1.8%	-5.1%

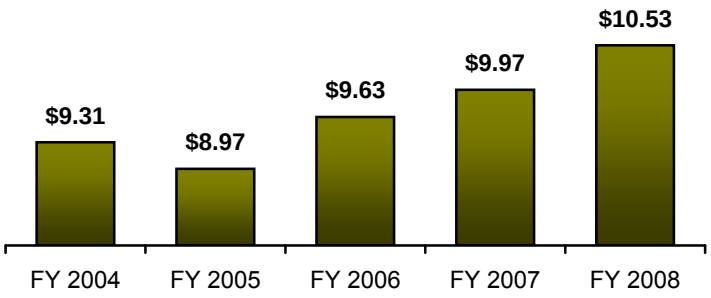
2008 Survey of Organizational Excellence[a]



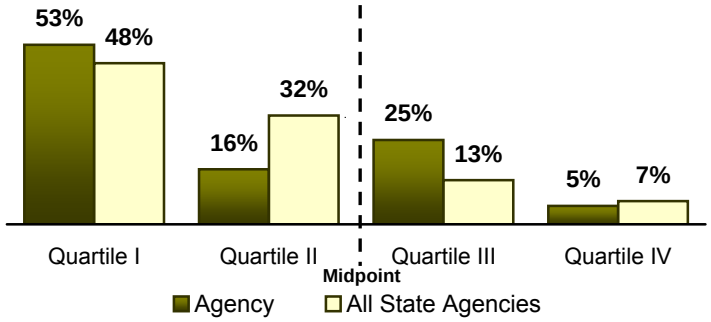
Agency highest scoring survey areas for 2008: Strategic, Quality, and External. Agency lowest scoring survey areas for 2008: Fair Pay, Internal, and Change Oriented.

Compensation Information

Salary and Benefit Expenditures (in Millions)



Employee Placement in Pay Range Quartiles



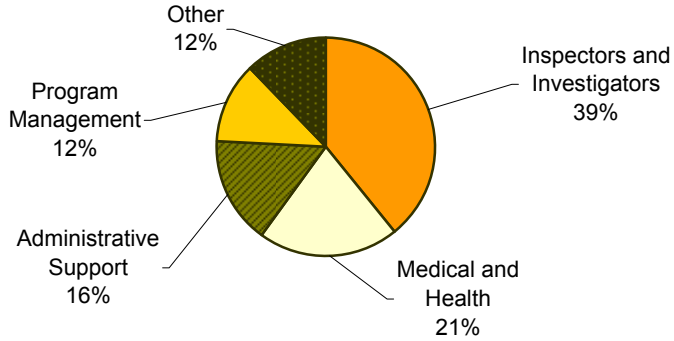
Salary Trends

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Executive Director	$ 87,500	$ 87,500	$ 95,000	$ 95,000	$120,000
Agency Average	$ 34,709	$ 34,736	$ 36,669	$ 36,918	$ 38,870
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

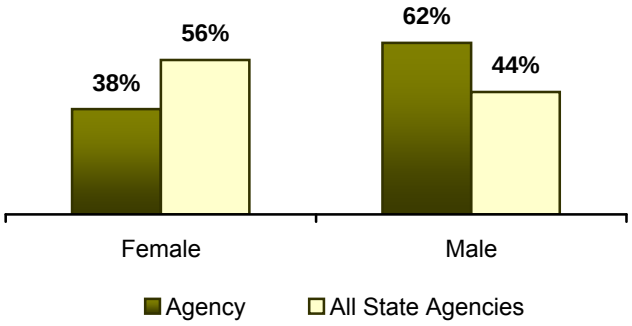
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Promotions	23	16	23	19	23
Demotions	0	0	1	1	1
Merits	58	108	22	87	96
One-Time Merits	1	0	1	5	0
Reclassifications	6	4	31	12	46
Equity Adjustments	N/A	N/A	15	16	3

Fiscal Year 2008 Major Job Classification Categories[b]

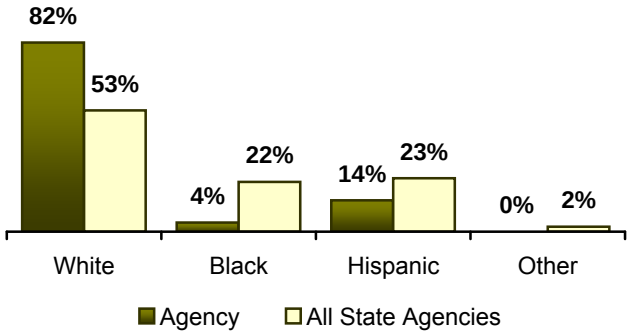


Fiscal Year 2008 Workforce Demographics[b]

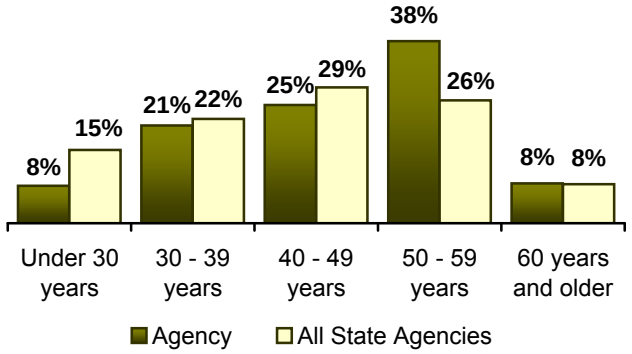
Gender



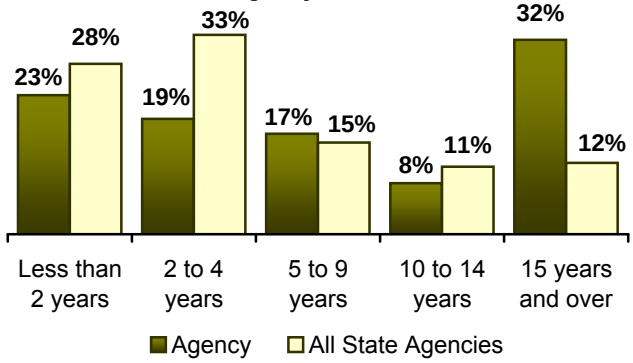
Ethnic Group



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.