

# 578 - Board of Veterinary Medical Examiners

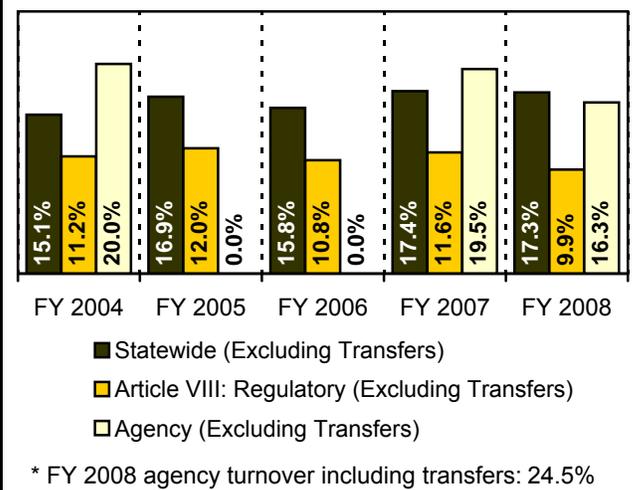
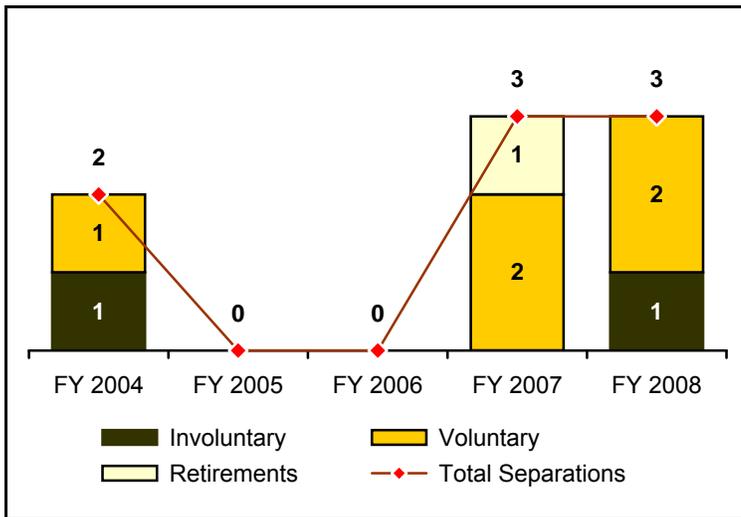
Workforce Summary Document Prepared by the State Auditor's Office Classification Team

## State Classification Team Observations

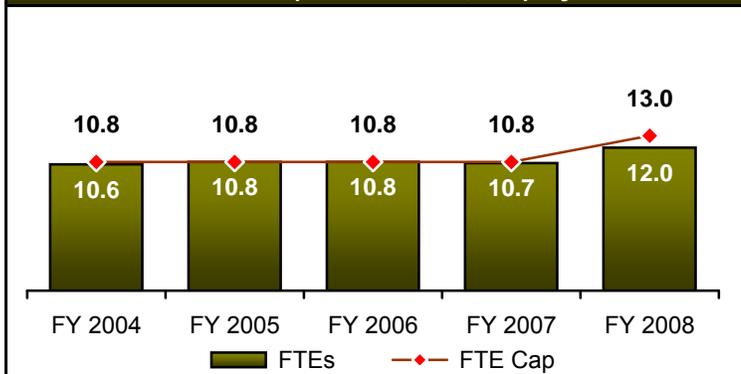
Based on a review of agency statistics and related information, the following items are worth noting:

- Excluding interagency transfers, turnover within the agency (16.3 percent) was lower 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 20.4 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.
- 65 percent of the agency's employees are 40 years of age or older.
- 53 percent of the agency's employees have fewer than 5 years of tenure with the agency.
- Classification Compliance Audits:
  - Attorney, Assistant Attorney General, and General Counsel – Reviewed 1 position; 0 percent were classified correctly (March 2007).

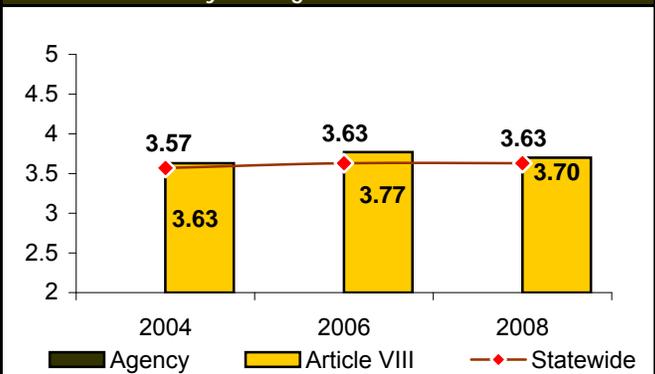
## Employee Turnover



## Full-Time Equivalent (FTE) Employees



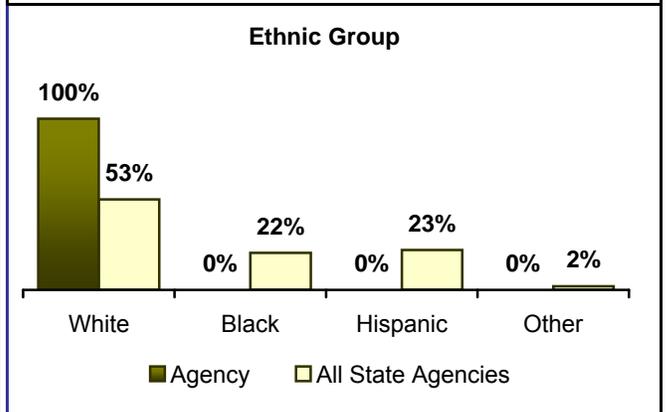
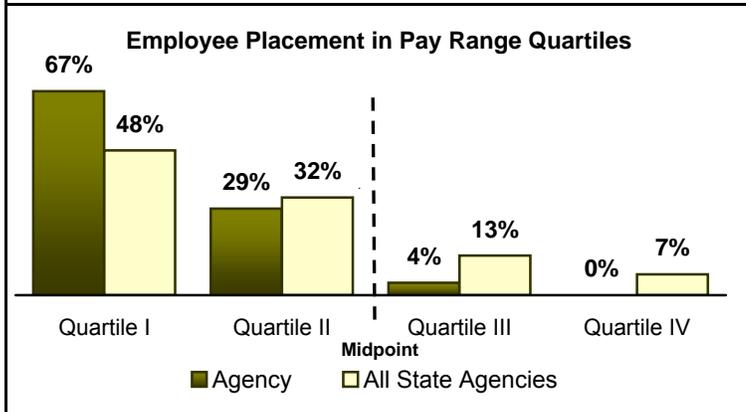
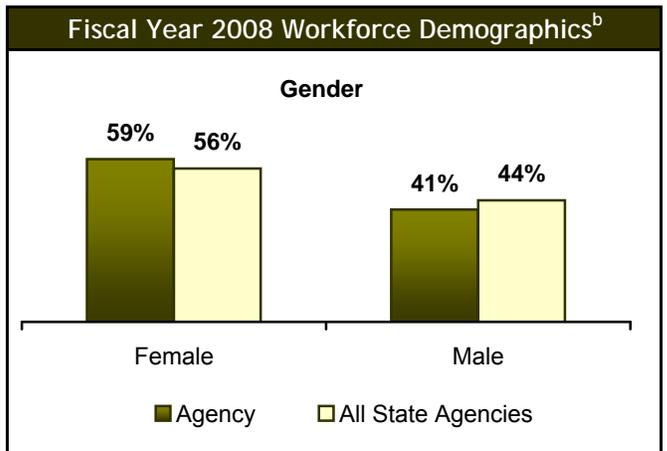
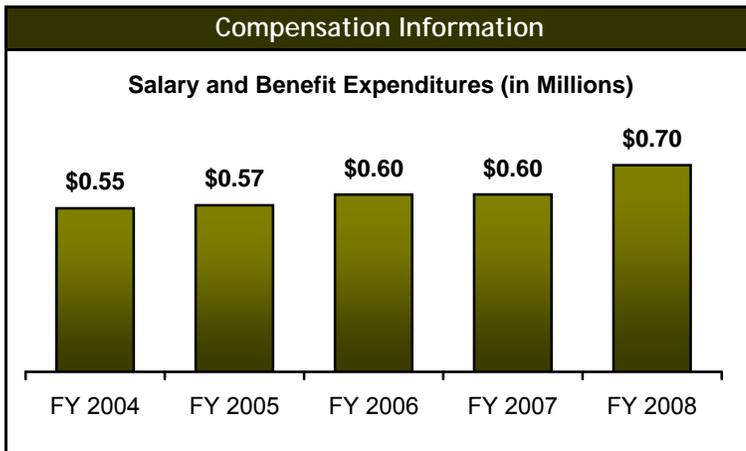
## 2008 Survey of Organizational Excellence<sup>a</sup>



## Percentage Below/Above FTE Cap

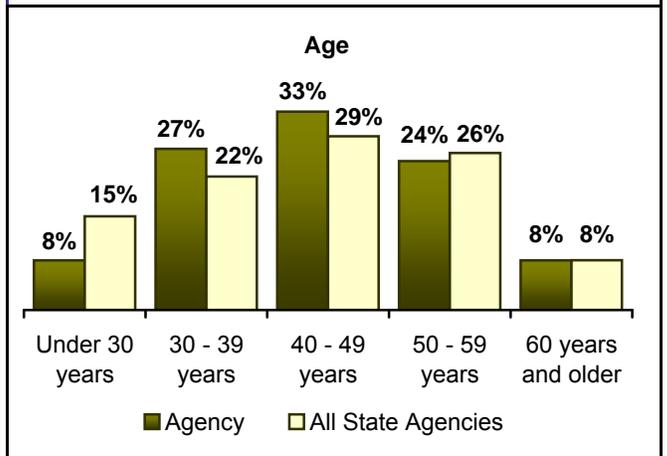
FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
-1.9%	0.0%	0.0%	-0.9%	-7.7%

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



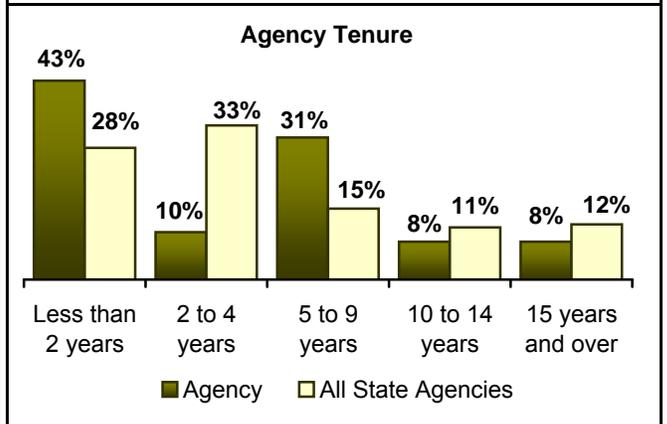
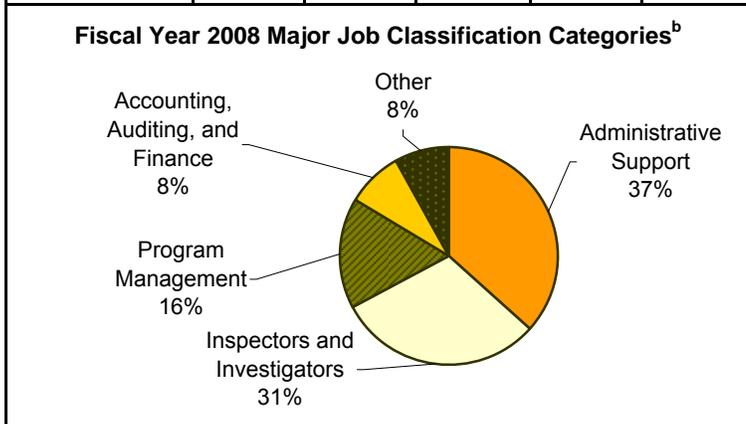
### Salary Trends

	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Executive Director	\$ 60,000	\$ 60,000	\$ 62,497	\$ 60,999	\$ 65,000
Agency Average	\$ 38,760	\$ 38,903	\$ 40,561	\$ 41,111	\$ 41,987
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	0	0	0	0
Demotions	0	0	0	0	0
Merits	5	1	0	0	5
One-Time Merits	0	0	5	0	7
Reclassifications	1	2	5	1	1
Equity Adjustments	N/A	N/A	0	0	0



<sup>a</sup> 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.  
<sup>b</sup> 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.