

# 924 - Texas State Technical College - West Texas

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

## State Classification Team Observations

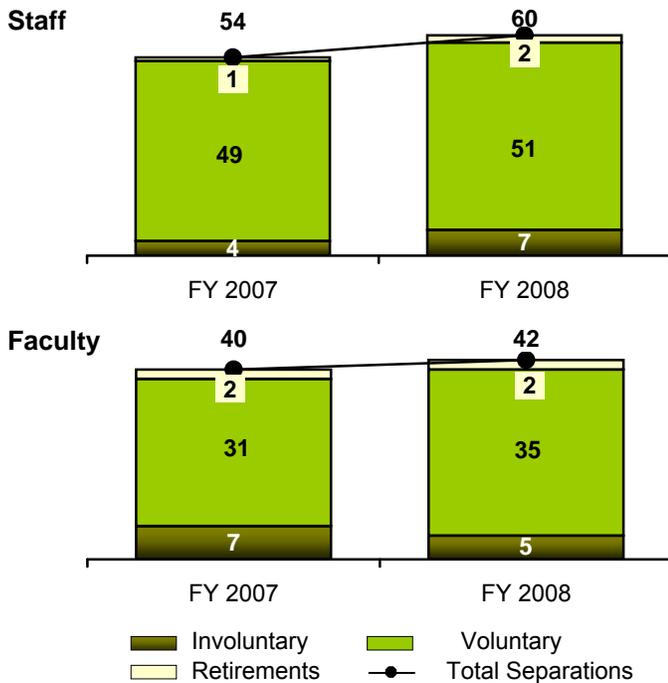
Based on a review of statistics and related information, the following items are worth noting:

- The institution did not give an across-the board salary increase in fiscal year 2007 to employees. It gave a 2 percent across-the-board salary increase in fiscal year 2008 to employees.
- The institution did not give merit increases to staff or faculty in fiscal year 2008.
- **Staff**
  - Staff turnover increased from 28.4 percent in fiscal year 2007 to 30.8 percent in fiscal year 2008.
  - 74 percent of staff employees are 40 years of age or older.
  - Average length of employment within the institution is 8 years.
  - The institution did not report difficulty in recruiting and retaining staff in 2008.
- **Faculty**
  - Faculty turnover increased from 41.7 percent in fiscal year 2007 to 42.9 percent in fiscal year 2008.
  - The institution did not report difficulty in recruiting and retaining faculty in 2008.

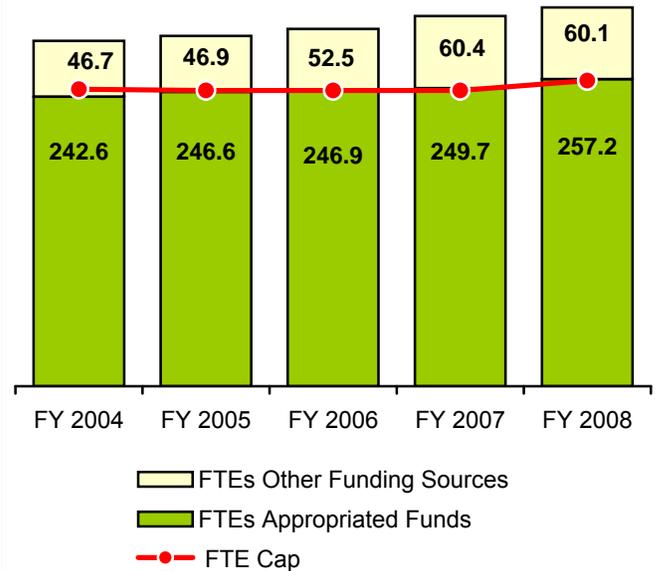
## Fiscal Year (FY) 2008 Employee Headcount

Staff	Faculty	Contractors	Total
195	98	17	310

## Employee Turnover



## Full-Time Equivalent (FTE) Employees



Only FTEs paid from appropriated funds count against the FTE cap.

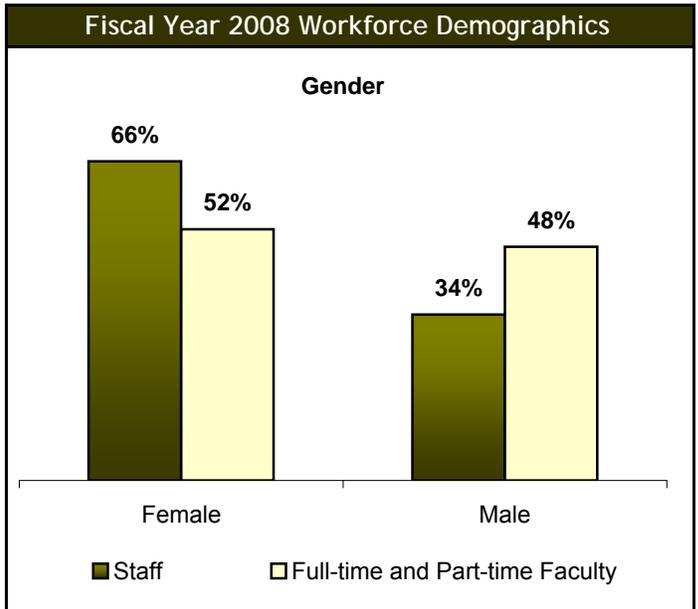
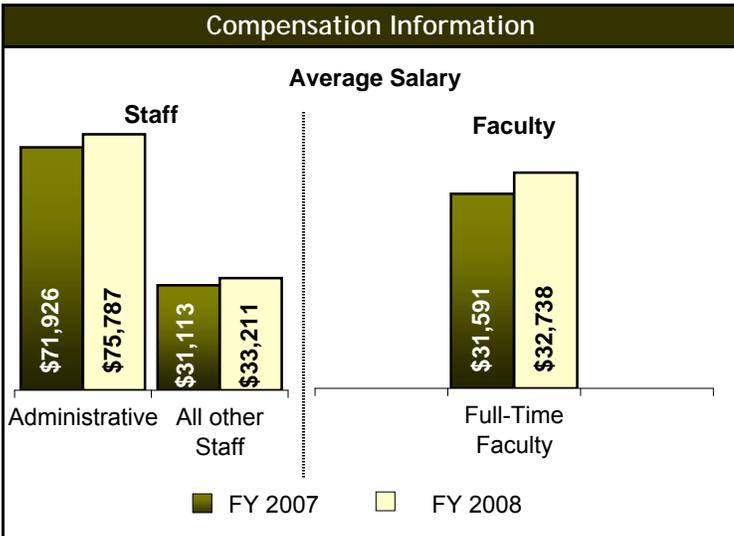
## Turnover Rates

	FY 2007	FY 2008
Staff	28.4%	30.8%
Faculty	41.7%	42.9%

## FTE Cap and Percentages Below/Above Cap

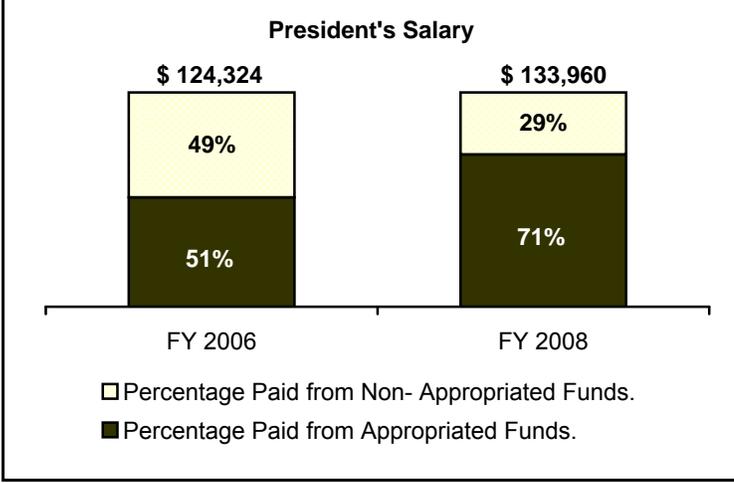
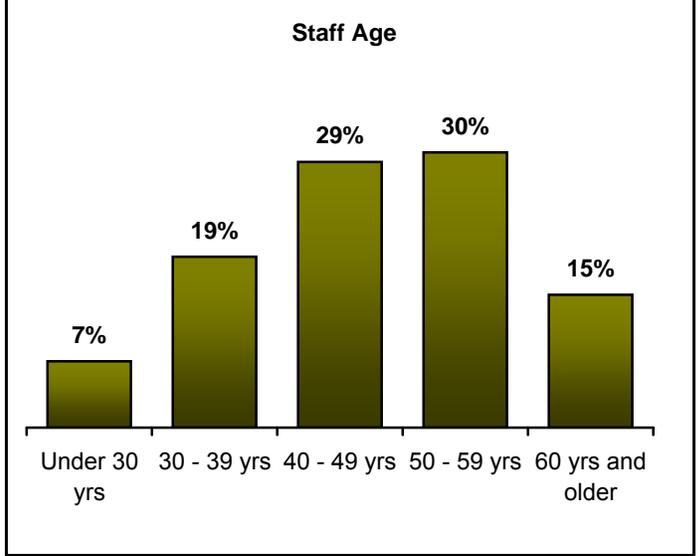
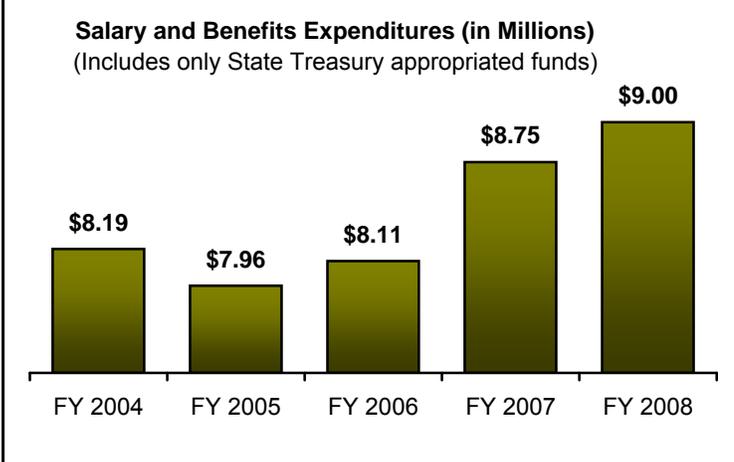
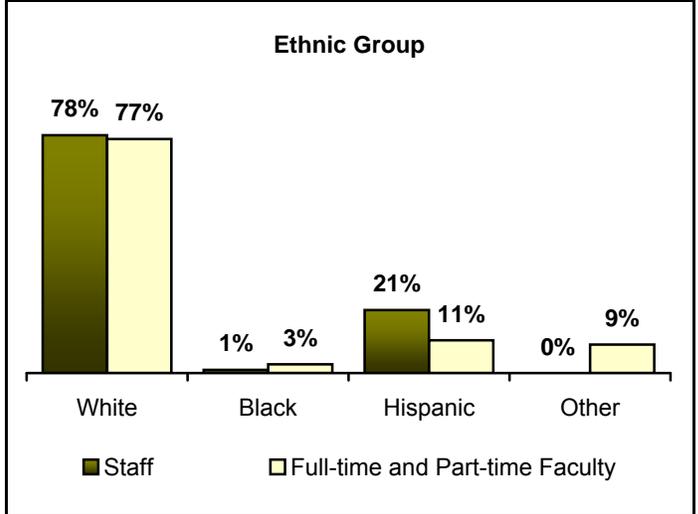
Fiscal Year	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
FTEs Other Funding Sources	46.7	46.9	52.5	60.4	60.1
FTEs Appropriated Funds	242.6	246.6	246.9	249.7	257.2
<b>Total FTEs</b>	<b>248.8</b>	<b>247.8</b>	<b>247.8</b>	<b>247.8</b>	<b>256.0</b>
<b>Percentage Below/Above Cap</b>	<b>-2.5%</b>	<b>-0.5%</b>	<b>-0.4%</b>	<b>0.8%</b>	<b>0.5%</b>

- Notes:
- Faculty listed in the employee headcount includes only benefits eligible faculty positions.
  - Staff includes only employees who work at least 20 hours per week for at least 4.5 months.
  - Percentages in graphs may not sum to 100.0 percent due to rounding.



### Fiscal Year 2008 Merit Increases

	Total		Percentage Paid from	
	Number Given	Dollars Spent	Appropriated Funds	Non-Appropriated Funds
Staff	0	\$0.00	0%	0%
Faculty	0	\$0.00	0%	0%



**Staff Average Length of Employment (years) 8**

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 • Staff includes only employees who work at least 20 hours per week for at least 4.5 months.  
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