



**John Keel, CPA**  
**State Auditor**

A Summary Report on

# **Full-time Equivalent State Employees for Fiscal Year 2013**

February 2014

Report No. 14-702



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## Overall Conclusion

During fiscal year 2013, state agencies and higher education institutions employed an average of 308,799.9 full-time equivalent (FTE) employees.<sup>1</sup> That was an increase of 2,365.4 FTEs (or 0.8 percent) compared with the average number of FTEs in fiscal year 2012 (306,434.5).<sup>2</sup> It is important to note that state agencies and higher education institutions self-reported the FTE data presented in this report, and the State Auditor's Office did not independently verify that data.

State agencies employed an average of 147,398.0 FTEs in fiscal year 2013. That was an increase of 0.2 percent (or 269.0 FTEs) since fiscal year 2012.

Higher education institutions employed an average of 161,401.9 FTEs in fiscal year 2013. That was an increase of 1.3 percent (or 2,096.4 FTEs) since fiscal year 2012.

### Full-time Equivalent (FTE) Employee Calculations

A full-time equivalent (FTE) employee is a ratio that represents the number of hours that an employee works compared to 40 hours a week. One FTE is any combination of employees whose hours total 40 hours a week.

FTEs do not equate to employee headcount. For example, 2 employees who each work 20 hours a week together equal 1 FTE. The number of FTEs for an agency or higher education institution is equal to the total hours paid divided by the total work hours in a quarter.

## Key Points

FTE levels increased in fiscal year 2013 compared to 10 years ago in fiscal year 2004.

The 308,799.9 average number of FTEs in fiscal year 2013 represented an increase of 33,956.3 FTEs (12.4 percent) compared to 10 years ago in fiscal year 2004 (see Table 3 on page 3 of the Detailed Results section of this report).

<sup>1</sup> This report focuses on FTEs at state agencies and higher education institutions. In contrast, a previous State Auditor's Office report on classified employee turnover focused on employee headcounts for full-time and part-time classified employees at state agencies (see *An Annual Report on Classified Employee Turnover for Fiscal Year 2013*, State Auditor's Office Report No. 14-701, January 2014). Because the two reports focused on different populations, a comparison of the numbers in the reports should not be made.

<sup>2</sup> The number of FTEs shown for previous years may vary from prior State Auditor's Office FTE reports due to corrections that agencies and higher education institutions made to their FTE data.

Among higher education institutions, the 161,401.9 average number of FTEs in fiscal year 2013 represented an increase of 28,616.9 FTEs (21.6 percent) compared to 10 years ago in fiscal year 2004. Among state agencies, the 147,398.0 average number of FTEs in fiscal year 2013 represented an increase of 5,339.4 FTEs (3.8 percent) compared to 10 years ago in fiscal year 2004.

**The majority of state agencies and higher education institutions complied with their legislatively mandated limitations on state employment levels.**

During fiscal year 2013, 3 state agencies and 19 higher education institutions exceeded their legislatively mandated limitations on state employment levels (see Tables 13 and 14 on pages 20 through 24 in Appendices 2 and 3 for agencies' and higher education institutions' reasons for exceeding their limitations on state employment levels). Of those that exceeded their limitations, state agencies exceeded their limitations by an average of 4.9 percent, and higher education institutions exceeded their limitations by an average of 21.4 percent.

**Statewide, the average management-to-staff ratio complied with the statutorily mandated ratio.**

Agencies in the executive branch of state government, including higher education institutions, with more than 100 FTEs are statutorily required to comply with a management-to-staff ratio of 1 manager or supervisor for no fewer than 11 FTEs. Statewide, the average management-to-staff ratio, calculated using FTEs, for fiscal year 2013 was 1:11.2 (1 manager or supervisor per 11.2 supervised staff employees). Five years ago in fiscal year 2009, the average number of FTEs per manager or supervisor was 13.0.

## ***Summary of Objective, Scope, and Methodology***

The objective of this report was to provide the Legislature and the public with information and historical trend data related to FTEs who perform services for state government. This report covers both state agencies and higher education institutions. It contains information on FTE levels, state employment limitations, the number of contractors, and management-to-staff ratios.

The scope of this project included unaudited fiscal year 2013 information on FTEs that state agencies and higher education institutions submitted each quarter to the State Auditor's Office in accordance with Texas Government Code, Section 2052.103.

This report compares data from fiscal year 2013 with data that state agencies and higher education institutions previously submitted to the State Auditor's Office's FTE System. This project was not an audit, and the information in this report was not subjected to all the tests and confirmations that would be performed in an audit.

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# Detailed Results

## Introduction

The State Auditor’s Office compiles full-time equivalent (FTE) employee data from state agencies and higher education institutions. Agencies and higher education institutions self-report that data on a quarterly basis, and the Legislature uses that data to manage workforce levels and appropriate funds.

### Additional FTE Analysis Available

The State Auditor’s Office provides additional data analysis and reports from its FTE System, which is accessible at <http://www.sao.state.tx.us/apps/ftesystem/>.

Information in the FTE System is unaudited information that state agencies and higher education institutions have self-reported. Data in the FTE System may differ from data contained in this report due to updated information that state agencies and higher education institutions submitted.

Using agencies’ and higher education institutions’ self-reported quarterly data, the State Auditor’s Office calculates an annual average that summarizes FTE activity for the entire fiscal year. Table 1 compares FTE data from fiscal years 2012 and 2013.

In addition to information about the total number of FTEs, the State Auditor’s Office’s FTE System collects data on state employment limitations and management-to-staff ratios (see text box for additional details).

The State Auditor’s Office did not independently verify the data that agencies and higher education institutions self-reported.

Table 1

FTE Comparison <sup>a</sup> Fiscal Year 2012 and Fiscal Year 2013						
Time Period	Fiscal Year 2012			Fiscal Year 2013		
	Agencies	Higher Education Institutions	Totals	Agencies	Higher Education Institutions	Totals
Quarter 1	147,024.2	163,643.7	310,667.9	146,448.4	167,110.8	313,559.2
Quarter 2	147,079.9	162,098.8	309,178.7	147,304.3	164,630.6	311,934.9
Quarter 3	147,040.5	163,506.7	310,547.2	147,987.4	165,545.7	313,533.1
Quarter 4	147,362.4	147,966.9	295,329.3	147,845.0	148,311.0	296,156.0
<b>Annual Average <sup>b</sup></b>	<b>147,129.0</b>	<b>159,305.5</b>	<b>306,434.5</b>	<b>147,398.0</b>	<b>161,401.9</b>	<b>308,799.9</b>

<sup>a</sup> Agencies and higher education institutions may have submitted updates for prior reporting periods, which could cause differences between this report and reports the State Auditor’s Office has previously issued.

<sup>b</sup> Annual averages are not precise calculations due to rounding.

Source: FTE System, State Auditor’s Office.

The majority of FTEs are paid from appropriated funds.

On average in fiscal year 2013, 98.7 percent of FTEs in state agencies and 47.4 percent of FTEs in higher education institutions were paid from appropriated funds. Statewide, 71.9 percent of FTEs were paid from appropriated funds, which includes 100 percent federally funded programs (see Table 2). In fiscal year 2012, 72.3 percent of FTEs were paid from appropriated funds.

Table 2

Statewide FTEs by Funding Source - Fiscal Year 2013							
Affiliation	Total FTEs Paid from Appropriated Funds		Total FTEs Paid from Non-appropriated Funds		Total Contract FTEs		Total FTEs
	Number of FTEs	Percent	Number of FTEs	Percent	Number of FTEs	Percent	
State Agencies	145,475.6	98.7%	1,112.1	0.8%	810.3	0.5%	147,398.0
Higher Education Institutions	76,506.6	47.4%	84,410.1	52.3%	485.2	0.3%	161,401.9
<b>Statewide</b>	<b>221,982.2</b>	<b>71.9%</b>	<b>85,522.2</b>	<b>27.7%</b>	<b>1,295.5</b>	<b>0.4%</b>	<b>308,799.9</b>

Source: FTE System, State Auditor's Office.

## Average Annual FTEs Increased in Fiscal Year 2013

During fiscal year 2013, the State employed an average of 308,799.9 FTEs in state agencies and higher education institutions. Statewide, there was a 0.8 percent increase in FTEs (an increase of 2,365.4 FTEs) when compared to fiscal year 2012. Table 3 shows that within state agencies, average FTEs increased by 0.2 percent (269.0 FTEs). Higher education institutions' average FTEs increased by 1.3 percent (2,096.4 FTEs).

Table 3

Change in Annual FTE Levels by General Appropriations Act Article							
General Appropriations Act Article	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Article I - General Government	9,064.2	(66.7)	(0.7%)	(451.3)	(4.7%)	156.1	1.8%
Article II - Health and Human Services	53,691.1	(269.8)	(0.5%)	913.8	1.7%	7,908.4	17.3%
Article III - Public Education	2,360.2	53.0	2.3%	(263.5)	(10.0%)	245.9	11.6%
Article III - Higher Education	161,401.9	2,096.4	1.3%	7,176.3	4.7%	28,616.9	21.6%
Article IV - The Judiciary	1,701.2	7.9	0.5%	25.5	1.5%	106.8	6.7%
Article V - Public Safety and Criminal Justice	50,619.8	440.8	0.9%	(2,184.5)	(4.1%)	(1,374.1)	(2.6%)
Article VI - Natural Resources	7,929.8	74.7	1.0%	(554.0)	(6.5%)	(57.1)	(0.7%)
Article VII - Business and Economic Development	16,419.9	(111.6)	(0.7%)	(321.8)	(1.9%)	(1,720.1)	(9.5%)
Article VIII - Regulatory	3,375.1	(24.1)	(0.7%)	(165.2)	(4.7%)	(13.7)	(0.4%)
Article X - Legislature	2,236.7	164.8	8.0%	(163.9)	(6.8%)	87.2	4.1%
<b>Statewide (Excluding Higher Education)</b>	<b>147,398.0</b>	<b>269.0</b>	<b>0.2%</b>	<b>(3,164.9)</b>	<b>(2.1%)</b>	<b>5,339.4</b>	<b>3.8%</b>
<b>Statewide (Including Higher Education)</b>	<b>308,799.9</b>	<b>2,365.4</b>	<b>0.8%</b>	<b>4,011.4</b>	<b>1.3%</b>	<b>33,956.3</b>	<b>12.4%</b>

Source: FTE System, State Auditor's Office.

The average number of FTEs in fiscal year 2013 represented an increase of 12.4 percent (33,956.3 FTEs) since fiscal year 2004. State agencies' average FTEs increased by 3.8 percent (5,339.4 FTEs), and higher education institutions' average FTEs increased by 21.6 percent (28,616.9 FTEs) since fiscal year 2004. See Table 4 on page 4 for details on the change in annual FTE levels by higher education institution and university system, and Appendix 5 on page 28 for details on the change in annual FTE levels by General Appropriations Act article and agency.

### Change in Annual FTE levels by University System

As Table 4 shows, when FTE data for fiscal year 2013 and 10 years ago in fiscal year 2004 is compared:

- The two university systems that experienced the largest increases in FTEs were the University of Texas System (with a 19,573.0 increase in FTEs) and the Texas Tech University System (with a 2,033.3 increase in FTEs).
- The two university systems that experienced the largest percentage increase in FTEs were the University of North Texas System (with a 30.6 percent increase in FTEs) and the Texas State University System (with a 28.4 percent increase in FTEs).

Table 4

Changes in Annual FTE Levels by University System							
Higher Education Institution	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>The University of Texas System</b>							
The University of Texas System Administration	594.9	38.3	6.9%	(175.3)	(22.8%)	52.3	9.6%
The University of Texas at Arlington	3,867.9	104.0	2.8%	187.0	5.1%	859.8	28.6%
The University of Texas at Austin	16,108.0	108.5	0.7%	274.4	1.7%	2,060.1	14.7%
The University of Texas at Brownsville	1,383.3	(89.8)	(6.1%)	(79.3)	(5.4%)	274.6	24.8%
The University of Texas at Dallas	3,439.0	215.6	6.7%	804.1	30.5%	1,426.6	70.9%
The University of Texas at El Paso	3,220.7	34.8	1.1%	206.5	6.9%	649.8	25.3%
The University of Texas - Pan American	2,360.5	39.2	1.7%	(128.4)	(5.2%)	355.3	17.7%
The University of Texas of the Permian Basin	396.6	(6.4)	(1.6%)	(8.4)	(2.1%)	65.9	19.9%
The University of Texas at San Antonio	4,239.3	64.7	1.5%	373.8	9.7%	1,579.5	59.4%



Changes in Annual FTE Levels by University System							
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		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
The University of Texas at Tyler	893.3	78.2	9.6%	180.0	25.2%	398.8	80.6%
The University of Texas M.D. Anderson Cancer Center	19,094.3	659.9	3.6%	1,877.6	10.9%	5,653.0	42.1%
The University of Texas Southwestern Medical Center	11,642.6	302.0	2.7%	1,314.4	12.7%	4,990.8	75.0%
The University of Texas Medical Branch at Galveston	10,933.8	127.0	1.2%	(343.5)	(3.0%)	(1,302.8)	(10.6%)
The University of Texas Health Science Center at Houston	5,605.7	447.2	8.7%	846.0	17.8%	1,139.1	25.5%
The University of Texas Health Science Center at San Antonio	5,538.1	(84.1)	(1.5%)	315.5	6.0%	1,586.6	40.2%
The University of Texas Health Science Center at Tyler	944.2	31.6	3.5%	84.2	9.8%	(216.4)	(18.6%)
<b>Subtotals for the University of Texas System</b>	<b>90,262.2</b>	<b>2,070.7</b>	<b>2.3%</b>	<b>5,728.6</b>	<b>6.8%</b>	<b>19,573.0</b>	<b>27.7%</b>
<b>Texas A&amp;M University System</b>							
Texas A&M University System Administration	269.2	(46.4)	(14.7%)	(48.9)	(15.4%)	(55.5)	(17.1%)
Texas A&M University - Central Texas <sup>a</sup>	236.7	18.1	8.3%	236.7	100%	236.7	100.0%
Texas A&M University - Commerce	1,245.1	48.8	4.1%	164.8	15.3%	190.3	18.0%
Texas A&M University - Corpus Christi	1,432.8	14.6	1.0%	25.2	1.8%	238.5	20.0%
Texas A&M University at Galveston	424.3	(6.2)	(1.4%)	32.8	8.4%	28.6	7.2%
Texas A&M University - Kingsville	1,163.1	(6.6)	(0.6%)	(117.8)	(9.2%)	(44.3)	(3.7%)

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		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas A&M International University	814.6	8.0	1.0%	99.6	13.9%	200.3	32.6%
Texas A&M University	9,617.3	(1,089.3)	(10.2%)	(1,521.0)	(13.7%)	(389.4)	(3.9%)
Texas A&M System - Office of Sponsored Research <sup>b</sup>	136.6	27.7	25.4%	136.6	100%	136.6	100%
Texas A&M System - Office of Technology Commercialization <sup>c</sup>	14.7	14.7	100%	14.7	100%	14.7	100%
Prairie View A&M University	1,344.0	28.2	2.1%	56.7	4.4%	99.8	8.0%
Texas A&M University - San Antonio <sup>d</sup>	308.4	25.1	8.9%	308.4	100%	308.4	100%
Tarleton State University	1,123.5	3.8	0.3%	(99.6)	(8.1%)	54.0	5.0%
Texas A&M University - Texarkana	222.9	14.7	7.1%	34.1	18.1%	63.3	39.7%
West Texas A&M University	1,033.4	(8.5)	(0.8%)	(18.5)	(1.8%)	84.9	9.0%
Texas A&M University System Health Science Center	1,618.1	13.1	0.8%	142.2	9.6%	467.7	40.7%
Texas A&M AgriLife Extension Service	1,432.9	18.3	1.3%	(154.8)	(9.7%)	(106.4)	(6.9%)
Texas A&M AgriLife Research	1,605.0	(39.6)	(2.4%)	(210.9)	(11.6%)	(201.8)	(11.2%)
Texas A&M Engineering Experiment Station	1,076.2	(50.1)	(4.4%)	31.3	3.0%	(43.8)	(3.9%)
Texas A&M Engineering Extension Service	548.8	(14.0)	(2.5%)	(79.2)	(12.6%)	7.5	1.4%
Texas A&M Forest Service	417.0	(13.8)	(3.2%)	28.1	7.2%	22.2	5.6%
Texas A&M Transportation Institute	479.5	9.0	1.9%	9.6	2.0%	27.5	6.1%

Changes in Annual FTE Levels by University System							
Higher Education Institution	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas A&M Veterinary Medical Diagnostic Laboratory	160.1	7.9	5.2%	1.9	1.2%	9.8	6.5%
<b>Subtotals for Texas A&amp;M University System</b>	<b>26,724.2</b>	<b>(1,022.5)</b>	<b>(3.7%)</b>	<b>(928.0)</b>	<b>(3.4%)</b>	<b>1,349.6</b>	<b>5.3%</b>
<b>University of Houston System</b>							
University of Houston System Administration	63.4	(33.1)	(34.3%)	(56.1)	(46.9%)	(109.5)	(63.3%)
University of Houston	6,306.8	188.8	3.1%	280.5	4.7%	834.4	15.2%
University of Houston - Clear Lake	912.4	(12.3)	(1.3%)	24.6	2.8%	134.1	17.2%
University of Houston - Downtown	1,010.9	13.7	1.4%	70.2	7.5%	151.6	17.6%
University of Houston - Victoria	432.4	20.3	4.9%	79.7	22.6%	159.4	58.4%
<b>Subtotals for University of Houston System</b>	<b>8,725.9</b>	<b>177.4</b>	<b>2.1%</b>	<b>398.9</b>	<b>4.8%</b>	<b>1,170.0</b>	<b>15.5%</b>
<b>University of North Texas System</b>							
University of North Texas System Administration	390.1	69.5	21.7%	232.4	147.4%	322.7	478.8%
University of North Texas	5,029.1	(126.8)	(2.5%)	136.2	2.8%	764.2	17.9%
University of North Texas at Dallas <sup>e</sup>	181.4	2.4	1.3%	181.4	100.0%	181.4	100.0%
University of North Texas Health Science Center at Fort Worth	1,510.3	34.7	2.4%	213.4	16.5%	396.3	35.6%
<b>Subtotals for the University of North Texas System</b>	<b>7,110.9</b>	<b>(20.2)</b>	<b>(0.3%)</b>	<b>763.4</b>	<b>12.0%</b>	<b>1,664.6</b>	<b>30.6%</b>
<b>Texas Tech University System</b>							
Texas Tech University System Administration	150.2	3.6	2.5%	(15.2)	(9.2%)	(91.0)	(37.7%)

Changes in Annual FTE Levels by University System							
Higher Education Institution	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Angelo State University	950.5	(14.2)	(1.5%)	57.3	6.4%	226.8	31.3%
Texas Tech University	6,150.7	193.0	3.2%	590.6	10.6%	875.0	16.6%
Texas Tech University Health Sciences Center	5,361.3	134.1	2.6%	206.5	4.0%	1,022.5	23.6%
<b>Subtotal for Texas Tech University System</b>	<b>12,612.7</b>	<b>316.5</b>	<b>2.6%</b>	<b>839.2</b>	<b>7.1%</b>	<b>2,033.3</b>	<b>19.2%</b>
<b>Texas State University System</b>							
Texas State University System Administration	21.2	0.7	3.4%	3.8	21.8%	8.6	68.3%
Lamar Institute of Technology	214.3	(2.0)	(0.9%)	1.3	0.6%	39.2	22.4%
Lamar State College - Orange	171.6	(5.2)	(2.9%)	(9.0)	(5.0%)	13.0	8.2%
Lamar State College - Port Arthur	228.3	8.7	4.0%	10.7	4.9%	(21.0)	(8.4%)
Lamar University	1,332.0	(1.3)	(0.1%)	(127.3)	(8.7%)	212.0	18.9%
Sam Houston State University	2,228.3	109.4	5.2%	258.9	13.1%	711.7	46.9%
Sul Ross State University	422.3	(0.7)	(0.2%)	(37.1)	(8.1%)	(9.2)	(2.1%)
Sul Ross State University Rio Grande College	75.9	(2.2)	(2.8%)	(13.1)	(14.7%)	(17.3)	(18.6%)
Texas State University	4,166.5	90.4	2.2%	456.4	12.3%	1,020.4	32.4%
<b>Subtotals for Texas State University System</b>	<b>8,860.4</b>	<b>197.8</b>	<b>2.3%</b>	<b>544.6</b>	<b>6.5%</b>	<b>1,957.4</b>	<b>28.4%</b>
<b>Texas State Technical College System</b>							
Texas State Technical College System Administration	43.8	0.4	0.9%	(0.9)	(2.0%)	3.1	7.6%
Texas State Technical College - Harlingen	577.6	40.8	7.6%	6.6	1.2%	33.9	6.2%

Changes in Annual FTE Levels by University System							
Higher Education Institution	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas State Technical College - Marshall	106.6	(1.3)	(1.2%)	(7.5)	(6.6%)	(0.4)	(0.4%)
Texas State Technical College - Waco	713.7	6.5	0.9%	11.0	1.6%	54.4	8.3%
Texas State Technical College - West Texas	229.4	(23.4)	(9.3%)	(91.3)	(28.5%)	(59.9)	(20.7%)
<b>Subtotals for Texas State Technical College System</b>	<b>1,671.1</b>	<b>23.0</b>	<b>1.4%</b>	<b>(82.1)</b>	<b>(4.7%)</b>	<b>31.1</b>	<b>1.9%</b>
Independent Universities							
Midwestern State University	743.9	(9.5)	(1.3%)	(40.9)	(5.2%)	51.0	7.4%
Texas Southern University	1,410.5	66.2	4.9%	125.5	9.8%	286.8	25.5%
Stephen F. Austin State University	1,559.7	279.7	21.9%	(258.0)	(14.2%)	(26.2)	(1.7%)
Texas Woman's University	1,720.4	17.3	1.0%	85.1	5.2%	529.3	44.4%
<b>Subtotals for Independent Universities</b>	<b>5,434.5</b>	<b>353.7</b>	<b>7.0%</b>	<b>(88.3)</b>	<b>(1.6%)</b>	<b>840.9</b>	<b>18.3%</b>
<b>Totals</b>	<b>161,401.9</b>	<b>2,096.4</b>	<b>1.3%</b>	<b>7,176.3</b>	<b>4.7%</b>	<b>28,616.9<sup>f</sup></b>	<b>21.6%</b>
<p><sup>a</sup> Texas A&amp;M University - Central Texas's FTEs were reported as part of Tarleton State University's FTEs prior to fiscal year 2012.</p> <p><sup>b</sup> Texas A&amp;M System - Office of Sponsored Research FTEs were reported as part of the Texas A&amp;M University System Administration's FTEs prior to fiscal year 2012.</p> <p><sup>c</sup> Texas A&amp;M System - Office of Technology Commercialization FTEs were reported as part of the Texas A&amp;M University System Administration's FTEs prior to fiscal year 2013.</p> <p><sup>d</sup> Texas A&amp;M University - San Antonio's FTEs were reported as part of Texas A&amp;M University - Kingsville's FTEs prior to fiscal year 2012.</p> <p><sup>e</sup> The University of North Texas at Dallas's FTEs were reported as part of the University of North Texas System Administration's FTEs prior to fiscal year 2011.</p> <p><sup>f</sup> The 10-year change in the number of FTEs includes 3.0 FTEs from fiscal year 2004 at the Food and Fibers Commission not shown in the table. That agency was abolished effective January 1, 2006.</p>							

Source: FTE System, State Auditor's Office.

**Twenty State Agencies and Higher Education Institutions with the Highest Annual Average FTEs**

Table 5 lists the 20 state agencies and higher education institutions with the highest annual average FTEs in fiscal year 2013. Those agencies and higher education institutions employed 218,853.3 FTEs (70.9 percent of the State’s workforce). During fiscal year 2013, the Department of Criminal Justice comprised 12.2 percent (37,827.7 FTEs) of the State’s workforce. Fifty-two percent (160,499.6 FTEs) of state employees worked for health and human services agencies or within higher education institutions (including medical institutions) listed in Table 5.

Table 5

Twenty State Agencies and Higher Education Institutions With the Highest Annual Average FTEs Fiscal Year 2013			
Rank	State Agency or Higher Education Institution	Average Annual FTEs	Percentage of State Workforce
1	Department of Criminal Justice	37,827.7	12.2%
2	The University of Texas M.D. Anderson Cancer Center	19,094.3	6.2%
3	The University of Texas at Austin	16,108.0	5.2%
4	Department of Aging and Disability Services	16,106.0	5.2%
5	Health and Human Services Commission	12,015.3	3.9%
6	Department of State Health Services	11,925.9	3.9%
7	Department of Transportation	11,722.7	3.8%
8	The University of Texas Southwestern Medical Center	11,642.6	3.8%
9	The University of Texas Medical Branch at Galveston	10,933.8	3.5%
10	Department of Family and Protective Services	10,658.9	3.5%
11	Texas A&M University	9,617.3	3.1%
12	Department of Public Safety	8,803.3	2.9%
13	University of Houston	6,306.8	2.0%
14	Texas Tech University	6,150.7	2.0%
15	The University of Texas Health Science Center at Houston	5,605.7	1.8%
16	The University of Texas Health Science Center at San Antonio	5,538.1	1.8%
17	Texas Tech University Health Sciences Center	5,361.3	1.7%
18	University of North Texas	5,029.1	1.6%
19	The University of Texas at San Antonio	4,239.3	1.4%
20	Texas State University	4,166.5	1.3%
<b>Total</b>		<b>218,853.3</b>	<b>70.9%<sup>a</sup></b>
<sup>a</sup> Percent is not a precise calculation due to rounding.			

Source: FTE System, State Auditor’s Office.

As shown in Table 6, the 21 state agencies with the highest annual average FTEs in fiscal year 2013 comprised 44.0 percent (135,752.8 FTEs) of the State's workforce. The Department of Criminal Justice represented 12.2 percent of the State's workforce and was the largest state agency in terms of FTEs. The top 21 agencies included all 5 agencies in Article II of the General Appropriations Act (the Department of Aging and Disability Services, the Health and Human Services Commission, the Department of State Health Services, the Department of Family and Protective Services, and the Department of Assistive and Rehabilitative Services). Those five agencies comprised 17.4 percent of the State's workforce.

Table 6

Twenty-one State Agencies With the Highest Annual Average FTEs Fiscal Year 2013			
Rank	State Agency	Average Annual FTEs	Percent of State Workforce
1	Department of Criminal Justice	37,827.7	12.2%
2	Department of Aging and Disability Services	16,106.0	5.2%
3	Health and Human Services Commission	12,015.3	3.9%
4	Department of State Health Services	11,925.9	3.9%
5	Department of Transportation	11,722.7	3.8%
6	Department of Family and Protective Services	10,658.9	3.5%
7	Department of Public Safety	8,803.3	2.9%
8	Office of the Attorney General	4,054.8	1.3%
9	Texas Workforce Commission	3,358.7	1.1%
10	Department of Assistive and Rehabilitative Services	2,985.0	1.0%
11	Parks and Wildlife Department	2,938.4	1.0%
12	Texas Juvenile Justice Department	2,707.6	0.9%
13	Commission on Environmental Quality	2,613.7	0.8%
14	Office of the Comptroller of Public Accounts	2,587.1	0.8%
15	Department of Insurance	1,399.7	0.5%
16	Texas Education Agency	752.1	0.2%
17	Department of Motor Vehicles	733.6	0.2%
18	Railroad Commission	708.7	0.2%
19	Texas Military Department	633.2	0.2%
20 <sup>a</sup>	District Courts (Comptroller's Judiciary Section)	610.2	0.2%
20 <sup>a</sup>	General Land Office	610.2	0.2%
<b>Total</b>		<b>135,752.8</b>	<b>44.0%</b>
<sup>a</sup> Two agencies had the same average FTEs for fiscal year 2013.			

Source: FTE System, State Auditor's Office.

As shown in Table 7, the 20 higher education institutions with the highest annual average FTEs in fiscal year 2013 comprised 41.5 percent of the State's workforce. The University of Texas M.D. Anderson Cancer Center comprised 6.2 percent of the State's workforce and was the State's largest higher education institution in terms of FTEs. The top 20 higher education institutions included seven medical institutions with 59,793.9 FTEs.

Table 7

Twenty Higher Education Institutions With the Highest Annual Average FTEs Fiscal Year 2013			
Rank	Higher Education Institution	Average Annual FTEs	Percent of State Workforce
1	The University of Texas M.D. Anderson Cancer Center	19,094.3	6.2%
2	The University of Texas at Austin	16,108.0	5.2%
3	The University of Texas Southwestern Medical Center	11,642.6	3.8%
4	The University of Texas Medical Branch at Galveston	10,933.8	3.5%
5	Texas A&M University	9,617.3	3.1%
6	University of Houston	6,306.8	2.0%
7	Texas Tech University	6,150.7	2.0%
8	The University of Texas Health Science Center at Houston	5,605.7	1.8%
9	The University of Texas Health Science Center at San Antonio	5,538.1	1.8%
10	Texas Tech University Health Sciences Center	5,361.3	1.7%
11	University of North Texas	5,029.1	1.6%
12	The University of Texas at San Antonio	4,239.3	1.4%
13	Texas State University	4,166.5	1.3%
14	The University of Texas at Arlington	3,867.9	1.3%
15	The University of Texas at Dallas	3,439.0	1.1%
16	The University of Texas at El Paso	3,220.7	1.0%
17	The University of Texas - Pan American	2,360.5	0.8%
18	Sam Houston State University	2,228.3	0.7%
19	Texas Woman's University	1,720.4	0.6%
20	Texas A&M University System Health Science Center	1,618.1	0.5%
<b>Total</b>		<b>128,248.4</b>	<b>41.5%<sup>a</sup></b>
<sup>a</sup> Percent is not a precise calculation due to rounding.			

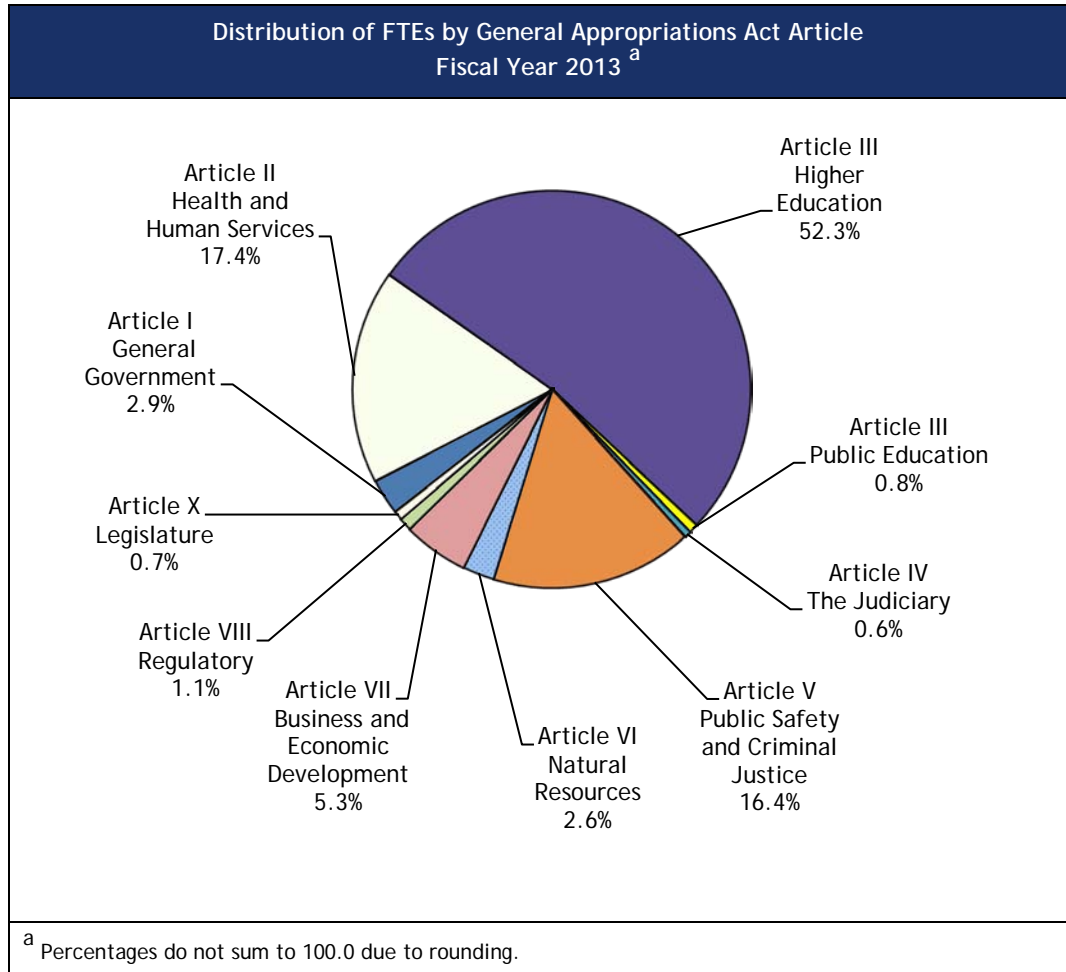
Source: FTE System, State Auditor's Office.



### Distribution of FTEs by General Appropriations Act Article in Fiscal Year 2013

During fiscal year 2013, higher education institutions employed 52.3 percent of the State’s workforce. Health and human services employees (Article II in the General Appropriations Act) represented 17.4 percent of the State’s workforce, and public safety and criminal justice employees (Article V in the General Appropriations Act) represented 16.4 percent of the State’s workforce. Figure 1 provides information on FTEs for all General Appropriations Act articles for fiscal year 2013.

Figure 1



Source: FTE System, State Auditor’s Office.

Table 8 shows the distribution of FTEs by General Appropriations Act article at state agencies.

Table 8

Distribution of FTEs by General Appropriations Act Article at State Agencies Fiscal Year 2013			
General Appropriations Act Article	Average Annual FTEs	Percentage of State Agency Workforce	Percentage of State Workforce
Article I - General Government	9,064.2	6.1%	2.9%
Article II - Health and Human Services	53,691.1	36.4%	17.4%
Article III - Public Education	2,360.2	1.6%	0.8%
Article IV - The Judiciary	1,701.2	1.2%	0.6%
Article V - Public Safety and Criminal Justice	50,619.8	34.3%	16.4%
Article VI - Natural Resources	7,929.8	5.4%	2.6%
Article VII - Business and Economic Development	16,419.9	11.1%	5.3%
Article VIII - Regulatory	3,375.1	2.3%	1.1%
Article X - Legislature	2,236.7	1.5%	0.7%
<b>All Articles</b>	<b>147,398.0</b>	<b>100.0%<sup>a</sup></b>	<b>47.7%<sup>a</sup></b>

<sup>a</sup> Percentages are not precise calculations due to rounding.

Source: FTE System, State Auditor's Office.

Table 9 shows the distribution of FTEs by university system.

Table 9

Distribution of Higher Education FTEs by University System Fiscal Year 2013			
University System	Average Annual FTEs	Percentage of Higher Education Workforce	Percentage of State Workforce
The University of Texas System	90,262.2	55.9%	29.2%
Texas A&M University System	26,724.2	16.6%	8.7%
Texas Tech University System	12,612.7	7.8%	4.1%
Texas State University System	8,860.4	5.5%	2.9%
University of Houston System	8,725.9	5.4%	2.8%
University of North Texas System	7,110.9	4.4%	2.3%
Independent Entities	5,434.5	3.4%	1.8%
Texas State Technical College System	1,671.1	1.0%	0.5%
<b>All University Systems</b>	<b>161,401.9</b>	<b>100.0%</b>	<b>52.3%</b>

Source: FTE System, State Auditor's Office.

Temporary and contract employees represented less than 1.0 percent of the State's FTEs.

Table 10 shows contract employees by General Appropriations Act article. On average during fiscal year 2013, 1,295.5 contract FTEs supplemented the State's workforce. Contract FTEs that state agencies and higher education institutions reported comprised 0.4 percent of the State's workforce.

Temporary and contract employees who worked more than half of the workdays in the previous 12 months count toward an agency's limitation on state employment levels. For reporting purposes, temporary or contract workers include individuals who are under contract to fill specific positions that are customarily filled by state employees. Outsourced functions and work performed by consultants are excluded from those requirements and, therefore, are excluded from the numbers in Table 10.

Table 10

Distribution of Contract FTEs by General Appropriations Act Article Fiscal Year 2013			
General Appropriations Act Article	Average Annual FTEs	Contract FTEs	Contractors as Percentage of State Workforce
Article I - General Government	9,064.2	106.5	0.0%
Article II - Health and Human Services	53,691.1	359.6	0.1%
Article III - Public Education	2,360.2	40.8	0.0%
Article III - Higher Education	161,401.9	485.2	0.2%
Article IV - The Judiciary	1,701.2	0.0	0.0%
Article V - Public Safety and Criminal Justice	50,619.8	124.4	0.0%
Article VI - Natural Resources	7,929.8	26.1	0.0%
Article VII - Business and Economic Development	16,419.9	148.4	0.0%
Article VIII - Regulatory	3,375.1	4.5	0.0%
Article X - Legislature	2,236.7	0.0	0.0%
<b>Totals</b>	<b>308,799.9</b>	<b>1,295.5</b>	<b>0.4%<sup>a</sup></b>
<sup>a</sup> Percent is not a precise calculation due to rounding.			

Source: FTE System, State Auditor's Office.

## Legislatively Mandated Limitations on State Employment Levels

In the General Appropriations Act, the Legislature establishes state employment level limitations on FTEs. Those limitations have increased 3.5 percent compared to 10 years ago in fiscal year 2004. Compared with fiscal year 2012, state employment limitations in fiscal year 2013 decreased by 119 FTEs (a decrease of 0.1 percent).<sup>3</sup>

During fiscal year 2013, 3 state agencies and 19 higher education institutions exceeded their limitations on state employment levels. Of those that exceeded their limitations, state agencies exceeded their limitations by an average of 4.9 percent, and higher education institutions exceeded their limitations by an average of 21.4 percent. Detailed information and agencies' and higher education institutions' reasons for exceeding their limitations on state employment levels are presented in Appendices 2 and 3.

Legislative agencies, courts, and several other state agencies are not subject to state employment level limitations, but they are still required to report their FTE numbers. For agencies with limitations on state employment levels, only contract FTEs and FTEs paid from appropriated funds count toward the limitations. Table 11 shows the differences between the number of FTEs subject to limitations on state employment levels at agencies and higher education institutions and those entities' limitations, grouped by General Appropriations Act article.

Table 11

Comparison of Agencies' and Higher Education Institutions' FTEs With Their State Employment Limitations Fiscal Year 2013				
General Appropriations Act Article	Average Annual FTEs	Fiscal Year 2013 Average State Employment Limitation	Annual Average FTEs Subject to State Employment Limitation	Percent of FTEs Subject to State Employment Limitation
Article I - General Government	9,064.2	9,344.3	8,685.4	95.8%
Article II - Health and Human Services	53,691.1	56,849.8	53,691.1	100.0%
Article III - Public Education	2,360.2	2,426.7	2,305.3	97.7%
Article III - Higher Education	161,401.9	82,838.7	76,991.8	47.7%
Article IV - The Judiciary	1,701.2	857.1	839.3	49.3%
Article V - Public Safety and Criminal Justice	50,619.8	53,692.5	50,603.8	99.9%
Article VI - Natural Resources	7,929.8	8,615.3	7,899.1	99.6%
Article VII - Business and Economic Development	16,419.9	16,808.8	16,148.5	98.3%
Article VIII - Regulatory	3,375.1	3,208.0	2,746.4	81.4%
Article X - Legislature	2,236.7	Not Applicable	Not Applicable	Not Applicable
Statewide (Excluding Higher Education)	147,398.0	151,802.5	142,918.9	97.0%
Statewide (Including Higher Education)	308,799.9	234,641.2	219,910.7	71.2%

Source: FTE System, State Auditor's Office.

<sup>3</sup> That includes adjustments to state employment level limitations provided by the Legislative Budget Board for fiscal year 2013.

## Management-to-staff Ratios

Management-to-staff ratios are used to determine an organization’s “span of control” or the number of employees who report directly to a single manager or supervisor. A correlation generally exists between the span of control and the number of levels within an organization. Texas state agencies and higher education institutions have statutory guidelines for management-to-staff ratios. Agencies in the executive branch of state government, including higher education institutions, with more than 100 FTEs are statutorily required to comply with a management-to-staff ratio of 1 manager or supervisor for no fewer than 11 FTEs.<sup>4</sup>

Statewide, the average management-to-staff ratio, calculated using FTEs, for fiscal year 2013 was 1:11.2 (1 manager or supervisor per 11.2 supervised staff employees).

Figure 2 shows the five-year trend in the average annual management-to-staff ratio calculated using FTEs for fiscal year 2009 through fiscal year 2013.

Figure 2



Source: FTE System, State Auditor’s Office.

<sup>4</sup> Texas Government Code, Section 651.004 (c).

## Administrators, Faculty, and Other Staff at Higher Education Institutions

### Employee Categories

**Administrators** - Includes chancellor, vice chancellor, associate chancellor, assistant chancellor, president, vice president, associate vice president, assistant vice president, dean, associate dean, assistant dean, and any other administrative position having similar responsibilities to those positions.

**Faculty** - Includes positions with the purpose of conducting instruction, research, or public service as a principal activity. Individuals appointed to those positions may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Adjunct faculty are included in this category. Faculty does not include graduate, instruction, or research assistants.

**Other Staff** - Includes graduate and student assistants and all other positions not reported as administrators or faculty.

Higher education institutions self-report the number of FTEs in administrator, faculty, and other staff positions. During fiscal year 2013, higher education institutions reported an average of 2,680.2 FTEs in the administrator category; 30,955.8 FTEs in the faculty category; and 127,762.4 FTEs in the other staff category. Table 12 provides a summary of the data reported for each quarter of fiscal year 2013.

Table 12

Higher Education Institutions FTEs Reported for Each Quarter of Fiscal Year 2013					
Time Period	Administrators	Faculty	Other Staff	Unreconciled Number <sup>a</sup>	Totals
Quarter 1	2,566.7	33,095.0	131,446.5	2.6	167,110.8
Quarter 2	3,068.5	34,172.2	127,396.4	(6.5)	164,630.6
Quarter 3	2,531.5	34,812.0	128,203.5	(1.3)	165,545.7
Quarter 4	2,552.1	21,741.0	123,999.2	18.7	148,311.0
Annual Average <sup>b</sup>	2,680.2	30,955.8	127,762.4	3.5	161,401.9
<sup>a</sup> Unreconciled numbers are attributed either to rounding or to cases in which higher education institutions did not reconcile differences prior to the reporting date. <sup>b</sup> Annual averages are not precise calculations due to rounding.					

Source: FTE System, State Auditor's Office.

# Appendices

Appendix 1

## **Objective, Scope, and Methodology**

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### **Objective**

The objective of this report was to provide the Legislature and the public with information and historical trend data related to full-time equivalent (FTE) employees who perform services for state government. This report covers both state agencies and higher education institutions. It contains information on FTE levels, state employment limitations, the number of contractors, and management-to-staff ratios.

This report was prepared in accordance with Texas Government Code, Sections 2052.103 and 2052.104.

### **Scope**

The scope of this project included unaudited fiscal year 2013 information on FTEs that agencies and higher education institutions submitted each quarter to the State Auditor's Office in accordance with Texas Government Code, Section 2052.103.

### **Methodology**

The report compares data from fiscal year 2013 with data that agencies and higher education institutions previously submitted to the State Auditor's Office's FTE System. This project was not an audit, and the information in this report was not subjected to all the tests and confirmations that would be performed in an audit.

The following members of the State Auditor's staff completed this project:

- Juan R. Sanchez, MPA, CIA, CGAP (Project Manager)
- Sharon K. Schneider, CCP, PHR (Assistant Project Manager)
- Judy Millar, CCP
- Charles P. Dunlap, Jr., CPA (Quality Control Reviewer)
- John Young, MPA (Audit Manager)

## State Agencies That Exceeded Their Legislatively Mandated Limitations on State Employment Levels and Their Self-reported Explanations

During fiscal year 2013, one state agency exceeded its legislatively mandated annual limitation on state employment level and two state agencies exceeded their legislatively mandated quarterly limitations on state employment levels.<sup>5</sup>

The numbers in Table 13 represent the total number of full-time equivalent (FTEs) employees (subject to the limitations on state employment levels) paid from appropriated funds plus contractor FTEs (see page 15 for additional information on contract workers). The agencies' explanations for exceeding their limitations are listed in Table 13.

Table 13

State Agencies That Exceeded Their FTE Limitations on State Employment Levels Fiscal Year 2013					
Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitations)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<b>Exceeded Annual Limitation</b>					
771 - School for the Blind and Visually Impaired	372.8	377.2	4.4	1.2%	<i>Article IX, Section 6.10 (d) provides that the FTE limitation shall be an average of the four reports filed for the fiscal year. The average of the 4 quarters was 377.2 as compared to the FTE limit of 372.8. Hours worked include hours worked by substitute instructors. The 83rd Legislature recognized the duplicate counting of hours associated with substitutes and provided Legislative authority to exclude the hours of substitute instructors beginning in FY 2014.</i>
<b>Exceeded Quarterly Limitation in 1st Quarter</b>					
403 - Veterans Commission	329.7	355.7	26.0	7.9%	<i>The Governors initiative to reduce the Department of Veterans Affairs Claims backlog authorized the Texas Veterans Commission to hire 34 FTEs to address the federal backlog and improve process time for Texas Veterans with claims against the Department of Veterans Affairs.</i>

<sup>5</sup> Some agencies have annual limitations while other agencies have quarterly limitations.



State Agencies That Exceeded Their FTE Limitations on State Employment Levels Fiscal Year 2013					
Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitations)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
<b>Exceeded Quarterly Limitation in 2nd Quarter</b>					
403 - Veterans Commission	329.7	357.8	28.1	8.5%	<i>The Governors initiative to reduce the Department of Veterans Affairs Claims backlog authorized the Texas Veterans Commission to hire 34 FTEs to address the federal backlog and improve process time for Texas Veterans with claims against the Department of Veterans Affairs.</i>
578 - Veterinary Medical Examiners	16.0	16.2	0.2	1.3%	<i>Due to hours worked over the base 512 hours for this reporting period, it appears that we have exceeded our FTE Limitation when in reality we have not.</i>
<b>Exceeded Quarterly Limitation in 3rd Quarter</b>					
403 - Veterans Commission	329.7	363.0	33.3	10.1%	<i>FTE Cap is exceeded due to the additional hiring of Claims Counselors for the Governor's Initiative to reduce the Department of Veterans Affairs (VA) backlog for claims filed against VA by Texas Veterans.</i>
<b>Exceeded Quarterly Limitation in 4th Quarter</b>					
578 - Veterinary Medical Examiners	16.0	16.1	0.1	0.6%	<i>The .1 over our limitation is due to hours worked over the typical hours per month.</i>

Source: FTE System, State Auditor's Office.

## Higher Education Institutions That Exceeded Their Legislatively Mandated Limitations on State Employment Levels and Their Self-reported Explanations

During fiscal year 2013, 19 higher education institutions exceeded their legislatively mandated annual limitations on state employment levels.

The numbers in Table 14 represent the annual average full-time equivalent (FTE) employees (subject to the annual limitations on state employment levels) paid from appropriated funds plus contractor FTEs for fiscal year 2013 (see page 15 for additional information on contract workers). The higher education institutions' explanations for exceeding their limitations are listed in Table 14.

Table 14

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels					
Fiscal Year 2013					
Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitations)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Institution)
506 - The University of Texas M.D. Anderson Cancer Center	12,565.1	13,904.9	1,339.8	10.7%	<i>The increase in FTE above the Cap is required to support the continuing growth in patient care, research and support services at M. D. Anderson Cancer Center (MDACC). These additional employees will allow MDACC to continue to provide the institution's standard of care and service to the increasing number of cancer patients. The source of funds for the salaries and benefits of the additional FTEs is Health-related Patient Income.</i>
557 - Texas A&M Veterinary Medical Diagnostic Laboratory	155.0	158.4	3.4	2.2%	<i>TVMDL exceeded its FTE cap of 155 by 3.52 FTE's for the year. TVMDL saw an increase in technical/staff positions in quarters 3 and 4 due to expanding its quality program and working towards International Standard Organization (ISO) 17025 accreditation.</i>
709 - Texas A&M University System Health Science Center	1,090.6	1,092.9	2.3	0.2%	<i>The State of Texas has approved and funded a major class size expansion in the Health Science Center's College of Medicine, approved the creation of a new College of Nursing and created and funded a new College of Pharmacy. Exceeding the FTE Cap is a direct result of faculty and staff hired in support of these endeavors.</i>
712 - Texas A&M Engineering Experiment Station	840.7	867.9	27.2	3.2%	<i>Sponsored research contracts have continued to be successful during FY13.</i>
720 - The University of Texas System Administration	229.0	255.1	26.1	11.4%	<i>FTE cap exceeded primarily due to making strategic investments in additional staff throughout the organization. Key areas include Systemwide information security, the UTShare information system and the related Shared Business Operations, and the expansion of technology efforts</i>
724 - The University of Texas at El Paso	1,826.9	1,841.5	14.6	0.8%	<i>The increased number of FTEs in FY 2012-13 was the result of additional strategic faculty hires to support the increase in research initiatives with the continued commitment to attain Tier 1 status.</i>

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels  
Fiscal Year 2013

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitations)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Institution)
734 - Lamar University	913.4	928.2	14.8	1.6%	<i>Increase is the result of new enrollment management. We've added Undergraduate Advisement Center and a new Strategic Enrollment Management initiative in an effort to provide greater opportunities for students as we grow. We've also expanded online education.</i>
743 - The University of Texas at San Antonio	2,321.9	2,413.4	91.5	3.9%	<i>Although UTSA's enrollment continues to stabilize, this reflects the optimal number of faculty and staff to support a more traditional student population and improve the faculty / staff ratio consistent with aspirant peers.</i>
747 - The University of Texas at Brownsville	591.2	727.8	136.6	23.1%	<i>It is necessary to exceed the authorized limits for FTE's which are associated and paid with the Texas Southmost College contract in accordance with the partnership agreement between the University of Texas at Brownsville and Texas Southmost College. FTE's for this function include faculty, professional, and classified staff and departments providing lower-level instruction.</i>
749 - Texas A&M University - San Antonio	220.0	223.0	3.0	1.4%	<i>Texas A&amp;M University-San Antonio has experienced unprecedented growth during the past 4 years. This has created a need to hire more faculty to assist with the increased course offerings and administrative positions to serve the growing student population created by the increased enrollment.</i>
750 - The University of Texas at Tyler	474.0	492.8	18.8	4.0%	<i>Additional headcount needed in regard to PeopleSoft project. New "go live" date has been scheduled for 3/1/13.</i>
758 - Texas State University System Administration	12.0	12.4	0.4	3.3%	<i>Additional legal support for components.</i>
764 - Texas A&M University - Texarkana	151.2	163.3	12.1	8.0%	<i>Exceeding the FTE limitation is due to normal hiring processes. Texas A&amp;M University-Texarkana and the Texas A&amp;M University Board of Regents submitted a Request to Exceed Limitations on State Employment Levels for FY 2013.</i>
765 - University of Houston - Victoria	281.0	293.1	12.1	4.3%	<i>A greater number of faculty and staff than anticipated are required to accommodate the rapid growth and expansion of UHV during the continued transition to a four-year institution.</i>
769 - University of North Texas System Administration	77.0	277.0	200.0	259.7%	<i>The University of North Texas System Administration is consolidating and centralizing many shared services from the campuses into the system administration to achieve a more efficient and cost effective business model. Increases in UNT System Administration employees are generally offset by reductions in agencies 752, 763 and 769.</i>
770 - Texas A&M University - Central Texas	123.8	131.7	7.9	6.4%	<i>We are still a fairly new campus. As enrollment fluctuates, so does the faculty and staff.</i>
773 - University of North Texas at Dallas	110.5	145.7	35.2	31.9%	<i>Newly accredited, UNT Dallas employs faculty and staff based on best faith efforts to achieve optimal levels of support for our current enrollment.</i>

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels  
Fiscal Year 2013

Higher Education Institution Number and Name	Annual FTE Limitation	FTEs Reported (Subject to the Annual Limitations)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Institution)
785 - The University of Texas Health Science Center at Tyler	619.2	794.2	175.0	28.3%	<i>To provide for The University of Texas Health Science Center at Tyler's (THC's) new Degree Granting program and to increase the capacity to deliver educational services to a growing student population. To provide for THC's 1115 Waiver Hub related activities for Region 1. To provide for THC's standard of care and growth in THC's primary care areas and to increase the capacity to deliver pulmonary and primary care services to an increasing patient population. To provide for THC to bring physical plant operations back in-house and off of contract, in order to realize cost savings to the institution and provide for appropriate care and maintenance of the campus's grounds and growing facilities. To provide THC's new Medical Oncology program's standard of care and service to the growing number of patients and to increase the capacity to deliver cancer care.</i>
925 - Texas State Technical College - Waco	551.2	561.7	10.5	1.9%	<i>The TSTC organization transfers both funds and FTE resulting in adjustments to the individual component's FTE caps. These transfers are approved by the Board of Regents.</i>

Source: FTE System, State Auditor's Office.

## ***Excerpt from the General Appropriations Act Regarding Limitations on State Employment Levels for Fiscal Year 2013***

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### **New Reporting Requirements for Exceeding the FTE Limitations**

The 83rd Legislature established new reporting requirements for state agencies and higher education institutions that exceed the FTE limitations established by the General Appropriations Act.

Agencies and higher education institutions should refer to the General Appropriations Act (83rd Legislature), Article IX, Section 6.10, pages IX-28 through IX-30, for additional FTE reporting requirements on exceeding the FTE limitations established by the General Appropriations Act.

Legislatively mandated limitations on state employment levels for fiscal year 2013 were established in Section 6.10, pages IX-29 through IX-30, the General Appropriations Act (82nd Legislature), which is presented below.

### **Sec. 6.10. Limitation on State Employment Levels.**

(a) Without the written approval of the Governor and the Legislative Budget Board, a state agency or institution of higher education may not use funds appropriated by this Act to pay all or part of the salaries or benefits of a number of employees which would cause the number of full-time

equivalent employees (FTEs) paid from funds appropriated by this Act by the state agency or institution of higher education for a fiscal quarter to exceed the figure indicated by this Act for that state agency or institution.

(b) A request by a state agency or institution of higher education to exceed or reduce the FTE limitations established by this section must be submitted by the governing board of the state agency or institution of higher education and must include at a minimum:

- (1) the date on which the board approved the request;
- (2) a statement justifying the need to exceed or reduce the limitation;
- (3) the source of funds to be used to pay any additional salaries; and
- (4) an explanation as to why the functions of any proposed additional FTEs cannot be performed within current staffing levels.

(c) For the purpose of Subsection (a), the number of FTEs employed by a state agency (not including an institution of higher education or an affiliated entity, the State Preservation Board, Parks and Wildlife Department, Texas School for the Blind and Visually Impaired, Texas School for the Deaf, and Texas Commission on Environmental Quality) for a fiscal quarter:

- (1) shall be determined in accordance with the report filed pursuant to § 2052.103, Government Code;
- (2) shall include only employees paid with funds appropriated through this Act;
- (3) shall not include overtime hours; and

(4) shall include a position filled by temporary or contract workers for more than half of the work days of the year preceding the final day of the reporting period. Temporary or contract workers shall include workers employed under contract to fill specific positions customarily filled by state employees. The State Auditor is authorized to provide interpretations of this provision.

(d) For the purpose of Subsection (a), the number of FTEs employed by the State Preservation Board, Texas Commission on Environmental Quality, the Parks and Wildlife Department, the Texas School for the Blind and Visually Impaired, the Texas School for the Deaf, or an institution of higher education or an affiliated entity, for a fiscal year:

(1) shall be determined in accordance with the reports filed pursuant to § 2052.103, Government Code;

(2) shall be an average of the four reports filed for that fiscal year;

(3) shall include only employees paid with funds appropriated through this Act;

(4) shall not include overtime hours; and

(5) shall include a position filled by temporary or contract workers for more than half of the work days of the year preceding the final day of the reporting period. Temporary or contract workers shall include workers employed under contract to fill specific positions customarily filled by state employees. The State Auditor is authorized to provide interpretations of this provision.

(e) This section shall not apply to appropriations made by this Act to the:

(1) Office of the Governor; or

(2) Comptroller when that agency has determined by a cost/benefit analysis that an outsourcing or contracting arrangement provides savings to this State.

(f) The limitations on FTEs under this section do not apply to a state agency or institution in instances of employment, including employment of temporary or contract workers, directly associated with events declared disasters by the Governor. Each state agency or institution shall annually notify the State Auditor, Comptroller, Legislative Budget Board, and Governor of FTEs exempted under this section.

(g) (1) The limitations on FTEs under this section do not apply to a state agency or institution in an instance of employment, including employment of a temporary or contract worker, if the FTEs associated with that project are not included in the number of FTEs allowed in the agency's bill pattern and the employees are associated with:

(A) implementation of a new, unanticipated project that is 100 percent federally funded; or

(B) the unanticipated expansion of an existing project that is 100 percent federally funded.

(2) With regard to the exemption from the FTE limitations provided by this Subsection (g), a state agency or institution is exempt from the FTE limitations only for the duration of the federal funding for the employment related to the project and all salaries, benefits, and other expenses incurred related to employment must be paid from federal funds.

(3) This Subsection (g) does not exempt any employees associated with existing projects that are 100 percent federally funded and included in the number of FTEs allowed in the agency's bill pattern.

(4) Each state agency or institution shall notify the State Auditor, Comptroller, Legislative Budget Board, and Governor of FTEs exempted under this Subsection (g).

(h) If a program is transferred from a state agency or institution of higher education, then at any time during the biennium, the Legislative Budget Board and the Governor may agree to reduce the number of FTEs paid from funds appropriated by this Act by the state agency or institution of higher education for one or more fiscal quarters to a figure below that indicated by this Act for that agency or institution.

## Changes in Annual FTE Levels by General Appropriations Act Article and Agency

Table 15 shows the one-year, five-year, and ten-year changes in annual full-time equivalent (FTE) levels by General Appropriations Act Article and agency.

Table 15

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>Article I - General Government</b>							
Bond Review Board	6.9	(0.3)	(4.2%)	(2.6)	(27.4%)	(1.1)	(13.8%)
Cancer Council <sup>a</sup>	-	-	-	-	-	(5.6)	(100.0%)
Cancer Prevention and Research Institute of Texas <sup>a</sup>	21.8	(0.3)	(1.4%)	14.3	190.7%	21.8	100.0%
Commission on State Emergency Communications	22.1	(0.7)	(3.1%)	(1.4)	(6.0%)	(2.2)	(9.1%)
Commission on the Arts	12.0	0.0	0.0%	(4.7)	(28.1%)	(6.7)	(35.8%)
Comptroller of Public Accounts	2,587.1	(112.9)	(4.2%)	(177.0)	(6.4%)	(131.0)	(4.8%)
Comptroller of Public Accounts - Fiscal Programs	16.2	(3.2)	(16.5%)	(3.9)	(19.4%)	(3.1)	(16.1%)
Department of Information Resources	182.4	(3.2)	(1.7%)	(43.3)	(19.2%)	(0.5)	(0.3%)
Employees Retirement System	316.8	3.1	1.0%	10.9	3.6%	29.7	10.3%
Ethics Commission	32.1	(0.5)	(1.5%)	(2.8)	(8.0%)	(0.5)	(1.5%)
Fire Fighters' Pension Commissioner	7.5	(0.9)	(10.7%)	0.3	4.2%	0.1	1.4%
Historical Commission	170.7	(1.3)	(0.8%)	(34.8)	(16.9%)	75.0	78.4%
Library and Archives Commission	146.1	(5.1)	(3.4%)	(26.3)	(15.3%)	(38.1)	(20.7%)
Office of State-Federal Relations <sup>b</sup>	-	-	-	(5.7)	(100.0%)	(6.7)	(100.0%)



**Changes in Annual FTE Levels by General Appropriations Act Article and Agency**

Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Office of the Attorney General	4,054.8	16.9	0.4%	(64.8)	(1.6%)	215.4	5.6%
Office of the Governor <sup>b d</sup>	111.8	2.4	2.2%	(149.6)	(57.2%)	(130.7)	(53.9%)
Pension Review Board	11.1	(0.5)	(4.3%)	(1.0)	(8.3%)	6.1	122.0%
Preservation Board	180.0	2.1	1.2%	(3.7)	(2.0%)	(9.4)	(5.0%)
Public Finance Authority	10.5	(0.9)	(7.9%)	(2.7)	(20.5%)	(3.4)	(24.5%)
Secretary of State	190.6	1.5	0.8%	(39.9)	(17.3%)	(35.4)	(15.7%)
State Office of Risk Management	115.1	0.8	0.7%	(1.7)	(1.5%)	0.0	0.0%
Texas Facilities Commission	365.8	8.6	2.4%	(100.2)	(21.5%)	(230.9)	(38.7%)
Texas Incentive and Productivity Commission <sup>c</sup>	-	-	-	-	-	(2.9)	(100.0%)
Trusted Programs Within the Office of the Governor <sup>d</sup>	142.8	(4.5)	(3.1%)	142.8	100.0%	142.8	100.0%
Veterans Commission	360.0	32.2	9.8%	46.5	14.8%	273.4	315.7%
<b>Subtotals for Article I</b>	<b>9,064.2</b>	<b>(66.7)</b>	<b>(0.7%)</b>	<b>(451.3)</b>	<b>(4.7%)</b>	<b>156.1</b>	<b>1.8%</b>
<b>Article II - Health and Human Services</b>							
Commission for the Blind <sup>e</sup>	-	-	-	-	-	(592.1)	(100.0%)
Commission for the Deaf and Hard of Hearing <sup>e</sup>	-	-	-	-	-	(16.2)	(100.0%)
Commission on Alcohol and Drug Abuse <sup>e</sup>	-	-	-	-	-	(135.2)	(100.0%)
Department of Aging and Disability Services <sup>f</sup>	16,106.0	(330.9)	(2.0%)	670.7	4.3%	16,106.0	100.0%
Department of Assistive and Rehabilitative Services <sup>f</sup>	2,985.0	(106.7)	(3.5%)	(173.3)	(5.5%)	2,985.0	100.0%
Department of Family and Protective Services	10,658.9	161.3	1.5%	(431.3)	(3.9%)	4,187.1	64.7%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Department of Health <sup>e</sup>	-	-	-	-	-	(4,115.4)	(100.0%)
Department of Human Services <sup>e</sup>	-	-	-	-	-	(11,390.8)	(100.0%)
Department of Mental Health and Mental Retardation <sup>e</sup>	-	-	-	-	-	(18,856.7)	(100.0%)
Department of State Health Services <sup>f</sup>	11,925.9	13.0	0.1%	(27.0)	(0.2%)	11,925.9	100.0%
Department on Aging <sup>e</sup>	-	-	-	-	-	(29.3)	(100.0%)
Health and Human Services Commission <sup>g</sup>	12,015.3	(6.5)	(0.1%)	874.7	7.9%	10,278.3	591.7%
Interagency Council on Early Childhood Intervention <sup>e</sup>	-	-	-	-	-	(47.7)	(100.0%)
Rehabilitation Commission <sup>e</sup>	-	-	-	-	-	(2,390.5)	(100.0%)
<b>Subtotals for Article II</b>	<b>53,691.1</b>	<b>(269.8)</b>	<b>(0.5%)</b>	<b>913.8</b>	<b>1.7%</b>	<b>7,908.4</b>	<b>17.3%</b>
<b>Article III - Education</b>							
Higher Education Coordinating Board	240.6	(6.4)	(2.6%)	(40.5)	(14.4%)	(46.1)	(16.1%)
School for the Blind and Visually Impaired	377.2	9.5	2.6%	8.7	2.4%	52.8	16.3%
School for the Deaf	457.7	5.7	1.3%	5.0	1.1%	33.8	8.0%
State Board for Educator Certification <sup>h</sup>	-	-	-	-	-	(56.8)	(100.0%)
Teacher Retirement System	532.6	18.0	3.5%	56.3	11.8%	92.2	20.9%
Texas Education Agency <sup>h</sup>	752.1	26.2	3.6%	(293.0)	(28.0%)	170.0	29.2%
<b>Subtotals for Article III</b>	<b>2,360.2</b>	<b>53.0</b>	<b>2.3%</b>	<b>(263.5)</b>	<b>(10.0%)</b>	<b>245.9</b>	<b>11.6%</b>
<b>Article IV - Judiciary</b>							
Board of Law Examiners	20.8	0.5	2.5%	(0.2)	(1.0%)	0.9	4.5%
Comptroller's Department Judiciary Section	610.2	1.5	0.2%	8.3	1.4%	37.5	6.5%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency

Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Court of Criminal Appeals	69.0	0.2	0.3%	0.0	0.0%	2.1	3.1%
Eighth Court of Appeals District, El Paso	16.5	0.2	1.2%	(0.5)	(2.9%)	(4.2)	(20.3%)
Eleventh Court of Appeals District, Eastland	18.5	1.5	8.8%	2.0	12.1%	1.9	11.4%
Fifth Court of Appeals District, Dallas	57.5	0.1	0.2%	2.1	3.8%	8.3	16.9%
First Court of Appeals District, Houston	42.2	(3.3)	(7.3%)	(4.6)	(9.8%)	1.2	2.9%
Fourteenth Court of Appeals District, Houston	41.3	(0.8)	(1.9%)	(4.1)	(9.0%)	0.0	0.0%
Fourth Court of Appeals District, San Antonio	34.5	1.9	5.8%	0.0	0.0%	0.8	2.4%
Ninth Court of Appeals District, Beaumont	20.0	(0.8)	(3.8%)	0.0	0.0%	3.1	18.3%
Office of Capital Writ <sup>i</sup>	9.0	0.2	2.3%	9.0	100.0%	9.0	100.0%
Office of Court Administration	199.9	1.2	0.6%	7.1	3.7%	30.3	17.9%
Office of the State Prosecuting Attorney	4.0	0.3	8.1%	(1.0)	(20.0%)	(0.6)	(13.0%)
Second Court of Appeals District, Fort Worth	37.7	0.5	1.3%	(1.4)	(3.6%)	(1.1)	(2.8%)
Seventh Court of Appeals District, Amarillo	20.6	0.6	3.0%	0.6	3.0%	0.2	1.0%
Sixth Court of Appeals District, Texarkana	15.6	0.1	0.6%	0.2	1.3%	(0.9)	(5.5%)
State Bar of Texas	292.1	2.8	1.0%	3.7	1.3%	5.9	2.1%
State Commission on Judicial Conduct	13.4	(0.1)	(0.7%)	0.1	0.8%	(2.5)	(15.7%)
State Law Library	9.8	0.5	5.4%	(1.2)	(10.9%)	(0.7)	(6.7%)
Supreme Court of Texas	73.1	(0.1)	(0.1%)	2.7	3.8%	10.0	15.8%
Tenth Court of Appeals District, Waco	15.7	0.0	0.0%	1.6	11.3%	3.2	25.6%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Third Court of Appeals District, Austin	32.3	(0.2)	(0.6%)	0.3	0.9%	1.9	6.3%
Thirteenth Court of Appeals District, Edinburg	32.5	0.7	2.2%	0.9	2.8%	0.4	1.2%
Twelfth Court of Appeals District, Tyler	15.0	0.4	2.7%	(0.1)	(0.7%)	0.1	0.7%
<b>Subtotals for Article IV</b>	<b>1,701.2</b>	<b>7.9</b>	<b>0.5%</b>	<b>25.5</b>	<b>1.5%</b>	<b>106.8</b>	<b>6.7%</b>
<b>Article V - Public Safety and Criminal Justice</b>							
Alcoholic Beverage Commission	570.2	1.5	0.3%	(70.2)	(11.0%)	49.0	9.4%
Commission on Fire Protection	28.4	(1.2)	(4.1%)	(2.4)	(7.8%)	(2.5)	(8.1%)
Commission on Jail Standards	12.5	(2.6)	(17.2%)	(3.9)	(23.8%)	(3.8)	(23.3%)
Department of Criminal Justice	37,827.7	(3.0)	0.0%	(1,302.1)	(3.3%)	(716.5)	(1.9%)
Department of Public Safety	8,803.3	410.3	4.9%	641.2	7.9%	1,175.5	15.4%
Juvenile Probation Commission <sup>j</sup>	-	-	-	(65.5)	(100.0%)	(58.5)	(100.0%)
Texas Commission on Law Enforcement	36.9	0.5	1.4%	(4.1)	(10.0%)	(6.4)	(14.8%)
Texas Juvenile Justice Department <sup>j</sup>	2,707.6	12.6	0.5%	2,707.6	100.0%	2,707.6	100.0%
Texas Military Department <sup>k l</sup>	633.2	22.7	3.7%	3.5	0.6%	111.6	21.4%
Texas Military Facilities Commission <sup>i</sup>	-	-	-	-	-	(35.3)	(100.0%)
Youth Commission <sup>j</sup>	-	-	-	(4,088.6)	(100.0%)	(4,594.8)	(100.0%)
<b>Subtotals for Article V</b>	<b>50,619.8</b>	<b>440.8</b>	<b>0.9%</b>	<b>(2,184.5)</b>	<b>(4.1%)</b>	<b>(1,374.1)</b>	<b>(2.6%)</b>
<b>Article VI - Natural Resources</b>							
Animal Health Commission	130.5	(5.7)	(4.2%)	(67.4)	(34.1%)	(54.4)	(29.4%)
Commission on Environmental Quality	2,613.7	(30.6)	(1.2%)	(302.0)	(10.4%)	(244.9)	(8.6%)

**Changes in Annual FTE Levels by General Appropriations Act Article and Agency**

Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Department of Agriculture <sup>o w</sup>	580.4	9.5	1.7%	(45.7)	(7.3%)	106.1	22.4%
General Land Office	610.2	23.4	4.0%	7.8	1.3%	37.4	6.5%
Parks and Wildlife Department	2,938.4	43.0	1.5%	(133.4)	(4.3%)	70.1	2.4%
Railroad Commission	708.7	48.5	7.3%	30.0	4.4%	3.3	0.5%
Soil and Water Conservation Board	67.9	(3.0)	(4.2%)	4.0	6.3%	16.2	31.3%
Texas River Compact Commissions <sup>m</sup>	-	-	-	-	-	(7.6)	(100.0%)
Water Development Board	280.0	(10.4)	(3.6%)	(47.3)	(14.5%)	16.7	6.3%
<b>Subtotals for Article VI</b>	<b>7,929.8</b>	<b>74.7</b>	<b>1.0%</b>	<b>(554.0)</b>	<b>(6.5%)</b>	<b>(57.1)</b>	<b>(0.7%)</b>
<b>Article VII - Business and Economic Development</b>							
Department of Housing and Community Affairs	304.6	(11.7)	(3.7%)	6.0	2.0%	27.0	9.7%
Department of Motor Vehicles <sup>n</sup>	733.6	60.7	9.0%	733.6	100.0%	733.6	100.0%
Department of Transportation <sup>n</sup>	11,722.7	(40.1)	(0.3%)	(1,534.2)	(11.6%)	(2,355.1)	(16.7%)
Texas Department of Rural Affairs <sup>o</sup>	-	-	-	(82.5)	(100.0%)	(62.7)	(100.0%)
Texas Lottery Commission	300.3	(5.2)	(1.7%)	(14.8)	(4.7%)	(10.3)	(3.3%)
Texas Workforce Commission	3,358.7	(115.3)	(3.3%)	570.1	20.4%	(52.6)	(1.5%)
<b>Subtotals for Article VII</b>	<b>16,419.9</b>	<b>(111.6)</b>	<b>(0.7%)</b>	<b>(321.8)</b>	<b>(1.9%)</b>	<b>(1,720.1)</b>	<b>(9.5%)</b>
<b>Article VIII - Regulatory</b>							
Board of Architectural Examiners <sup>p</sup>	20.6	(1.8)	(8.0%)	(3.7)	(15.2%)	0.0	0.0%
Board of Barber Examiners <sup>q</sup>	-	-	-	-	-	(12.4)	(100.0%)
Board of Chiropractic Examiners	10.6	1.2	12.8%	2.7	34.2%	4.6	76.7%
Board of Examiners of Psychologists	12.5	(0.3)	(2.3%)	0.1	0.8%	0.4	3.3%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency

Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Board of Pharmacy	74.6	2.9	4.0%	13.7	22.5%	30.4	68.8%
Board of Plumbing Examiners	26.2	2.8	12.0%	3.1	13.4%	4.2	19.1%
Board of Podiatric Medical Examiners	3.0	0.0	0.0%	(1.0)	(25.0%)	0.7	30.4%
Board of Professional Engineers <sup>p</sup>	29.9	0.7	2.4%	2.0	7.2%	2.5	9.1%
Board of Professional Geoscientists	8.0	0.7	9.6%	1.8	29.0%	3.0	60.0%
Board of Professional Land Surveying	4.5	(0.4)	(8.2%)	(0.5)	(10.0%)	0.0	0.0%
Board of Public Accountancy <sup>p</sup>	41.4	0.3	0.7%	(0.9)	(2.1%)	(0.8)	(1.9%)
Board of Tax Professional Examiners <sup>r</sup>	-	-	-	(3.6)	(100.0%)	(3.9)	(100.0%)
Board of Veterinary Medical Examiners	15.9	2.2	16.1%	3.4	27.2%	5.3	50.0%
Board of Vocational Nurse Examiners <sup>s</sup>	-	-	-	-	-	(15.7)	(100.0%)
Cosmetology Commission <sup>q</sup>	-	-	-	-	-	(39.4)	(100.0%)
Credit Union Department <sup>p</sup>	23.1	(0.3)	(1.3%)	1.6	7.4%	(0.4)	(1.7%)
Department of Banking <sup>p</sup>	183.0	3.1	1.7%	13.1	7.7%	30.5	20.0%
Department of Insurance	1,399.7	(46.3)	(3.2%)	(154.8)	(10.0%)	520.5	59.2%
Department of Licensing and Regulation <sup>t</sup>	357.4	(2.1)	(0.6%)	6.0	1.7%	190.5	114.1%
Department of Savings and Mortgage Lending <sup>p</sup>	60.2	(1.4)	(2.3%)	1.1	1.9%	13.1	27.8%
Executive Council of Physical and Occupational Therapy Examiners	18.0	0.1	0.6%	0.0	0.0%	0.1	0.6%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Funeral Service Commission	11.0	(0.1)	(0.9%)	0.1	0.9%	(0.2)	(1.8%)
Health Professions Council	5.0	0.1	2.0%	3.0	150.0%	2.9	138.1%
Office of Injured Employee Counsel <sup>u</sup>	157.0	1.8	1.2%	0.5	0.3%	157.0	100.0%
Office of Public Insurance Counsel	10.1	0.0	0.0%	(2.1)	(17.2%)	(4.9)	(32.7%)
Office of Public Utility Counsel	15.0	(0.3)	(2.0%)	(2.0)	(11.8%)	(3.4)	(18.5%)
Office of the Consumer Credit Commissioner <sup>p</sup>	73.7	5.5	8.1%	14.6	24.7%	24.2	48.9%
Optometry Board	6.6	0.1	1.5%	(0.2)	(2.9%)	0.5	8.2%
Public Utility Commission of Texas	162.5	(6.2)	(3.7%)	(17.8)	(9.9%)	(25.2)	(13.4%)
Racing Commission	48.0	1.4	3.0%	(17.6)	(26.8%)	(18.7)	(28.0%)
Real Estate Commission <sup>p</sup>	101.9	3.7	3.8%	(0.4)	(0.4%)	21.2	26.3%
Residential Construction Commission <sup>v</sup>	-	-	-	(75.3)	(100.0%)	(15.6)	(100.0%)
Securities Board	96.4	3.6	3.9%	7.6	8.6%	11.4	13.4%
State Office of Administrative Hearings	106.5	0.2	0.2%	(4.6)	(4.1%)	(3.2)	(2.9%)
Structural Pest Control Board <sup>w</sup>	-	-	-	-	-	(30.8)	(100.0%)
Texas Board of Nursing <sup>s</sup>	103.6	4.4	4.4%	21.4	26.0%	50.0	93.3%
Texas Medical Board	155.4	(0.7)	(0.4%)	22.0	16.5%	32.8	26.8%
Texas State Board of Dental Examiners	33.8	1.0	3.0%	1.5	4.6%	6.4	23.4%
Workers' Compensation Commission <sup>x</sup>	-	-	-	-	-	(951.3)	(100.0%)
<b>Subtotals for Article VIII</b>	<b>3,375.1</b>	<b>(24.1)</b>	<b>(0.7%)</b>	<b>(165.2)</b>	<b>(4.7%)</b>	<b>(13.7)</b>	<b>(0.4%)</b>

**Changes in Annual FTE Levels by General Appropriations Act Article and Agency**

Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>Article X - Legislature</b>							
Legislative Budget Board	150.8	(0.4)	(0.3%)	(2.3)	(1.5%)	19.6	14.9%
Legislative Council	440.3	(26.0)	(5.6%)	(45.0)	(9.3%)	34.0	8.4%
Legislative Reference Library	24.9	(0.2)	(0.8%)	(2.8)	(10.1%)	1.4	6.0%
State Auditor's Office	186.0	11.0	6.3%	(9.5)	(4.9%)	(34.7)	(15.7%)
Sunset Advisory Commission	27.4	(2.7)	(9.0%)	0.2	0.7%	0.0	0.0%
Texas House of Representatives	840.7	115.9	16.0%	(50.7)	(5.7%)	62.7	8.1%
Texas Senate	566.6	67.2	13.5%	(53.8)	(8.7%)	4.2	0.7%
<b>Subtotals for Article X</b>	<b>2,236.7</b>	<b>164.8</b>	<b>8.0%</b>	<b>(163.9)</b>	<b>(6.8%)</b>	<b>87.2</b>	<b>4.1%</b>
<b>Totals</b>	<b>147,398.0</b>	<b>269.0</b>	<b>0.2%</b>	<b>(3,164.9)</b>	<b>(2.1%)</b>	<b>5,339.4</b>	<b>3.8%</b>

<sup>a</sup> Duties of the Cancer Council were transferred to the Cancer Prevention and Research Institute of Texas, which began operation in 2009.

<sup>b</sup> Administration of the Office of State-Federal Relations was transferred to the Trusteed Programs Within the Office of the Governor in fiscal year 2010.

<sup>c</sup> The Texas Incentive and Productivity Commission ceased operations on August 31, 2004.

<sup>d</sup> Prior to fiscal year 2012, the Trusteed Programs Within the Office of the Governor reported its FTEs as part of the Governor's Office's FTEs.

<sup>e</sup> This agency was abolished effective September 1, 2004, by House Bill 2292 (78th Legislature, Regular Session).

<sup>f</sup> This agency was created by House Bill 2292 (78th Legislature, Regular Session), which reorganized and consolidated the health and human services agencies. This agency began reporting FTEs to the State Auditor's Office in fiscal year 2005.

<sup>g</sup> As a result of House Bill 2292 (78th Legislature, Regular Session), which reorganized and consolidated the health and human services agencies, positions were transferred to the Commission from the former Department of Human Services and Department of Mental Health and Mental Retardation, effective September 1, 2004.

<sup>h</sup> The State Board for Educator Certification was eliminated by Sunset Advisory Commission review, and its duties are now administered by the Texas Education Agency in accordance with House Bill 1116 (79th Legislature, Regular Session), effective September 1, 2005.

<sup>i</sup> The Office of Capital Writs was created by Senate Bill 1090 (81st Legislature, Regular Session). That agency was established on September 1, 2010.

<sup>j</sup> The Juvenile Probation Commission and Youth Commission were abolished by Senate Bill 653 (82nd Legislature, Regular Session), and their duties were transferred to the new Texas Juvenile Justice Department during fiscal year 2012.

<sup>k</sup> The Texas Military Department is the former Adjutant General's Department. The Adjutant General's Department was renamed the Texas Military Department effective September 1, 2013.



**Changes in Annual FTE Levels by General Appropriations Act Article and Agency**

Agency	Fiscal Year 2013 Annual Average	One-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2013)		Five-year Comparison (Change from Fiscal Year 2009 to Fiscal Year 2013)		Ten-year Comparison (Change from Fiscal Year 2004 to Fiscal Year 2013)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change

<sup>l</sup> The Texas Military Facilities Commission was abolished by Senate Bill 1724 (80th Legislature, Regular Session), effective September 1, 2007, and its duties were transferred to the Adjutant General's Department.

<sup>m</sup> The Texas River Compact Commissions' FTE number is the sum of the FTEs reported by the Canadian River Compact Commission, the Pecos River Compact Commission, the Red River Compact Commission, the Rio Grande River Compact Commission, and the Sabine River Compact Commission in fiscal year 2004.

<sup>n</sup> The Department of Motor Vehicles was created by House Bill 3097 (81st Legislature, Regular Session). It was established on November 1, 2009, and as a result, several divisions of the Department of Transportation were transferred to it.

<sup>o</sup> The Texas Department of Rural Affairs was moved into the Department of Agriculture effective September 28, 2011.

<sup>p</sup> This agency is a self-directed semi-independent agency.

<sup>q</sup> This agency was abolished by Senate Bill 411 (79th Legislature, Regular Session), effective September 1, 2005, and its duties were transferred to the Department of Licensing and Regulation. It continued in existence until January 1, 2006, for the sole purpose of transferring obligations.

<sup>r</sup> The Board of Tax Professional Examiners was abolished by House Bill 2447 (81st Legislature, Regular Session), and its duties were transferred to the Department of Licensing and Regulation effective September 1, 2009.

<sup>s</sup> The Board of Vocational Nurse Examiners was abolished by House Bill 1483 (78th Legislature, Regular Session), and its functions were transferred to the Board of Nurse Examiners effective September 1, 2003, with the transfer to be completed by February 1, 2004. The Board of Nurse Examiners was renamed the Texas Board of Nursing effective September 1, 2007.

<sup>t</sup> The duties of the following agencies were transferred to the Department of Licensing and Regulation: Board of Barber Examiners, Cosmetology Commission, and Board of Tax Professional Examiners. See footnotes q and r for additional information.

<sup>u</sup> The Office of Injured Employee Counsel was created by House Bill 7 (79th Legislature, Regular Session). That agency was established on September 1, 2005.

<sup>v</sup> The Residential Construction Commission was abolished effective September 1, 2010.

<sup>w</sup> The Structural Pest Control Board was abolished by House Bill 2458 (80th Legislature, Regular Session), effective September 1, 2007, and its duties were transferred to the Department of Agriculture.

<sup>x</sup> The Workers' Compensation Commission was abolished September 1, 2005, by House Bill 7 (79th Legislature, Regular Session).

Source: FTE System, State Auditor's Office.

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