



A Summary Report on  
Full-time Equivalent State Employees  
for Fiscal Year 2016

December 2016

Report No. 17-705



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## Overall Conclusion

During fiscal year 2016, state agencies and higher education institutions employed an average of 323,418.6 full-time equivalent (FTE) employees.<sup>1</sup> That was an increase of 7,471.1 FTEs (or 2.4 percent) compared with the average number of FTEs in fiscal year 2015 (315,947.5).<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 149,385.0 FTEs in fiscal year 2016. That was an increase of 1,584.1 FTEs (or 1.1 percent) since fiscal year 2015.

Higher education institutions employed an average of 174,033.6 FTEs in fiscal year 2016. That was an increase of 5,887.0 FTEs (or 3.5 percent) since fiscal year 2015.

### 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 the 10 years from fiscal year 2007 to fiscal year 2016.

The average number of FTEs increased by 33,930.0 (or 11.7 percent) from fiscal year 2007 to fiscal year 2016 (see Table 3 on page 3 of the Detailed Results section of this report).

For higher education institutions, the average number of FTEs increased by 29,027.6 (or 20.0 percent) from fiscal year 2007 to fiscal year 2016. For state agencies, the average number of FTEs increased by 4,902.4 (or 3.4 percent) from fiscal year 2007 to fiscal year 2016.

<sup>1</sup> This report focuses on FTE levels at state agencies and higher education institutions. In contrast, the State Auditor's Office's reports on classified employee turnover focus on employee headcounts for full-time and part-time classified employees at state agencies. Because FTE reports and turnover reports focus on different populations, a comparison of the numbers in those reports should not be made.

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

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

During fiscal year 2016, no state agencies exceeded their legislatively mandated annual limitations on state employment levels; however, five state agencies exceeded their legislatively mandated quarterly limitations on state employment levels. During fiscal year 2016, 27 higher education institutions exceeded their legislatively mandated limitations on state employment levels (see Table 12 on page 15 in Appendix 2 and Table 13 on page 18 in Appendix 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 6.1 percent, and higher education institutions exceeded their limitations by an average of 10.3 percent.

The General Appropriations Act (84th Legislature) requires an agency or higher education institution to report to the Office of the Governor and Legislative Budget Board if the agency or higher education institution uses funds to exceed its quarterly FTE limitation. However, an agency or higher education institution is not required to obtain approval from the Office of the Governor or Legislative Budget Board if it does not exceed certain threshold requirements established in Section 6.10 (a)(2)(A)(B) General Appropriations Act (84th Legislature). See Appendix 4 for additional information.

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

Texas Government Code, Section 651.004(c), specifies that if an entity in the executive branch employs more than 100 FTEs, it "...may not employ more than one full-time equivalent employee in a management position for every 11 full-time equivalent employees...in nonmanagerial staff positions." Statewide, the average management-to-staff ratio, calculated using FTEs, for fiscal year 2016 was 1:11.0 (1 manager or supervisor FTE per 11.0 supervised staff FTEs). Five years ago in fiscal year 2012, the average number of FTEs per manager or supervisor was 12.4.

## ***Objective and Scope***

The objective of this project was to provide the Legislature and the public with fiscal year 2016 summary information related to FTE employees of state agencies and higher education institutions, as well as historical/trend data and information related to management-to-staff ratios.

The scope of this project included unaudited fiscal year 2016 information, as of November 30, 2016, 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 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.texas.gov/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 2015 and 2016.

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 2015 and Fiscal Year 2016						
Time Period	Fiscal Year 2015			Fiscal Year 2016		
	Agencies	Higher Education Institutions	Totals	Agencies	Higher Education Institutions	Totals
Quarter 1	147,268.1	173,603.9	320,872.0	147,357.4	179,364.0	326,721.4
Quarter 2	147,667.6	169,880.1	317,547.7	148,721.4	176,081.4	324,802.8
Quarter 3	148,073.0	173,508.3	321,581.3	150,272.6	179,964.5	330,237.1
Quarter 4	148,184.7	155,585.5	303,770.2	151,180.5	160,713.9	311,894.4
Annual Average <sup>b</sup>	147,800.9	168,146.6	315,947.5	149,385.0	174,033.6	323,418.6

<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 that the State Auditor’s Office has previously issued.

<sup>b</sup> Annual averages are not averages of the quarterly data presented.

Source: FTE System, State Auditor’s Office.

The majority of FTEs are paid from appropriated funds.

On average in fiscal year 2016, 98.6 percent of FTEs in state agencies and 45.2 percent of FTEs in higher education institutions were paid from appropriated funds. Statewide, in fiscal year 2016, 69.9 percent of FTEs were paid from appropriated funds, which includes 100.0 percent federally funded programs (see Table 2).

Table 2

Statewide FTEs by Funding Source - Fiscal Year 2016							
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	147,301.5	98.6%	1,089.0	0.7%	994.5	0.7%	149,385.0
Higher Education Institutions	78,638.1	45.2%	94,787.8	54.5%	607.7	0.3%	174,033.6
Statewide	225,939.6	69.9%	95,876.8	29.6%	1,602.2	0.5%	323,418.6

Source: FTE System, State Auditor's Office.

## Average Annual FTEs Increased in Fiscal Year 2016

During fiscal year 2016, the State employed an average of 323,418.6 FTEs in state agencies and higher education institutions. Statewide, there was an increase of 7,471.1 FTEs (or 2.4 percent) when compared to fiscal year 2015. Table 3 shows that, within state agencies, average FTEs increased by 1,584.1 (or 1.1 percent). Higher education institutions' average FTEs increased by 5,887.0 (or 3.5 percent).

Table 3

Change in Annual FTE Levels by General Appropriations Act Article							
General Appropriations Act Article	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		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	9,514.5	148.0	1.6%	383.6	4.2%	212.0	2.3%
Article II - Health and Human Services	54,357.4	1.0	0.0%	396.5	0.7%	6,657.1	14.0%
Article III - Public Education	2,492.5	(0.9)	0.0%	185.3	8.0%	106.3	4.5%
Article III - Higher Education	174,033.6	5,887.0	3.5%	14,246.6	8.9%	29,027.6	20.0%
Article IV - The Judiciary	1,754.4	35.9	2.1%	61.1	3.6%	137.1	8.5%
Article V - Public Safety and Criminal Justice	51,551.7	1,418.1	2.8%	(1,307.1)	(2.5%)	14.8	0.0%
Article VI - Natural Resources	8,179.7	(0.5)	0.0%	324.6	4.1%	165.0	2.1%
Article VII - Business and Economic Development	16,072.0	208.9	1.3%	(459.5)	(2.8%)	(2,197.4)	(12.0%)
Article VIII - Regulatory	3,490.3	18.8	0.5%	91.1	2.7%	191.6	5.8%
Article X - Legislature	1,972.5	(245.2)	(11.1%)	(99.4)	(4.8%)	(384.1)	(16.3%)
Statewide (Excluding Higher Education)	149,385.0	1,584.1	1.1% <sup>a</sup>	(423.8)	(0.3%) <sup>a</sup>	4,902.4	3.4% <sup>a</sup>
Statewide (Including Higher Education)	323,418.6	7,471.1	2.4% <sup>a</sup>	13,822.8	4.5% <sup>a</sup>	33,930.0	11.7% <sup>a</sup>

<sup>a</sup> Percentage is not the sum of the individual percentages.

Source: FTE System, State Auditor's Office.

The average number of FTEs in fiscal year 2016, including higher education, represented an increase of 33,930.0 (or 11.7 percent) since fiscal year 2007. State agencies' average FTEs increased by 4,902.4 (or 3.4 percent), and higher education institutions' average FTEs increased by 29,027.6 (or 20.0 percent) since fiscal year 2007.



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

Table 4 lists the 20 state agencies and higher education institutions with the highest annual average FTEs in fiscal year 2016. Those agencies and higher education institutions employed 228,750.8 FTEs (70.7 percent of the State's workforce).

Table 4

Twenty State Agencies and Higher Education Institutions With the Highest Annual Average FTEs Fiscal Year 2016			
Rank	State Agency or Higher Education Institution	Average Annual FTEs	Percentage of State Workforce
1	Department of Criminal Justice	38,214.9	11.8%
2	The University of Texas M.D. Anderson Cancer Center	20,945.5	6.5%
3	The University of Texas at Austin	16,656.3	5.2%
4	Department of Aging and Disability Services	15,436.2	4.8%
5	The University of Texas Southwestern Medical Center	13,577.7	4.2%
6	Health and Human Services Commission	12,147.9	3.8%
7	Department of Transportation	11,997.5	3.7%
8	Department of State Health Services	11,933.5	3.7%
9	Department of Family and Protective Services	11,917.4	3.7%
10	The University of Texas Medical Branch at Galveston	11,743.0	3.6%
11	Texas A&M University	10,712.2	3.3%
12	Department of Public Safety	9,441.9	2.9%
13	The University of Texas Health Science Center at Houston	7,243.3	2.2%
14	The University of Houston	6,837.5	2.1%
15	Texas Tech University	6,521.8	2.0%
16	The University of Texas Health Science Center at San Antonio	5,399.0	1.7%
17	University of North Texas	4,950.2	1.5%
18	Texas State University	4,546.3	1.4%
19	Texas Tech University Health Sciences Center	4,344.7	1.3%
20	The University of Texas at San Antonio	4,184.0	1.3%
Totals		228,750.8	70.7%

Source: FTE System, State Auditor's Office.

As shown in Table 5, the 20 state agencies with the highest annual average FTEs in fiscal year 2016 comprised 42.3 percent (136,872.6 FTEs) of the State’s workforce. The Department of Criminal Justice represented 11.8 percent of the State’s workforce and was the largest state agency in terms of FTEs. The top 20 agencies included five agencies in Article II of the General Appropriations Act (Department of Aging and Disability Services, Health and Human Services Commission, Department of State Health Services, Department of Family and Protective Services, and Department of Assistive and Rehabilitative Services<sup>3</sup>). Those five agencies comprised 16.8 percent<sup>4</sup> of the State’s workforce.

Table 5

Twenty State Agencies With the Highest Annual Average FTEs Fiscal Year 2016			
Rank	State Agency	Average Annual FTEs	Percent of State Workforce
1	Department of Criminal Justice	38,214.9	11.8%
2	Department of Aging and Disability Services	15,436.2	4.8%
3	Health and Human Services Commission	12,147.9	3.8%
4	Department of Transportation	11,997.5	3.7%
5	Department of State Health Services	11,933.5	3.7%
6	Department of Family and Protective Services	11,917.4	3.7%
7	Department of Public Safety	9,441.9	2.9%
8	Office of the Attorney General	4,160.5	1.3%
9	Parks and Wildlife Department	3,033.0	0.9%
10	Department of Assistive and Rehabilitative Services	2,922.4	0.9%
11	Texas Workforce Commission	2,755.2	0.9%
12	Office of the Comptroller of Public Accounts	2,704.8	0.8%
13	Commission on Environmental Quality	2,697.0	0.8%
14	Juvenile Justice Department	2,637.9	0.8%
15	Department of Insurance	1,337.9	0.4%
16	Texas Education Agency	820.4	0.3%
17	Department of Motor Vehicles	731.5	0.2%
18	Railroad Commission	717.1	0.2%
19	Teacher Retirement System	638.4	0.2%
20	District Courts (Comptroller's Judiciary Section)	627.2	0.2%
Totals		136,872.6	42.3%

Source: FTE System, State Auditor’s Office.

<sup>3</sup> Effective September 1, 2016, the Department of Assistive and Rehabilitative Services’ programs were transferred to the Health and Human Services Commission and the Texas Workforce Commission.

<sup>4</sup> The 16.8 percent is not the exact sum of the five agencies’ percentages in Table 5 due to rounding.

As shown in Table 6, the 20 higher education institutions with the highest annual average FTEs in fiscal year 2016 comprised 42.9 percent of the State's workforce. The University of Texas M.D. Anderson Cancer Center comprised 6.5 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 six medical institutions with 63,253.2 FTEs.

Table 6

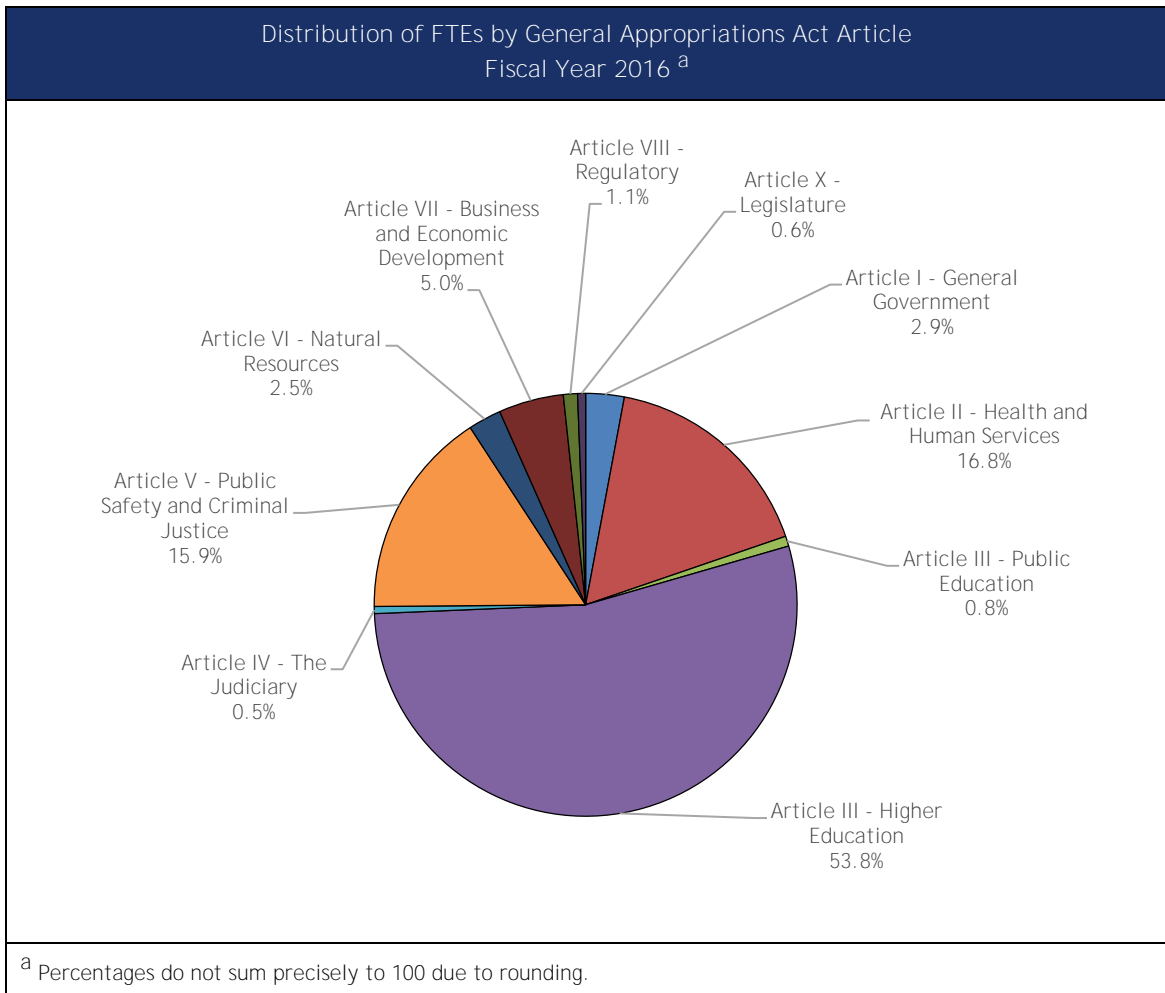
Twenty Higher Education Institutions With the Highest Annual Average FTEs Fiscal Year 2016			
Rank	Higher Education Institution	Average Annual FTEs	Percent of State Workforce
1	The University of Texas M.D. Anderson Cancer Center	20,945.5	6.5%
2	The University of Texas at Austin	16,656.3	5.2%
3	The University of Texas Southwestern Medical Center	13,577.7	4.2%
4	The University of Texas Medical Branch at Galveston	11,743.0	3.6%
5	Texas A&M University	10,712.2	3.3%
6	The University of Texas Health Science Center at Houston	7,243.3	2.2%
7	University of Houston	6,837.5	2.1%
8	Texas Tech University	6,521.8	2.0%
9	The University of Texas Health Science Center at San Antonio	5,399.0	1.7%
10	University of North Texas	4,950.2	1.5%
11	Texas State University	4,546.3	1.4%
12	Texas Tech University Health Sciences Center	4,344.7	1.3%
13	The University of Texas at San Antonio	4,184.0	1.3%
14	The University of Texas at Arlington	4,040.0	1.2%
15	The University of Texas at Dallas	3,980.4	1.2%
16	The University of Texas Rio Grande Valley	3,770.3	1.2%
17	The University of Texas at El Paso	3,289.3	1.0%
18	Sam Houston State University	2,463.6	0.8%
19	Texas Woman's University	1,796.7	0.6%
20	Stephen F. Austin State University	1,729.6	0.5%
Totals		138,731.4	42.9% <sup>a</sup>
<sup>a</sup> Percentage does not sum precisely due to rounding.			

Source: FTE System, State Auditor's Office.

Distribution of FTEs by General Appropriations Act Article in Fiscal Year 2016

During fiscal year 2016, higher education institutions employed 53.8 percent of the State’s workforce. Health and human services employees (Article II in the General Appropriations Act) represented 16.8 percent of the State’s workforce, and public safety and criminal justice employees (Article V in the General Appropriations Act) represented 15.9 percent of the State’s workforce. Figure 1 provides information on FTEs for all General Appropriations Act articles for fiscal year 2016.

Figure 1



Source: FTE System, State Auditor’s Office.

Table 7 shows the distribution of FTEs by General Appropriations Act article at state agencies.

Table 7

Distribution of FTEs by General Appropriations Act Article at State Agencies Fiscal Year 2016			
General Appropriations Act Article	Average Annual FTEs	Percentage of State Agency Workforce	Percentage of State Workforce
Article I - General Government	9,514.5	6.4%	2.9%
Article II - Health and Human Services	54,357.4	36.4%	16.8%
Article III - Public Education	2,492.5	1.7%	0.8%
Article IV - The Judiciary	1,754.4	1.2%	0.5%
Article V - Public Safety and Criminal Justice	51,551.7	34.5%	15.9%
Article VI - Natural Resources	8,179.7	5.5%	2.5%
Article VII - Business and Economic Development	16,072.0	10.8%	5.0%
Article VIII - Regulatory	3,490.3	2.3%	1.1%
Article X - Legislature	1,972.5	1.3%	0.6%
Totals	149,385.0	100.0% <sup>a</sup>	46.2% <sup>a</sup>

<sup>a</sup> Percentages do not sum precisely due to rounding.

Source: FTE System, State Auditor's Office.

Table 8 shows the distribution of higher education FTEs by university system.

Table 8

Distribution of Higher Education FTEs by University System Fiscal Year 2016			
University System	Average Annual FTEs	Percentage of Higher Education Workforce	Percentage of State Workforce
The University of Texas System	98,550.6	56.6%	30.5%
Texas A&M University System	28,233.6	16.2%	8.7%
Texas Tech University System	13,567.7	7.8%	4.2%
Texas State University System	9,620.8	5.5%	3.0%
University of Houston System	9,571.0	5.5%	3.0%
University of North Texas System	7,304.6	4.2%	2.3%
Independent Universities	5,537.3	3.2%	1.7%
Texas State Technical College System	1,648.0	0.9%	0.5%
Totals	174,033.6	100.0% <sup>a</sup>	53.8% <sup>a</sup>

<sup>a</sup> Percentages do not sum precisely due to rounding.

Source: FTE System, State Auditor's Office.

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

Table 9 shows contract employees by General Appropriations Act article. On average, during fiscal year 2016, 1,602.2 contract FTEs supplemented the State's workforce. Contract FTEs that state agencies and higher education institutions reported comprised 0.5 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 or higher education institution'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 9.

Table 9

Distribution of Contract FTEs by General Appropriations Act Article Fiscal Year 2016			
General Appropriations Act Article	Average Annual FTEs	Contract FTEs	Contractors as Percentage of State Workforce
Article I - General Government	9,514.5	125.4	1.3%
Article II - Health and Human Services	54,357.4	476.7	0.9%
Article III - Public Education	2,492.5	21.4	0.9%
Article III - Higher Education	174,033.6	607.7	0.3%
Article IV - The Judiciary	1,754.4	0.0	0.0%
Article V - Public Safety and Criminal Justice	51,551.7	226.8	0.4%
Article VI - Natural Resources	8,179.7	27.7	0.3%
Article VII - Business and Economic Development	16,072.0	115.0	0.7%
Article VIII - Regulatory	3,490.3	1.5	0.0%
Article X - Legislature	1,972.5	0.0	0.0%
Totals	323,418.6	1,602.2	0.5% <sup>a</sup>
<sup>a</sup> Percentage is rounded, and it is not the sum of the individual percentages.			

Source: FTE System, State Auditor's Office.

## FTE Limitation Provisions

The 84th Legislature had the following requirements related to FTE limitations for fiscal years 2016 and 2017:

- A state agency or institution of higher education may not use funds appropriated by this [General Appropriations] 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 without first reporting that use of funds to the Governor and the Legislative Budget Board at a time not later than the last day of the first month following each quarter of the fiscal year.
- In addition to the reporting requirement of Subsection (a)(1) of this section, 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 lesser of either (A) one hundred and ten percent (110%) of the FTE figure indicated by this Act for that state agency or institution; or (B) one hundred percent (100%) of the figure indicated by this Act for that state agency or institution plus fifty (50) FTEs.

(See Appendix 4 for additional information.)

Source: Section 6.10, page IX-31, the General Appropriations Act (84th Legislature).

In the General Appropriations Act, the Legislature establishes state employment level limitations on FTEs. Those limitations have increased 5.6 percent compared to 10 years ago in fiscal year 2007. Compared with fiscal year 2015, state employment limitations in fiscal year 2016 increased by 600.8 FTEs (an increase of 0.3 percent).

During fiscal year 2016, no state agencies exceeded their legislatively mandated annual limitations on state employment levels; however, five state agencies exceeded their legislatively mandated quarterly limitations on state employment levels. During fiscal year 2016, 27 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 6.1 percent, and higher education institutions exceeded their limitations by an average of 10.3 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. The General Appropriations Act (84th Legislature) requires an agency or higher education institution to report to the Office of the Governor and Legislative Budget Board if the agency or higher education institution uses funds to exceed its quarterly FTE limitation. However, an agency or higher education institution is not required to obtain approval from the Office of the Governor

or Legislative Budget Board if it does not exceed certain threshold requirements established in Section 6.10 (a)(2)(A)(B) General Appropriations Act (84th Legislature). See text box for additional information.

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 10 on the next page shows the differences between the number of FTEs subject to limitations on state employment levels at agencies and higher education institutions and those entities' annual average FTEs, grouped by General Appropriations Act article.

Table 10

Comparison of Agencies' and Higher Education Institutions' FTEs With Their State Employment Limitations Fiscal Year 2016				
General Appropriations Act Article	Average Annual FTEs	Fiscal Year 2016 State Employment Limitation	Annual Average FTEs Subject to State Employment Limitation	Percent of FTEs Subject to State Employment Limitation
Article I - General Government <sup>a</sup>	9,514.5	6,639.5	6,332.8	66.6%
Article II - Health and Human Services	54,357.4	57,731.2	54,341.2	100.0%
Article III - Public Education	2,492.5	2,438.2	2300.6	92.3%
Article III - Higher Education	174,033.6	81,797.0	78,990.3	45.4%
Article IV - The Judiciary <sup>a</sup>	1,754.4	286.1	266.9	15.2%
Article V - Public Safety and Criminal Justice	51,551.7	53,995.2	51,390.0	99.7%
Article VI - Natural Resources	8,179.7	8,660.6	8,117.5	99.2%
Article VII - Business and Economic Development	16,072.0	16,425.7	15,945.9	99.2%
Article VIII - Regulatory	3,490.3	3,231.1	2,848.7	81.6%
Article X - Legislature	1,972.5	Not Applicable	Not Applicable	Not Applicable
Statewide (Excluding Higher Education)	149,385.0	149,407.6	141,543.6	94.8%
Statewide (Including Higher Education)	323,418.6	231,204.6	220,553.9	68.2%
<sup>a</sup> Section 4, page IV-41, and Section 6.10(f), page IX-32, the General Appropriations Act (84th Legislature) contained exemption language that affected state employment limitations for certain agencies for fiscal years 2016 and 2017. That resulted in differences between this report and reports that the State Auditor's Office has previously issued.				

Source: FTE System, State Auditor's Office.

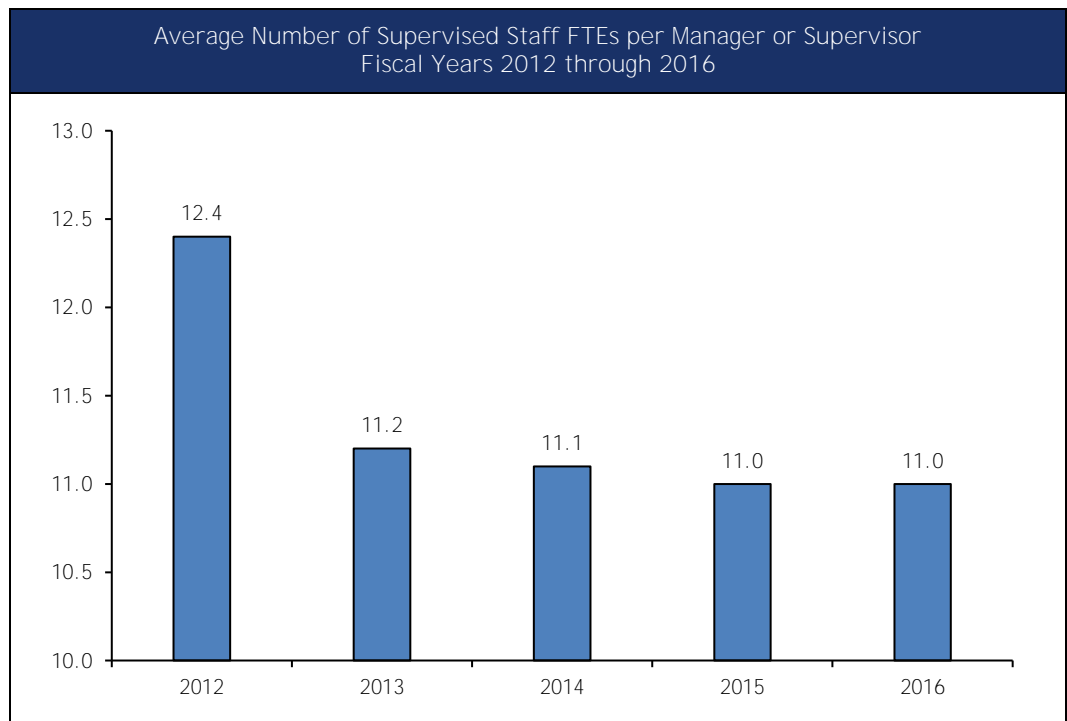


Management-to-staff ratios are used to determine an organization’s “span of control” or the number of employees who report directly to a single manager or supervisor. Texas state agencies and higher education institutions have statutory requirements for management-to-staff ratios. Texas Government Code, Section 651.004(c), specifies that if an entity in the executive branch employs more than 100 FTEs, it “...may not employ more than one full-time equivalent employee in a management position for every 11 full-time equivalent employees...in nonmanagerial staff positions.”

Statewide, the average management-to-staff ratio, calculated using FTEs, for fiscal year 2016 was 1:11.0 (1 manager or supervisor FTE per 11.0 supervised staff FTEs).

Figure 2 shows the five-year trend in the average annual management-to-staff ratio calculated using FTEs for fiscal year 2012 through fiscal year 2016.

Figure 2



Source: FTE System, State Auditor’s Office.

## 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.

Sources: Section 5(7)(b), pages III-247 and III-248, the General Appropriations Act (84th Legislature), defined administrators; the **State Auditor's Office developed the definitions of faculty and other staff.**

Higher education institutions self-report the number of FTEs in administrator, faculty, and other staff positions. During fiscal year 2016, higher education institutions reported an average of 2,529.3 FTEs in the administrator category; 33,929.7 FTEs in the faculty category; and 137,574.1 FTEs in the other staff category. Table 11 provides a summary of the data reported for each quarter of fiscal year 2016.

Table 11

Higher Education Institutions FTEs Reported for Each Quarter of Fiscal Year 2016					
Time Period	Administrators	Faculty	Other Staff	Unreconciled Number <sup>a</sup>	Totals
Quarter 1	2,526.3	37,603.8	139,232.3	1.6	179,364.0
Quarter 2	2,512.8	37,618.4	135,949.5	0.7	176,081.4
Quarter 3	2,534.9	37,487.1	139,942.4	0.1	179,964.5
Quarter 4	2,538.4	23,005.1	135,169.3	1.1	160,713.9
Annual Average <sup>b</sup>	2,529.3	33,929.7	137,574.1	0.5	174,033.6
<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 the averages of the quarterly data presented.					

Source: FTE System, State Auditor's Office.

# Appendices

Appendix 1

## *Objective, Scope, and Methodology*

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### Objective

The objective of this project was to provide the Legislature and the public with fiscal year 2016 summary information related to full-time equivalent (FTE) employees of state agencies and higher education institutions, as well as historical/trend data and information related to management-to-staff ratios.

### Scope

The scope of this project included unaudited fiscal year 2016 information, as of November 30, 2016, 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.

### Methodology

This report summarized FTE data from fiscal year 2016 that state agencies and higher education institutions submitted to the State Auditor's Office's FTE System. This report also compared FTE data from fiscal year 2016 with data that state agencies and higher education institutions submitted for previous fiscal years to the State Auditor's Office's FTE System.

### **Project Information**

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. However, the information in this report was subject to certain quality control procedures to ensure accuracy.

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

- Judy Millar, CCP (Project Manager)
- Kendra M. Campbell, MSIS, PHR, SHRM-CP (Assistant Project Manager)
- Brianna C. Pierce, CPA (Quality Control Reviewer)
- John Young, MPAff (Audit Manager)

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

During fiscal year 2016, no state agencies exceeded their legislatively mandated annual limitations on state employment levels; however, five state agencies exceeded their legislatively mandated quarterly limitations on state employment levels.<sup>5</sup>

The numbers in Table 12 represent the total number of full-time equivalent (FTE) employees (subject to the limitations on state employment levels) paid from appropriated funds plus contractor FTEs (see page 9, Table 9 for additional information on contract workers). The agencies' explanations for exceeding their limitations are listed in Table 12.

The General Appropriations Act (84th Legislature) requires an agency to report to the Office of the Governor and Legislative Budget Board if the agency uses funds to exceed its quarterly FTE limitation. However, an agency is not required to obtain approval from the Office of the Governor or Legislative Budget Board if it does not exceed certain threshold requirements established in Section 6.10 (a)(2)(A)(B) General Appropriations Act (84th Legislature). See Appendix 4 for additional information.

Table 12

State Agencies That Exceeded Their FTE Limitations on State Employment Levels Fiscal Year 2016					
Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
Exceeded Quarterly Limitation in 1st Quarter					
477 - Commission on State Emergency Communications	25.0	27.0	2.0	8.0%	09/16/15 - 1 FTE Term 10/05/15 - 1 FTE New Hire 11/13/15 - 1 FTE Term 11/16/15 - 1 FTE New Hire At the end of the quarter (November 30, 2015) the agency headcount is 2 Part Time and 23 Full Time; total 25.
Exceeded Quarterly Limitation in 2nd Quarter					
326 - Texas Emergency Services Retirement System	10.0	11.0	1.0	10.0%	Sec. 610 Limitation on State Employment levels, in Article IX, General Appropriations Act 2016 - 2017, allows in (a)(2)(A) exceeding the FTE cap by up to 10% or 50 FTE's.

<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 2016

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
327 - Employees Retirement System	356.0	357.4	1.4	0.4%	<p><i>The staffing level increase resulted primarily from hiring additional investment staff and other additional staff to support numerous complex programs and projects. Details for the additional positions was provided to the LBB during the appropriation process.</i></p> <p><i>The FTE amount will vary throughout each year depending on the actual ERS vacancy rate experience and the number of board approved FTEs. Please note that ERS' operational budget is not appropriated.</i></p>
477 - Commission on State Emergency Communications	25.0	26.0	1.0	4.0%	<p><i>We had 1 FTE with a termination during the last quarter (11/13/15) who received payment this quarter (12/01/15). And we had 1 FTE termination on 01/15/16 and received last payment on 02/01/16. Both of these are included in the 26 count as shown on #5 as FTEs paid during the quarter.</i></p>
Exceeded Quarterly Limitation in 3rd Quarter					
326 - Texas Emergency Services Retirement System	10.0	11.0	1.0	10.0%	<p><i>Sec. 610 Limitation on State Employment levels, in Article IX, General Appropriations Act 2016 - 2017, allows in (a)(2)(A) exceeding the FTE cap by up to 10% or 50 FTE's.</i></p>
327 - Employees Retirement System	356.0	361.5	5.5	1.5%	<p><i>The staffing level increase resulted primarily from hiring additional investment staff and other additional staff to support numerous complex programs and projects. Details for the additional positions was provided to the LBB during the appropriation process.</i></p> <p><i>The FTE amount will vary throughout each year depending on the actual ERS vacancy rate experience and the number of board approved FTEs. Please note that ERS' operational budget is not appropriated.</i></p>
Exceeded Quarterly Limitation in 4th Quarter					
242 - State Commission on Judicial Conduct	14.0	14.3	0.3	2.1%	<p><i>One of our Administrative Assistants gave notice of leaving and we hired her replacement in June and she stayed on for a month to train her.</i></p>
326 - Texas Emergency Services Retirement System	10.0	12.0	2.0	20.0%	<p><i>Sec. 610 Limitation on State Employment levels, in Article IX, General Appropriations Act 2016 - 2017, allows in (a)(2)(A) exceeding the FTE cap by up to 10% or 50 FTE's.</i></p>

State Agencies That Exceeded Their FTE Limitations on State Employment Levels  
Fiscal Year 2016

Agency Number and Name	FTE Limitation	FTEs Reported (Subject to the Limitation)	FTEs Over Limitation	Percentage Over Limitation	Reason for Exceeding the Limitation (Reported by Agency)
327 - Employees Retirement System	356.0	367.5	11.5	3.2%	<p><i>Explanation of Exceeding the Limitation on State Employment Levels.</i></p> <p><i>The staffing level increase resulted primarily from hiring additional investment staff and other additional staff to support numerous complex programs and projects. Details for the additional positions was provided to the LBB during the appropriation process.</i></p> <p><i>The FTE amount will vary throughout each year depending on the actual ERS vacancy rate experience and the number of board approved FTEs. Please note that ERS' operational budget is not appropriated.</i></p>
347 - Public Finance Authority	14.0	14.5	0.5	3.6%	<p><i>GAA, 84th Legislature, Article IX, Section 6.10(a)(2)(A) - authorization for the Authority to exceed the GAA FTE cap.</i></p>
477 - Commission on State Emergency Communications	25.0	26.0	1.0	4.0%	<p><i>In 4th Quarter of 2016 one new hire in July and two terminations in August.</i></p>

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 2016, 27 higher education institutions exceeded their legislatively mandated annual limitations on state employment levels.

The numbers in Table 13 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 2016 (see page 9, Table 9 for additional information on contract workers). The higher education institutions' explanations for exceeding their limitations are listed in Table 13.

The General Appropriations Act (84th Legislature) requires a higher education institution to report to the Office of the Governor and Legislative Budget Board if the higher education institution uses funds to exceed its quarterly FTE limitation. However, a higher education institution is not required to obtain approval from the Office of the Governor or Legislative Budget Board if it does not exceed certain threshold requirements established in Section 6.10 (a)(2)(A)(B) General Appropriations Act (84th Legislature). See Appendix 4 for additional information.

Table 13

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels					
Fiscal Year 2016					
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 the Higher Education Institution)
506 - The University of Texas M.D. Anderson Cancer Center	14,366.1	14,775.8	409.7	2.9%	<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>
713 - Tarleton State University	565.0	597.3	32.3	5.7%	<i>A request to exceed the FTE cap was approved by the TAMUS Board of Regents in their May 2014 meeting. The approval was given based on the following justification: Although Tarleton's reported FTE for the first quarter of FY14 was below the cap at 546.4, we expect to increase the number of FTE in FY15 with the creation of new positions and reorganization of funding maximize the state appropriation related to salaries and benefits in FY15. Tarleton's appropriation for FY 15 will support this level of employment. Tarleton experienced considerable growth in FY13, FY14, 5% and 7% respectively and 6% growth in both FY15 and FY16.</i>

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels  
Fiscal Year 2016

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 the Higher Education Institution)
714 - The University of Texas at Arlington	2,110.3	2,165.2	54.9	2.6%	<i>U. T. Arlington is approved per Article 9 Section 6.10 (a) (2) for 50 FTE above the appropriation bill limit of 2,110.30 FTE for FY2016. U. T. Arlington submitted a request to exceed this adjusted cap by 24.0 FTE at the beginning of the fiscal year. The request to exceed the FTE Cap by 24.0 FTE was submitted by The University of Texas System on behalf of its institutions on August 26, 2015 to the Office of the Governor and the Legislative Budget Board. Of the requested 24.0 FTE, U. T. Arlington used the net additional 4.89 FTE to support increased student enrollment, increased student security, and for additional accounting support for increased Research Awards secured by its faculty.</i>
718 - Texas A&M University at Galveston	227.6	244.7	17.1	7.5%	<i>FTE staffing is greater than the LBB FTE cap as a result of record growth for Texas A&amp;M University at Galveston. Record growth has resulted in additional residence hall spaces, lab and classroom spaces, faculty needs and administrative support needs. Additional FTEs were required to address the need for: 1. Additional student leader positions 2. Additional environmental Health and Safety positions to address additional lab safety, fire safety and emergency preparedness 3. Additional web development, digital media and marketing positions 4. Additional position to address the corps of midshipmen leadership training 5. Additional faculty to teach additional sections needed resulting from Engineering partnership with Texas A&amp;M main campus.</i>
720 - The University of Texas System Administration	252.9	393.6	140.7	55.6%	<i>The FTEs that are anticipated to be in excess of the annual limitation are primarily due to making Board approved strategic investments throughout the organization including providing tuition relief to academic institutions by assuming certain functions. Key areas include System Audit, Systemwide information security, the UTShare information system, technology efforts, and the Institute for Transformational Learning/Competency Based Education initiatives.</i>
727 - Texas A&M Transportation Institute	434.7	441.2	6.5	1.5%	<i>For FY 2016, Texas A&amp;M Transportation Institute experienced continued growth in sponsored research that resulted in FTE's over the stated limit.</i>
729 - The University of Texas Southwestern Medical Center	1,858.0	1,878.5	20.5	1.1%	<i>Additional FTE are attributable to request for an additional 105 FTE related to the new research special items for The Center for Regenerative Science and Medicine and the Center for Advanced Radiation Therapy.</i>
731 - Texas Woman's University	981.5	992.7	11.2	1.1%	<i>TWU has experienced rapid growth and it has taken time to ensure that we have the appropriate staffing levels to meet the needs of our students. The growth depicted in the current FTE report is a reflection of this campus attempting to meet those unfilled needs due to the significant student population growth.</i>
732 - Texas A&M University - Kingsville	553.6	625.5	71.9	13.0%	<i>We are requesting an increase in the FTE limitation for the next biennium as we are projecting continued enrollment growth.</i>



Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels  
Fiscal Year 2016

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 the Higher Education Institution)
734 - Lamar University	913.0	1,106.4	193.4	21.2%	<p>Significant changes to the total number of FTEs was an addition in staff which caused an increase in contract employees, recruiting, marketing, and finance. Added positions were in the following areas:</p> <p>Security: numerous security guards (due to moving that function internal from outsourced); several Police Community Safety Officers</p> <p>Support Staff: Advisors; Recruiters; Financial Aid Advisors; Academic Advisors; Technical IT support staff; Distance Education support staff</p> <p>Faculty &amp; Faculty Support: Distance instructors and clinical support for Educational Leadership; Educational Counseling; Engineering; Facilities Infrastructure personnel; marketing office development and personnel; new division for scholarships and financial aid and related administrative staff; and increased number of multi discipline instructors.</p>
738 - The University of Texas at Dallas	1,406.8	1,542.0	135.2	9.6%	The University of Texas at Dallas (UTD) has exceeded the FTE limitation imposed by the State of Texas due to the growth in student enrollment and planned expansion to become a Tier One institution. UTD has submitted a Request to Exceed FTE Limitations on Appropriated Funds for FY17.
739 - Texas Tech University Health Sciences Center	1,362.3	1,390.9	28.6	2.1%	The Texas Tech University Health Sciences Center FY 2016 four quarter FTE average is 1,390.9 which exceeds the FTE cap by 28.6 FTE's. <b>This is within the limits outlined in the GAA, Article IX, Section 6.10 (a) (2) (B) which allows for 50 FTE's over the GAA cap.</b>
744 - The University of Texas Health Science Center at Houston	1,822.6	1,983.0	160.4	8.8%	The increase in state employment levels is in correlation with an increase in state appropriation revenue. A request to exceed the cap was approved by the UT Board of Regents and sent to the appropriate offices mentioned in the rider.
749 - Texas A&M University - San Antonio	232.9	279.0	46.1	19.8%	Texas A&M University-San Antonio has experienced unprecedented growth during the past four 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 increase in enrollment.
750 - The University of Texas at Tyler	489.1	519.7	30.6	6.3%	Approved per Article 9 section 6.10 (a)(2)
759 - University of Houston - Clear Lake	489.0	527.6	38.6	7.9%	With the increase in Appropriated Funds for FY16, UHCL should exceed the CAP level even with using an FTE average.
760 - Texas A&M University - Corpus Christi	674.5	688.1	13.6	2.0%	Texas A&M-Corpus Christi's FY 2016 4- quarter FTE average for state appropriated funds was 688.04. This exceeds the <b>FY 2016 FTE cap by 13.5 FTE's as allowed by Article IX, Section 6.10 (a)2) of the GAA.</b> As a fast growing institution committed to closing the gaps, excellence and serving the needs of South Texas, it is imperative that we employ an adequate number of faculty and staff. The additional FTE's were paid from additional statutory funds and due to increased enrollment.

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels  
Fiscal Year 2016

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 the Higher Education Institution)
763 - University of North Texas Health Science Center	766.8	774.4	7.6	1.0%	<i>The FTE increase is primarily due to an increase of State Appropriations of approximately \$13 million per year over the prior biennium, primarily in the College of Pharmacy which is adding additional faculty and staff to the programs in order to have sufficient support to meet the increase in the number of students enrolling in the program, and in the two new special items funded in the current biennium: Institute for Patient Safety and Preventable Harm, and the Texas Missing Persons &amp; Human Identification Program, both of which are adding staff in order to accomplish their mission. A request to exceed FTE limitation has been submitted to and approved by the governing board.</i>
768 - Texas Tech University System Administration	80.0	80.3	0.3	0.4%	<i>In accordance with the current General Appropriations Act, Article IX, Section 6.10, FTEs paid from appropriated funds did not exceed the general limitations on expenditures for institutions of higher education.</i>
770 - Texas A&M University - Central Texas	128.0	140.9	12.9	10.1%	<i>DUE TO THE UNIVERSITY CONTINUE GROWTH, NEW POSITION WERE CREATED AND ADDITIONAL EMPLOYEES WERE HIRED.</i>
773 - University of North Texas at Dallas	158.4	178.2	19.8	12.5%	<i>Campus growth thru the last fiscal year. More accurate FTE reporting.</i>
774 - Texas Tech University Health Sciences Center at El Paso	545.5	612.0	66.5	12.2%	<i>After receiving approval from the Texas Tech University System Board of Regents, Texas Tech University Health Sciences Center El Paso submitted a request to exceed the Annual FTE Cap to the Legislative Budget Board and the <b>Governor's Office of Budget, Planning and Policy</b>. The request to exceed was from <b>545.50 FTE's to 641.50 FTE's</b>. The FY 2016 four quarter average FTE's for the institution is 612.0 which is below the requested level.</i>
784 - University of Houston - Downtown	433.7	475.2	41.5	9.6%	<i>The increase in FTEs from a year ago is due to staff positions being filled. This is largely attributed to the increased enrollment in the College of Business MBA program.</i>
785 - The University of Texas Health Center at Tyler	945.8	1,131.2	185.4	19.6%	<i>To provide for The University of Texas Health Science Center at Tyler's (UTHSCT's) standard of care and growth in UTHSCT's primary care and Behavioral Health areas and to increase the capacity to deliver pulmonary and primary care services to an increasing patient population. In the first quarter of FY2016 UTHSCT terminated a contract which provided Behavioral Health services. Termination of this contract required UTHSCT to hire approximately 100 employees in order to provide care for it's Behavioral Health patients. Additionally during the same quarter, UTHSCT opened a new Primary Care Clinic requiring approximately an additional 12 FTEs.</i>
923 - Texas State Technical College - Harlingen	425.4	462.5	37.1	8.7%	<i>In February of 2016, the TSTC Board of Regents approved an increase in Educational and General Fund FTE for TSTC at Harlingen for an additional 25 FTE. A Request to Exceed letter was also sent to the appropriate parties to request approval. This increase allows TSTC at Harlingen to continue to serve our students with an appropriate level of staff and faculty.</i>

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels  
Fiscal Year 2016

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 the Higher Education Institution)
925 - Texas State Technical College - Waco	546.3	567.3	21.0	3.8%	<i>TSTC at Waco experienced an increase in FTE because administration and other personnel from other locations were allocated to focus on the opening of our new campus in Fort Bend County. In addition, faculty and staff positions were added. FY 2016 FTE for TSTC at Fort Bend County is being reported with TSTC at Waco's FTE.</i>
926 - Texas State Technical College - Marshall	93.8	122.3	28.5	30.4%	<i>TSTC at Marshall experienced a change in FTE due to the addition of personnel to staff our new North Texas campus to meet the need of the increased enrollment. In FY 2016 TSTC at North Texas FTE is included in TSTC at Marshall's FTE.</i>

Source: FTE System, State Auditor's Office.

*Excerpt from the General Appropriations Act Regarding Limitations on State Employment Levels for Fiscal Year 2016*

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Legislatively mandated limitations on state employment levels for fiscal year 2016 were established in Section 6.10, pages IX-31 through IX-33, the General Appropriations Act (84th Legislature), which is presented below.

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

(a) (1) 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 without reporting that use of funds to the Governor and the Legislative Budget Board at a time not later than the last day of the first month following each quarter of the fiscal year.

(2) In addition to the reporting requirement of Subsection (a)(1) of this section, 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 lesser of either:

(A) one hundred and ten percent (110%) of the FTE figure indicated by this Act for that state agency or institution; or

(B) one hundred percent (100%) of the figure indicated by this Act for that state agency or institution plus fifty (50) FTEs.

(b) (1) A report by a state agency or institution of higher education of exceeding the FTE limitations established by this section must be submitted by the governing board of the state agency or institution of higher education (if the agency has a governing board) or by the chief administrative officer (if the agency does not have a governing board or the governing board has not met) and must include at a minimum:

(A) the date on which the board (if the agency has a governing board) or by the chief administrative officer (if the agency does not have

a governing board or the governing board has not met) approved the report;

(B) a statement justifying the need to exceed or reduce the limitation;

(C) the source of funds to be used to pay any additional salaries; and

(D) an explanation as to why the functions of any proposed additional FTEs cannot be performed within current staffing levels.

(2) A request by a state agency or institution of higher education to exceed the FTE limitations established by this section must be submitted by the governing board of the state agency or institution of higher education (if the agency has a governing board) or by the chief administrative officer (if the agency does not have a governing board) and must include at a minimum:

(A) the date on which the board (if the agency has a governing board) or the chief administrative officer (if the agency does not have a governing board) approved the request;

(B) a statement justifying the need to exceed the limitation;

(C) the source of funds to be used to pay any additional salaries; and

(D) an explanation as to why the functions of any proposed additional FTEs cannot be performed within current staffing levels.

(c) An agency or institution may make a preliminary report to the Governor and the Legislative Budget Board without meeting the requirements of Subsection (b)(1)(A) if the governing board of the agency or institution has not met within the reporting time.

(d) For the purpose of Subsections (a) and (b), 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.
- (e) For the purpose of Subsections (a) and (b), 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.
- (f) This section shall not apply to appropriations made by this Act to the:
- (1) Office of the Governor; or
  - (2) Comptroller.
- (g) 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.

- (h) (1) The limitations on FTEs under this section do not apply to a state agency or institution in an instance of employment for a project, 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 (h), 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 (h) 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 (h).
- (i) 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.
- (j) The limitations on FTEs under this section do not apply to a state agency or institution of higher education in an instance of employment, including employment of a temporary or contract worker, if the employee is paid from appropriations of gifts and grants under Section 8.01 of this Article.

(k) The requirements of requesting and reporting under this section do not apply to a state agency or an institution of higher education with fewer than 50 FTEs allowed in the agency's or institution's bill pattern.



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

Table 14 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 14

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		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							
Bond Review Board	10.0	0.2	2.0%	2.8	38.9%	2.2	28.2%
Cancer Council <sup>a</sup>	-	-	-	-	-	(7.0)	(100.0%)
Cancer Prevention and Research Institute of Texas <sup>a</sup>	29.9	1.8	6.4%	7.8	35.3%	29.9	100.0%
Commission on State Emergency Communications	26.0	1.0	4.0%	3.2	14.0%	2.3	9.7%
Commission on the Arts	14.0	0.1	0.7%	2.0	16.7%	(3.0)	(17.6%)
Department of Information Resources	193.1	1.8	0.9%	7.5	4.0%	(10.0)	(4.9%)
Employees Retirement System	360.5	13.1	3.8%	46.8	14.9%	73.0	25.4%
Ethics Commission	29.7	(9.6)	(24.4%)	(2.9)	(8.9%)	(4.6)	(13.4%)
Facilities Commission	434.1	42.5	10.9%	76.9	21.5%	(110.2)	(20.2%)
Office of the Fire Fighters' Pension Commissioner <sup>b</sup>	-	-	-	(8.4)	(100.0%)	(7.3)	(100.0%)
Historical Commission	207.3	17.8	9.4%	35.3	20.5%	96.4	86.9%
Library and Archives Commission	152.4	0.3	0.2%	1.2	0.8%	(32.1)	(17.4%)
Office of State-Federal Relations <sup>c</sup>	-	-	-	-	-	(6.1)	(100.0%)
Office of the Attorney General <sup>d</sup>	4,160.5	68.4	1.7%	122.6	3.0%	137.9	3.4%
Office of the Comptroller of Public Accounts	2,704.8	(17.7)	(0.7%)	4.8	0.2%	(11.3)	(0.4%)
Office of the Comptroller of Public Accounts - Fiscal Programs	12.8	(0.6)	(4.5%)	(6.6)	(34.0%)	(6.8)	(34.7%)

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Office of the Governor <sup>c e</sup>	105.1	(0.3)	(0.3%)	(4.3)	(3.9%)	(148.6)	(58.6%)
Office of the Secretary of State	188.5	(6.3)	(3.2%)	(0.6)	(0.3%)	(46.0)	(19.6%)
Pension Review Board <sup>b</sup>	12.7	(0.2)	(1.6%)	1.1	9.5%	5.2	69.3%
Preservation Board	193.9	16.0	9.0%	16.0	9.0%	20.0	11.5%
Public Finance Authority	13.1	2.4	22.4%	1.7	14.9%	(1.1)	(7.7%)
State Office of Risk Management	114.2	(1.1)	(1.0%)	(0.1)	(0.1%)	(2.9)	(2.5%)
Texas Emergency Services Retirement System <sup>b</sup>	10.5	3.7	54.4%	10.5	100.0%	10.5	100.0%
Trusted Programs Within the Office of the Governor <sup>c e</sup>	149.0	11.4	8.3%	1.7	1.2%	149.0	100.0%
Veterans Commission	392.4	3.3	0.8%	64.6	19.7%	82.6	26.7%
Subtotals for Article I	9,514.5	148.0	1.6%	383.6	4.2%	212.0	2.3%
Article II - Health and Human Services							
Department of Aging and Disability Services	15,436.2	(91.5)	(0.6%)	(1,000.7)	(6.1%)	1,236.4	8.7%
Department of Assistive and Rehabilitative Services <sup>f</sup>	2,922.4	(0.3)	0.0%	(169.3)	(5.5%)	(175.6)	(5.7%)
Department of Family and Protective Services	11,917.4	171.9	1.5%	1,419.8	13.5%	2,729.5	29.7%
Department of State Health Services	11,933.5	(87.6)	(0.7%)	20.6	0.2%	241.5	2.1%
Health and Human Services Commission	12,147.9	8.5	0.1%	126.1	1.0%	2,625.3	27.6%
Subtotals for Article II	54,357.4	1.0	0.0%	396.5	0.7%	6,657.1	14.0%
Article III - Public Education							
Higher Education Coordinating Board	232.7	4.1	1.8%	(14.3)	(5.8%)	(35.9)	(13.4%)
School for the Blind and Visually Impaired	367.7	(9.1)	(2.4%)	0.0	0.0%	41.1	12.6%
School for the Deaf	433.3	(8.1)	(1.8%)	(18.7)	(4.1%)	16.3	3.9%
Teacher Retirement System	638.4	24.2	3.9%	123.8	24.1%	192.9	43.3%
Texas Education Agency	820.4	(12.0)	(1.4%)	94.5	13.0%	(108.1)	(11.6%)
Subtotals for Article III	2,492.5	(0.9)	0.0%	185.3	8.0%	106.3	4.5%

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Article IV - Judiciary							
Board of Law Examiners	21.0	(1.1)	(5.0%)	0.7	3.4%	2.2	11.7%
Court of Criminal Appeals	69.5	2.7	4.0%	0.7	1.0%	0.8	1.2%
Eighth Court of Appeals District, El Paso	17.5	1.2	7.4%	1.2	7.4%	1.0	6.1%
Eleventh Court of Appeals District, Eastland	19.8	0.8	4.2%	2.8	16.5%	3.0	17.9%
Fifth Court of Appeals District, Dallas	62.3	3.7	6.3%	4.9	8.5%	8.4	15.6%
First Court of Appeals District, Houston	44.8	1.0	2.3%	(0.7)	(1.5%)	0.7	1.6%
Fourteenth Court of Appeals District, Houston	44.0	1.2	2.8%	1.9	4.5%	(0.6)	(1.3%)
Fourth Court of Appeals District, San Antonio	33.5	(1.0)	(2.9%)	0.9	2.8%	0.1	0.3%
Ninth Court of Appeals District, Beaumont	20.4	0.8	4.1%	(0.4)	(1.9%)	0.4	2.0%
Office of Capital and Forensic Writs <sup>9</sup>	13.9	1.0	7.8%	5.1	58.0%	13.9	100.0%
Office of Court Administration	227.2	13.3	6.2%	28.5	14.3%	49.0	27.5%
Office of the Comptroller of Public Accounts' Judiciary Section	627.2	12.5	2.0%	18.5	3.0%	40.8	7.0%
Office of the State Prosecuting Attorney	3.7	(0.3)	(7.5%)	0.0	0.0%	(0.8)	(17.8%)
Second Court of Appeals District, Fort Worth	37.5	1.2	3.3%	0.3	0.8%	(1.1)	(2.8%)
Seventh Court of Appeals District, Amarillo	18.8	(0.5)	(2.6%)	(1.2)	(6.0%)	(1.0)	(5.1%)
Sixth Court of Appeals District, Texarkana	15.0	(0.4)	(2.6%)	(0.5)	(3.2%)	(0.5)	(3.2%)
State Bar of Texas	281.3	(4.0)	(1.4%)	(8.0)	(2.8%)	1.5	0.5%
State Commission on Judicial Conduct	13.4	0.6	4.7%	(0.1)	(0.7%)	0.0	0.0%
State Law Library	10.3	0.5	5.1%	1.0	10.8%	1.4	15.7%
Supreme Court of Texas	75.5	0.7	0.9%	2.3	3.1%	11.2	17.4%
Tenth Court of Appeals District, Waco	15.7	0.0	0.0%	0.0	0.0%	(0.1)	(0.6%)

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		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	35.0	2.2	6.7%	2.5	7.7%	5.1	17.1%
Thirteenth Court of Appeals District, Corpus Christi - Edinburg	32.0	0.0	0.0%	0.2	0.6%	1.4	4.6%
Twelfth Court of Appeals District, Tyler	15.1	(0.2)	(1.3%)	0.5	3.4%	0.3	2.0%
Subtotals for Article IV	1,754.4	35.9	2.1%	61.1	3.6%	137.1	8.5%
Article V - Public Safety and Criminal Justice							
Alcoholic Beverage Commission	620.6	13.2	2.2%	51.9	9.1%	(26.8)	(4.1%)
Commission on Fire Protection	30.3	1.6	5.6%	0.7	2.4%	(1.0)	(3.2%)
Commission on Jail Standards	15.8	0.9	6.0%	0.7	4.6%	0.8	5.3%
Commission on Law Enforcement <sup>h</sup>	48.0	3.7	8.4%	11.6	31.9%	6.1	14.6%
Department of Criminal Justice	38,214.9	945.5	2.5%	384.2	1.0%	596.9	1.6%
Department of Public Safety	9,441.9	351.1	3.9%	1,048.9	12.5%	1,542.8	19.5%
Juvenile Justice Department <sup>i</sup>	2,637.9	106.4	4.2%	(64.6)	(2.4%)	2,637.9	100.0%
Juvenile Probation Commission <sup>i</sup>	-	-	-	(74.2)	(100.0%)	(60.5)	(100.0%)
Military Department <sup>j</sup>	542.3	(4.3)	(0.8%)	(68.2)	(11.2%)	(65.9)	(10.8%)
Youth Commission <sup>i</sup>	-	-	-	(2,598.1)	(100.0%)	(4,615.5)	(100.0%)
Subtotals for Article V	51,551.7	1,418.1	2.8%	(1,307.1)	(2.5%)	14.8	0.0%
Article VI - Natural Resources							
Animal Health Commission	169.2	16.8	11.0%	33.0	24.2%	(27.1)	(13.8%)
Commission on Environmental Quality <sup>k</sup>	2,697.0	7.8	0.3%	52.7	2.0%	(158.3)	(5.5%)
Department of Agriculture <sup>l m</sup>	622.8	7.5	1.2%	51.9	9.1%	147.8	31.1%
General Land Office	579.9	(41.2)	(6.6%)	(6.9)	(1.2%)	(1.7)	(0.3%)

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Low-Level Radioactive Waste Disposal Compact Commission <sup>k</sup>	2.0	0.0	0.0%	2.0	0.0%	2.0	100.0%
Parks and Wildlife Department	3,033.0	49.0	1.6%	137.6	4.8%	136.2	4.7%
Railroad Commission	717.1	(47.3)	(6.2%)	56.9	8.6%	39.5	5.8%
Soil and Water Conservation Board	71.3	0.4	0.6%	0.4	0.6%	10.9	18.0%
Water Development Board	287.4	6.5	2.3%	(3.0)	(1.0%)	15.7	5.8%
Subtotals for Article VI	8,179.7	(0.5)	0.0%	324.6	4.1%	165.0	2.1%
Article VII - Business and Economic Development							
Department of Housing and Community Affairs	279.1	(4.5)	(1.6%)	(37.2)	(11.8%)	(2.9)	(1.0%)
Department of Motor Vehicles <sup>n</sup>	731.5	(11.5)	(1.5%)	58.6	8.7%	731.5	100.0%
Department of Rural Affairs <sup>l</sup>	-	-	-	-	-	(69.8)	(100.0%)
Department of Transportation <sup>n</sup>	11,997.5	260.2	2.2%	234.7	2.0%	(2,750.7)	(18.7%)
Texas Lottery Commission	308.7	2.7	0.9%	3.2	1.0%	0.9	0.3%
Texas Workforce Commission	2,755.2	(38.0)	(1.4%)	(718.8)	(20.7%)	(106.4)	(3.7%)
Subtotals for Article VII	16,072.0	208.9	1.3%	(459.5)	(2.8%)	(2,197.4)	(12.0%)
Article VIII - Regulatory							
Board of Architectural Examiners <sup>o</sup>	19.0	0.5	2.7%	(3.4)	(15.2%)	1.4	8.0%
Board of Chiropractic Examiners	13.4	(0.1)	(0.7%)	4.0	42.6%	6.4	91.4%
Board of Examiners of Psychologists	13.0	0.0	0.0%	0.2	1.6%	1.2	10.2%
Board of Professional Geoscientists	7.0	(0.3)	(4.1%)	(0.3)	(4.1%)	1.5	27.3%
Board of Pharmacy	90.0	1.7	1.9%	18.3	25.5%	34.1	61.0%
Board of Plumbing Examiners	30.1	1.0	3.4%	6.7	28.6%	7.3	32.0%
Board of Podiatric Medical Examiners	4.0	0.0	0.0%	1.0	33.3%	0.2	5.3%

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Board of Professional Engineers <sup>O</sup>	31.0	(0.5)	(1.6%)	1.8	6.2%	2.1	7.3%
Board of Professional Land Surveying	5.4	0.4	8.0%	0.5	10.2%	1.0	22.7%
Board of Public Accountancy <sup>O</sup>	40.3	(1.2)	(2.9%)	(0.8)	(1.9%)	(3.0)	(6.9%)
Board of Tax Professional Examiners <sup>P</sup>	-	-	-	-	-	(3.3)	(100.0%)
Board of Veterinary Medical Examiners	18.5	1.0	5.7%	4.8	35.0%	7.8	72.9%
Credit Union Department <sup>O</sup>	27.5	2.7	10.9%	4.1	17.5%	4.3	18.5%
Department of Banking <sup>O</sup>	183.1	(3.3)	(1.8%)	3.2	1.8%	25.3	16.0%
Department of Insurance	1,337.9	(29.2)	(2.1%)	(108.1)	(7.5%)	(241.6)	(15.3%)
Department of Licensing and Regulation <sup>P</sup>	404.8	34.1	9.2%	45.3	12.6%	166.3	69.7%
Department of Savings and Mortgage Lending <sup>O</sup>	51.4	(3.4)	(6.2%)	(10.2)	(16.6%)	(6.7)	(11.5%)
Executive Council of Physical and Occupational Therapy Examiners	20.3	1.8	9.7%	2.4	13.4%	2.6	14.7%
Funeral Service Commission	11.8	0.0	0.0%	0.7	6.3%	0.9	8.3%
Health Professions Council	6.8	0.8	13.3%	1.9	38.8%	4.8	240.0%
Office of Consumer Credit Commissioner <sup>O</sup>	84.2	(2.2)	(2.5%)	16.0	23.5%	32.3	62.2%
Office of Injured Employee Counsel	163.1	0.9	0.6%	7.9	5.1%	61.6	60.7%
Office of Public Insurance Counsel	10.2	0.1	1.0%	0.1	1.0%	(4.7)	(31.5%)
Office of Public Utility Counsel	17.1	(0.8)	(4.5%)	1.8	11.8%	(0.5)	(2.8%)
Optometry Board	6.8	0.3	4.6%	0.3	4.6%	0.3	4.6%
Public Utility Commission of Texas	193.3	4.6	2.4%	24.6	14.6%	22.0	12.8%
Racing Commission	44.2	(3.3)	(6.9%)	(2.4)	(5.2%)	(26.8)	(37.7%)
Real Estate Commission <sup>O</sup>	99.0	(0.8)	(0.8%)	0.8	0.8%	18.4	22.8%

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Residential Construction Commission <sup>q</sup>	-	-	-	-	-	(31.4)	(100.0%)
Securities Board	92.1	(5.3)	(5.4%)	(0.7)	(0.8%)	2.9	3.3%
State Office of Administrative Hearings	107.4	1.0	0.9%	1.1	1.0%	3.2	3.1%
Structural Pest Control Board <sup>m</sup>	-	-	-	-	-	(28.2)	(100.0%)
Texas Board of Nursing	113.2	(2.9)	(2.5%)	14.0	14.1%	36.1	46.8%
Texas Medical Board	190.7	21.2	12.5%	34.6	22.2%	66.2	53.2%
Texas State Board of Dental Examiners	53.7	0.0	0.0%	20.9	63.7%	27.6	105.7%
Subtotals for Article VIII	3,490.3	18.8	0.5%	91.1	2.7%	191.6	5.8%
Article X - Legislature							
Legislative Budget Board	155.0	7.2	4.9%	3.8	2.5%	10.6	7.3%
Legislative Council	382.3	(51.7)	(11.9%)	(84.0)	(18.0%)	(79.6)	(17.2%)
Legislative Reference Library	25.1	(1.7)	(6.3%)	0.0	0.0%	(2.4)	(8.7%)
State Auditor's Office	191.5	(1.0)	(0.5%)	16.5	9.4%	(4.1)	(2.1%)
Sunset Advisory Commission	29.8	2.8	10.4%	(0.3)	(1.0%)	4.1	16.0%
Texas House of Representatives	717.8	(121.5)	(14.5%)	(7.0)	(1.0%)	(169.6)	(19.1%)
Texas Senate	471.0	(79.3)	(14.4%)	(28.4)	(5.7%)	(143.1)	(23.3%)
Subtotals for Article X	1,972.5	(245.2)	(11.1%)	(99.4)	(4.8%)	(384.1)	(16.3%)
<b>Totals</b>	<b>149,385.0</b>	<b>1,584.1</b>	<b>1.1%</b>	<b>(423.8)</b>	<b>(0.3%)</b>	<b>4,902.4</b>	<b>3.4%</b>

<sup>a</sup> House Bill 14 (80th Legislature, Regular Session) transferred the duties of the Cancer Council to the Cancer Prevention and Research Institute of Texas, which began operations in 2009.

<sup>b</sup> Senate Bill 220 (83rd Legislature, Regular Session) established the Texas Emergency Services Retirement System and abolished the Office of the Fire Fighters' Pension Commissioner. Duties formerly performed by the Office of the Fire Fighters' Pension Commissioner were transferred to the Pension Review Board and the Texas Emergency Services Retirement System effective September 1, 2013.

<sup>c</sup> Administration of the Office of State-Federal Relations was transferred to the Trusteed Programs Within the Office of the Governor by Senate Bill 1003 (81st Legislature, Regular Session) with an effective date of September 1, 2009.

<sup>d</sup> The Office of the Attorney General began reporting its child support enforcement contract worker FTEs in fiscal year 2015. While those **FTEs are exempt from the agency's** FTE limitation, the FTEs are included **in the agency's** fiscal year 2015 annual average total FTE count. The inclusion of those FTEs may be responsible, in part, for the increase in the number of FTEs in fiscal year 2016 when compared to previous fiscal years.

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

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

Agency	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change

<sup>f</sup> Effective September 1, 2016, the Department of Assistive and Rehabilitative Services' programs were transferred to the Health and Human Services Commission and the Texas Workforce Commission.

<sup>g</sup> The Office of Capital Writs was created by Senate Bill 1091 (81st Legislature, Regular Session). That agency was established on September 1, 2010. Senate Bill 1743 (84th Legislature) changed the name of the Office of Capital Writs to the Office of Capital and Forensic Writs.

<sup>h</sup> The Commission on Law Enforcement is the former Commission on Law Enforcement Officer Standards and Education. Senate Bill 686 (83rd Legislature, Regular Session) changed the agency's name effective January 1, 2014.

<sup>i</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 Juvenile Justice Department during fiscal year 2012.

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

<sup>k</sup> Prior to September 1, 2011, the Low-Level Radioactive Waste Disposal Compact Commission was administratively attached to the Commission on Environmental Quality. Senate Bill 1605 (82nd Legislature, Regular Session), established the Low Level Radioactive Waste Disposal Compact Commission as an independent agency.

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

<sup>m</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>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 several divisions of the Department of Transportation were transferred to it.

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

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

Source: FTE System, State Auditor's Office.



## Changes in Annual FTE Levels by University System and Higher Education Institution

Table 15 shows the one-year, five-year, and ten-year changes in annual full-time equivalent (FTE) levels by university system and higher education institution.

Table 15

Changes in Annual FTE Levels by University System and Higher Education Institution							
Higher Education Institution	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		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 System							
The University of Texas System Administration	786.5	64.6	8.9%	229.9	41.3%	129.2	19.7%
The University of Texas at Arlington	4,040.0	121.3	3.1%	276.1	7.3%	684.8	20.4%
The University of Texas at Austin	16,656.3	288.7	1.8%	656.8	4.1%	1,814.7	12.2%
The University of Texas at Brownsville <sup>a</sup>	-	(924.9)	(100.0%)	(1,473.1)	(100.0%)	(1,406.7)	(100.0%)
The University of Texas at Dallas	3,980.4	18.2	0.5%	757.0	23.5%	1,587.2	66.3%
The University of Texas at El Paso	3,289.3	(5.2)	(0.2%)	103.4	3.2%	485.3	17.3%
The University of Texas - Pan American <sup>a</sup>	-	(2,510.2)	(100.0%)	(2,321.3)	(100.0%)	(2,255.8)	(100.0%)
The University of Texas of the Permian Basin	532.5	29.0	5.8%	129.5	32.1%	157.8	42.1%
The University of Texas Rio Grande Valley <sup>a</sup>	3,770.3	3,770.3	100.0%	3,770.3	100.0%	3,770.3	100.0%
The University of Texas at San Antonio	4,184.0	58.6	1.4%	9.4	0.2%	824.7	24.5%
The University of Texas at Tyler	1,038.1	31.3	3.1%	223.0	27.4%	399.5	62.6%
The University of Texas M.D. Anderson Cancer Center	20,945.5	950.4	4.8%	2,511.1	13.6%	4,905.7	30.6%
The University of Texas Southwestern Medical Center	13,577.7	1,005.6	8.0%	2,237.1	19.7%	4,127.1	43.7%
The University of Texas Medical Branch at Galveston	11,743.0	335.2	2.9%	936.2	8.7%	(472.1)	(3.9%)
The University of Texas Health Science Center at Houston	7,243.3	556.7	8.3%	2,084.8	40.4%	2,896.6	66.6%

Changes in Annual FTE Levels by University System and Higher Education Institution

Higher Education Institution	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		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 Health Science Center at San Antonio	5,399.0	(125.5)	(2.3%)	(223.2)	(4.0%)	763.4	16.5%
The University of Texas Health Center at Tyler	1,364.7	176.9	14.9%	452.1	49.5%	411.5	43.2%
Subtotals for the University of Texas System	98,550.6	3,841.0	4.1%	10,359.1	11.7%	18,823.2	23.6%
Texas A&M University System							
Texas A&M University System Administration <sup>c d</sup>	261.7	5.0	1.9%	(76.8)	(22.7%)	(57.8)	(18.1%)
Texas A&M University - Central Texas <sup>b</sup>	266.7	10.8	4.2%	48.1	22.0%	266.7	100.0%
Texas A&M University - Commerce	1,253.1	53.8	4.5%	56.8	4.7%	190.0	17.9%
Texas A&M University - Corpus Christi	1,577.0	67.7	4.5%	158.8	11.2%	293.4	22.9%
Texas A&M University at Galveston	400.6	18.4	4.8%	(29.9)	(6.9%)	16.0	4.2%
Texas A&M University - Kingsville <sup>e</sup>	1,233.5	63.3	5.4%	63.8	5.5%	74.0	6.4%
Texas A&M International University	875.0	23.1	2.7%	68.4	8.5%	202.3	30.1%
Texas A&M University	10,712.2	613.9	6.1%	5.6	0.1%	238.5	2.3%
Texas A&M System - Office of Sponsored Research <sup>c</sup>	30.6	(141.7)	(82.2%)	(84.2)	(73.3%)	30.6	100.0%
Texas A&M System - Office of Technology Commercialization <sup>d</sup>	2.2	(19.9)	(90.0%)	2.2	100.0%	2.2	100.0%
Prairie View A&M University	1,246.2	17.4	1.4%	(69.6)	(5.3%)	(38.8)	(3.0%)
Texas A&M University - San Antonio <sup>e</sup>	383.0	36.7	10.6%	99.7	35.2%	383.0	100.0%
Tarleton State University <sup>b</sup>	1,286.9	78.2	6.5%	167.2	14.9%	144.1	12.6%
Texas A&M University - Texarkana	249.3	9.7	4.0%	41.1	19.7%	72.4	40.9%
West Texas A&M University	1,003.9	43.4	4.5%	(38.0)	(3.6%)	27.4	2.8%
Texas A&M University System Health Science Center	1,681.5	43.5	2.7%	76.5	4.8%	397.4	30.9%

Changes in Annual FTE Levels by University System and Higher Education Institution

Higher Education Institution	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas A&M AgriLife Extension Service	1,499.2	28.8	2.0%	84.6	6.0%	(55.5)	(3.6%)
Texas A&M AgriLife Research	1,560.0	(6.3)	(0.4%)	(84.6)	(5.1%)	(188.0)	(10.8%)
Texas A&M Engineering Experiment Station	993.9	(24.0)	(2.4%)	(132.4)	(11.8%)	24.0	2.5%
Texas A&M Engineering Extension Service	559.1	(2.4)	(0.4%)	(3.7)	(0.7%)	(32.2)	(5.4%)
Texas A&M Forest Service	504.8	18.6	3.8%	74.0	17.2%	108.3	27.3%
Texas A&M Transportation Institute	495.7	7.2	1.5%	25.2	5.4%	45.9	10.2%
Texas A&M Veterinary Medical Diagnostic Laboratory	157.5	2.7	1.7%	5.3	3.5%	9.5	6.4%
Subtotals for Texas A&M University System	28,233.6	947.9	3.5%	458.1	1.6%	2,153.4	8.3%
University of Houston System							
University of Houston System Administration	59.8	(0.2)	(0.3%)	(36.7)	(38.0%)	(30.3)	(33.6%)
University of Houston	6,837.5	254.7	3.9%	719.5	11.8%	1,159.5	20.4%
University of Houston - Clear Lake	1,095.4	75.2	7.4%	170.7	18.5%	279.2	34.2%
University of Houston - Downtown	1,115.0	51.9	4.9%	117.8	11.8%	237.2	27.0%
University of Houston - Victoria	463.3	(5.0)	(1.1%)	51.2	12.4%	134.2	40.8%
Subtotals for University of Houston System	9,571.0	376.6	4.1%	1,022.5	12.0%	1,779.8	22.8%
University of North Texas System							
University of North Texas System Administration <sup>f</sup>	521.5	39.3	8.2%	200.9	62.7%	410.2	368.6%
University of North Texas	4,950.2	(9.2)	(0.2%)	(205.7)	(4.0%)	499.8	11.2%
University of North Texas at Dallas <sup>f</sup>	255.1	56.2	28.3%	76.1	42.5%	255.1	100.0%
University of North Texas Health Science Center	1,577.8	(81.8)	(4.9%)	102.2	6.9%	358.8	29.4%
Subtotals for University of North Texas System	7,304.6	4.5	0.1%	173.5	2.4%	1,523.9	26.4%

Changes in Annual FTE Levels by University System and Higher Education Institution

Higher Education Institution	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
<b>Texas Tech University System</b>							
Texas Tech University System Administration	170.1	9.9	6.2%	23.5	16.0%	18.0	11.8%
Angelo State University	930.8	11.4	1.2%	(33.9)	(3.5%)	116.8	14.3%
Texas Tech University	6,521.8	129.2	2.0%	564.1	9.5%	942.1	16.9%
Texas Tech University Health Sciences Center <sup>9</sup>	4,344.7	(1,388.6)	(24.2%)	(882.5)	(16.9%)	(411.0)	(8.6%)
Texas Tech University Health Sciences Center at El Paso <sup>9</sup>	1,600.3	1,600.3	100.0%	1,600.3	100.0%	1,600.3	100.0%
Subtotals for Texas Tech University System	13,567.7	362.2	2.7%	1,271.5	10.3%	2,266.2	20.1%
<b>Texas State University System</b>							
Texas State University System Administration	24.0	0.9	3.9%	3.5	17.1%	9.6	66.7%
Lamar Institute of Technology	218.2	14.4	7.1%	1.9	0.9%	49.5	29.3%
Lamar State College - Orange	159.1	(3.8)	(2.3%)	(17.7)	(10.0%)	(10.7)	(6.3%)
Lamar State College - Port Arthur	189.8	(17.9)	(8.6%)	(29.8)	(13.6%)	(65.9)	(25.8%)
Lamar University	1,496.5	128.1	9.4%	163.2	12.2%	294.0	24.4%
Sam Houston State University	2,463.6	30.6	1.3%	344.7	16.3%	602.6	32.4%
Sul Ross State University	439.2	7.2	1.7%	16.2	3.8%	(35.5)	(7.5%)
Sul Ross State University Rio Grande College	84.1	5.0	6.3%	6.0	7.7%	(8.4)	(9.1%)
Texas State University	4,546.3	197.0	4.5%	470.2	11.5%	1,110.4	32.3%
Subtotals for Texas State University System	9,620.8	361.5	3.9%	958.2	11.1%	1,945.6	25.3%
<b>Texas State Technical College System</b>							
Texas State Technical College - System	45.3	(1.5)	(3.2%)	1.9	4.4%	1.9	4.4%
Texas State Technical College - Harlingen	559.8	(26.2)	(4.5%)	23.0	4.3%	9.0	1.6%
Texas State Technical College - Marshall	132.3	4.3	3.4%	24.4	22.6%	27.8	26.6%
Texas State Technical College - Waco	698.8	16.5	2.4%	(8.4)	(1.2%)	43.1	6.6%

Changes in Annual FTE Levels by University System and Higher Education Institution

Higher Education Institution	Fiscal Year 2016 Annual Average	One-year Comparison (Change from Fiscal Year 2015 to Fiscal Year 2016)		Five-year Comparison (Change from Fiscal Year 2012 to Fiscal Year 2016)		Ten-year Comparison (Change from Fiscal Year 2007 to Fiscal Year 2016)	
		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 - West Texas	211.8	(1.5)	(0.7%)	(41.0)	(16.2%)	(98.3)	(31.7%)
Subtotals for Texas State Technical College System	1,648.0	(8.4)	(0.5%)	(0.1)	0.0%	(16.5)	(1.0%)
Independent Universities							
Midwestern State University	773.5	27.5	3.7%	20.1	2.7%	28.0	3.8%
Stephen F. Austin State University	1,729.6	(23.6)	(1.3%)	(3.1)	(0.2%)	18.9	1.1%
Texas Southern University	1,237.5	(46.3)	(3.6%)	(106.8)	(7.9%)	199.4	19.2%
Texas Woman's University	1,796.7	44.1	2.5%	93.6	5.5%	305.7	20.5%
Subtotals for Independent Universities	5,537.3	1.7	0.0%	3.8	0.1%	552.0	11.1%
Totals	174,033.6	5,887.0	3.5%	14,246.6	8.9%	29,027.6	20.0%

<sup>a</sup> The University of Texas at Brownsville and the University of Texas - Pan American reported FTEs separately prior to fiscal year 2016. The 84th Legislature combined those institutions, resulting in the creation of the University of Texas Rio Grande Valley.

<sup>b</sup> Texas A&M University - Central Texas's FTEs were reported as a part of Tarleton State University's FTEs prior to fiscal year 2012.

<sup>c</sup> Texas A&M System - Office of Sponsored Research FTEs were reported as a part of the Texas A&M University System Administration's FTEs prior to fiscal year 2012.

<sup>d</sup> Texas A&M System - Office of Technology Commercialization FTEs were reported as a part of the Texas A&M University System Administration's FTEs prior to fiscal year 2013.

<sup>e</sup> Texas A&M University - San Antonio's FTEs were reported as part of Texas A&M University - Kingsville's FTEs prior to fiscal year 2012.

<sup>f</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 2012.

<sup>g</sup> Texas Tech University Health Sciences Center at El Paso's FTEs were reported part of the Texas Tech University Health Sciences Center's FTEs prior to fiscal year 2016.

Source: FTE System, State Auditor's Office.

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