



John Keel, CPA

A Summary Report on

Full-time Equivalent State Employees for Fiscal Year 2015

December 2015

Report No. 16-701



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Overall Conclusion

During fiscal year 2015, state agencies and higher education institutions employed an average of 315,961.6 full-time equivalent (FTE) employees.¹ That was an increase of 5,001.9 FTEs (or 1.6 percent) compared with the average number of FTEs in fiscal year 2014 (310,959.7).² 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 147,815.0 FTEs in fiscal year 2015. That was an increase of 232.7 FTEs (or 0.2 percent) since fiscal year 2014.

Higher education institutions employed an average of 168,146.6 FTEs in fiscal year 2015. That was an increase of 4,769.2 FTEs (or 2.9 percent) since fiscal year 2014.

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 2006 to fiscal year 2015.

The average number of FTEs increased by 30,292.7 (or 10.6 percent) from fiscal year 2006 to fiscal year 2015 (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 25,376.7 (or 17.8 percent) from fiscal year 2006 to fiscal year 2015. For state agencies, the average number of FTEs increased by 4,916.0 (or 3.4 percent) from fiscal year 2006 to fiscal year 2015.

¹ 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.

² 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 2015, 10 state agencies and 21 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 21 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 4.5 percent, and higher education institutions exceeded their limitations by an average of 9.5 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 FTE for no fewer than 11 FTEs. Statewide, the average management-to-staff ratio, calculated using FTEs, for fiscal year 2015 was 1:11.0 (1 manager or supervisor FTE per 11.0 supervised staff FTEs). Five years ago in fiscal year 2011, the average number of FTEs per manager or supervisor FTE was 12.8.

Objective and Scope

The objective of this report was to provide the Legislature and the public with fiscal year 2015 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.

The scope of this project included unaudited fiscal year 2015 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 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.

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 2014 and 2015.

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.

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.

Table 1

FTE Comparison ^a Fiscal Year 2014 and Fiscal Year 2015						
Time Period	Fiscal Year 2014			Fiscal Year 2015		
	Agencies	Higher Education Institutions	Totals	Agencies	Higher Education Institutions	Totals
Quarter 1	146,688.2	168,898.5	315,586.7	147,320.5	173,603.9	320,924.4
Quarter 2	147,319.2	165,316.0	312,635.2	147,660.2	169,880.1	317,540.3
Quarter 3	147,926.5	168,004.2	315,930.7	148,074.0	173,508.3	321,582.3
Quarter 4	148,385.4	151,281.2	299,666.6	148,195.0	155,585.5	303,780.5
Annual Average ^b	147,582.3	163,337.4	310,959.7	147,815.0	168,146.6	315,961.6
^a 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. ^b 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 2015, 98.8 percent of FTEs in state agencies and 45.9 percent of FTEs in higher education institutions were paid from appropriated funds. Statewide, in fiscal year 2015, 70.6 percent of FTEs were paid from appropriated funds, which includes 100 percent federally funded programs (see Table 2).

Table 2

Statewide FTEs by Funding Source - Fiscal Year 2015 ^a							
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	145,985.6	98.8%	1,028.6	0.7%	800.8	0.5%	147,815.0
Higher Education Institutions	77,226.4	45.9%	90,436.1	53.8%	484.1	0.3%	168,146.6
Statewide	223,212.0	70.6%	91,464.7	28.9%	1,284.9	0.4%	315,961.6

^a Percentages are not precise calculations due to rounding.

Source: FTE System, State Auditor's Office.

Average Annual FTEs Increased in Fiscal Year 2015

During fiscal year 2015, the State employed an average of 315,961.6 FTEs in state agencies and higher education institutions. Statewide, there was an increase of 5,001.9 FTEs (or 1.6 percent) when compared to fiscal year 2014. Table 3 shows that, within state agencies, average FTEs increased by 232.7 (or 0.2 percent). Higher education institutions' average FTEs increased by 4,769.2 (or 2.9 percent).

Table 3

Change in Annual FTE Levels by General Appropriations Act Article							
General Appropriations Act Article	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		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	9,365.5	223.7	2.4%	(94.9)	(1.0%)	94.8	1.0%
Article II - Health and Human Services	54,356.4	47.6	0.1%	(1,340.6)	(2.4%)	8,920.4	19.6%
Article III - Public Education	2,493.4	88.2	3.7%	(187.8)	(7.0%)	180.6	7.8%
Article III - Higher Education	168,146.6	4,769.2	2.9%	8,323.1	5.2%	25,376.7	17.8%
Article IV - The Judiciary	1,718.5	2.7	0.2%	26.9	1.6%	101.7	6.3%
Article V - Public Safety and Criminal Justice	50,133.6	(451.5)	(0.9%)	(2,259.4)	(4.3%)	(2,072.4)	(4.0%)
Article VI - Natural Resources	8,180.2	110.0	1.4%	(208.2)	(2.5%)	161.8	2.0%
Article VII - Business and Economic Development	15,880.7	(118.2)	(0.7%)	(971.8)	(5.8%)	(2,682.6)	(14.5%)
Article VIII - Regulatory	3,469.0	62.7	1.8%	2.5	0.1%	115.3	3.4%
Article X - Legislature	2,217.7	267.5	13.7%	(114.5)	(4.9%)	96.4	4.5%
Statewide (Excluding Higher Education)	147,815.0	232.7	0.2%	(5,147.8)	(3.4%)	4,916.0	3.4%
Statewide (Including Higher Education)	315,961.6	5,001.9	1.6%	3,175.3	1.0%	30,292.7	10.6%

Source: FTE System, State Auditor's Office.

The average number of FTEs in fiscal year 2015, including higher education, represented an increase of 30,292.7 (or 10.6 percent) since fiscal year 2006. State agencies' average FTEs increased by 4,916.0 (or 3.4 percent), and higher education institutions' average FTEs increased by 25,376.7 (or 17.8 percent) since fiscal year 2006.

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 2015. Those agencies and higher education institutions employed 224,343.6 FTEs (71.0 percent of the State’s workforce).

Table 4

Twenty State Agencies and Higher Education Institutions With the Highest Annual Average FTEs Fiscal Year 2015			
Rank	State Agency or Higher Education Institution	Average Annual FTEs	Percentage of State Workforce
1	Department of Criminal Justice	37,269.4	11.8%
2	The University of Texas M.D. Anderson Cancer Center	19,995.1	6.3%
3	The University of Texas at Austin	16,367.6	5.2%
4	Department of Aging and Disability Services	15,527.7	4.9%
5	The University of Texas Southwestern Medical Center	12,572.1	4.0%
6	Health and Human Services Commission	12,139.4	3.8%
7	Department of State Health Services	12,021.1	3.8%
8	Department of Transportation	11,754.9	3.7%
9	Department of Family and Protective Services	11,745.5	3.7%
10	The University of Texas Medical Branch at Galveston	11,407.8	3.6%
11	Texas A&M University	10,098.3	3.2%
12	Department of Public Safety	9,090.8	2.9%
13	The University of Texas Health Science Center at Houston	6,686.6	2.1%
14	University of Houston	6,582.8	2.1%
15	Texas Tech University	6,392.6	2.0%
16	Texas Tech University Health Sciences Center	5,733.3	1.8%
17	The University of Texas Health Science Center at San Antonio	5,524.5	1.7%
18	University of North Texas	4,959.4	1.6%
19	Texas State University	4,349.3	1.4%
20	The University of Texas at San Antonio	4,125.4	1.3%
Totals		224,343.6	71.0%^a
^a Percentages do not sum precisely due to rounding.			

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 2015 comprised 42.8 percent (135,227.3 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 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 17.2 percent of the State’s workforce.

Table 5

Twenty State Agencies With the Highest Annual Average FTEs Fiscal Year 2015			
Rank	State Agency	Average Annual FTEs	Percent of State Workforce
1	Department of Criminal Justice	37,269.4	11.8%
2	Department of Aging and Disability Services	15,527.7	4.9%
3	Health and Human Services Commission	12,139.4	3.8%
4	Department of State Health Services	12,021.1	3.8%
5	Department of Transportation	11,754.9	3.7%
6	Department of Family and Protective Services	11,745.5	3.7%
7	Department of Public Safety	9,090.8	2.9%
8	Office of the Attorney General	4,092.1	1.3%
9	Parks and Wildlife Department	2,984.0	0.9%
10	Department of Assistive and Rehabilitative Services	2,922.7	0.9%
11	Texas Workforce Commission	2,793.2	0.9%
12	Office of the Comptroller of Public Accounts	2,722.5	0.9%
13	Commission on Environmental Quality	2,689.2	0.9%
14	Juvenile Justice Department	2,531.5	0.8%
15	Department of Insurance	1,367.1	0.4%
16	Texas Education Agency	832.4	0.3%
17	Railroad Commission	764.4	0.2%
18	Department of Motor Vehicles	743.0	0.2%
19	General Land Office	621.1	0.2%
20	Department of Agriculture	615.3	0.2%
Totals		135,227.3	42.8%^a
^a Percentages do not sum precisely due to rounding.			

Source: FTE System, State Auditor’s Office.

As shown in Table 6, the 20 higher education institutions with the highest annual average FTEs in fiscal year 2015 comprised 42.5 percent of the State’s workforce. The University of Texas M.D. Anderson Cancer Center comprised 6.3 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 6 medical institutions with 61,919.4 FTEs.

Table 6

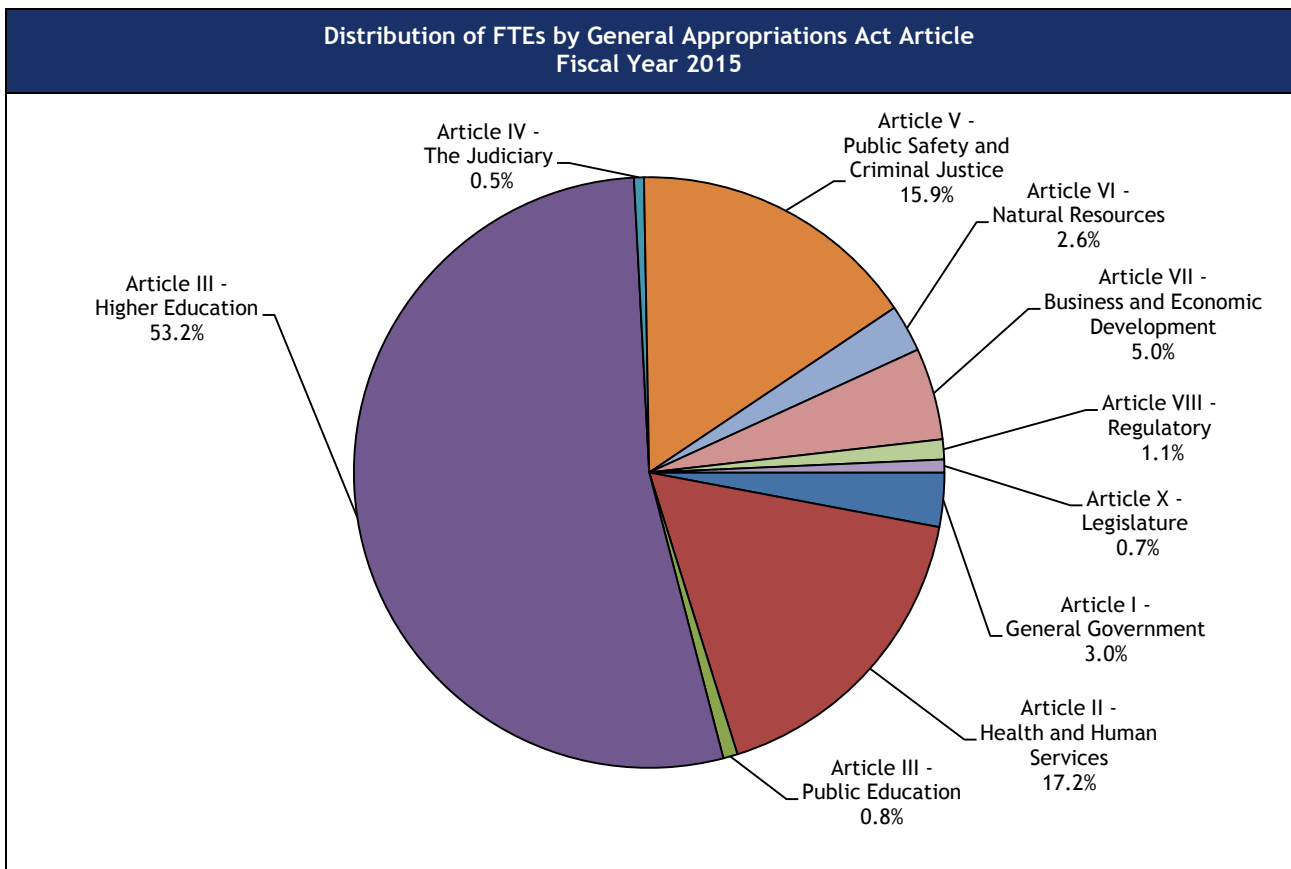
Twenty Higher Education Institutions With the Highest Annual Average FTEs Fiscal Year 2015			
Rank	Higher Education Institution	Average Annual FTEs	Percent of State Workforce
1	The University of Texas M.D. Anderson Cancer Center	19,995.1	6.3%
2	The University of Texas at Austin	16,367.6	5.2%
3	The University of Texas Southwestern Medical Center	12,572.1	4.0%
4	The University of Texas Medical Branch at Galveston	11,407.8	3.6%
5	Texas A&M University	10,098.3	3.2%
6	The University of Texas Health Science Center at Houston	6,686.6	2.1%
7	University of Houston	6,582.8	2.1%
8	Texas Tech University	6,392.6	2.0%
9	Texas Tech University Health Sciences Center	5,733.3	1.8%
10	The University of Texas Health Science Center at San Antonio	5,524.5	1.7%
11	University of North Texas	4,959.4	1.6%
12	Texas State University	4,349.3	1.4%
13	The University of Texas at San Antonio	4,125.4	1.3%
14	The University of Texas at Dallas	3,962.2	1.3%
15	The University of Texas at Arlington	3,918.7	1.2%
16	The University of Texas at El Paso	3,294.5	1.0%
17	The University of Texas - Pan American	2,510.2	0.8%
18	Sam Houston State University	2,433.0	0.8%
19	Stephen F. Austin State University	1,753.2	0.6%
20	Texas Woman’s University	1,752.6	0.6%
Totals		134,419.2	42.5%^a
^a Percentages do not sum precisely due to rounding.			

Source: FTE System, State Auditor’s Office.

Distribution of FTEs by General Appropriations Act Article in Fiscal Year 2015

During fiscal year 2015, higher education institutions employed 53.2 percent of the State's workforce. Health and human services employees (Article II in the General Appropriations Act) represented 17.2 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 2015.

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 2015			
General Appropriations Act Article	Average Annual FTEs	Percentage of State Agency Workforce	Percentage of State Workforce
Article I - General Government	9,365.5	6.3%	3.0%
Article II - Health and Human Services	54,356.4	36.8%	17.2%
Article III - Public Education	2,493.4	1.7%	0.8%
Article IV - The Judiciary	1,718.5	1.2%	0.5%
Article V - Public Safety and Criminal Justice	50,133.6	33.9%	15.9%
Article VI - Natural Resources	8,180.2	5.5%	2.6%
Article VII - Business and Economic Development	15,880.7	10.7%	5.0%
Article VIII - Regulatory	3,469.0	2.3%	1.1%
Article X - Legislature	2,217.7	1.5%	0.7%
Totals	147,815.0	100.0%^a	46.8%

^a 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 2015			
University System	Average Annual FTEs	Percentage of Higher Education Workforce	Percentage of State Workforce
The University of Texas System	94,709.6	56.3%	30.0%
Texas A&M University System	27,285.7	16.2%	8.6%
Texas Tech University System	13,205.5	7.9%	4.2%
Texas State University System	9,259.3	5.5%	2.9%
University of Houston System	9,194.4	5.5%	2.9%
University of North Texas System	7,300.1	4.3%	2.3%
Independent Universities	5,535.6	3.3%	1.8%
Texas State Technical College System	1,656.4	1.0%	0.5%
Totals	168,146.6	100.0%	53.2%

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 2015, 1,284.9 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 9.

Table 9

Distribution of Contract FTEs by General Appropriations Act Article Fiscal Year 2015			
General Appropriations Act Article	Average Annual FTEs	Contract FTEs	Contractors as Percentage of State Workforce
Article I - General Government	9,365.5	136.2	1.5%
Article II - Health and Human Services	54,356.4	382.6	0.7%
Article III - Public Education	2,493.4	26.1	1.0%
Article III - Higher Education	168,146.6	484.1	0.3%
Article IV - The Judiciary	1,718.5	0.3	0.0%
Article V - Public Safety and Criminal Justice	50,133.6	111.3	0.2%
Article VI - Natural Resources	8,180.2	35.3	0.4%
Article VII - Business and Economic Development	15,880.7	108.2	0.7%
Article VIII - Regulatory	3,469.0	0.8	0.0%
Article X - Legislature	2,217.7	0.0	0.0%
Totals	315,961.6	1,284.9	0.4%

Source: FTE System, State Auditor's Office.

Legislatively Mandated Limitations on State Employment Levels

FTE Limitation Provisions

The 83rd Legislature added the following requirements related to FTE limitations for fiscal years 2014 and 2015:

- A state agency or institution of higher education may not use appropriated funds to pay all or part of the salaries or benefits of those employees which would cause the number of FTEs paid from appropriated funds for a fiscal quarter to exceed the amount indicated within the General Appropriations Act 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 above, appropriated funds may not be used to pay all or part of the salaries or benefits of those employees which would cause the number of FTEs paid from appropriated funds to exceed the lesser of either 110 percent of the authorized limitation or 100 percent of the authorized limitation plus 50.

(See Appendix 4 for additional information.)

Source: Section 6.10, page IX-28, the General Appropriations Act (83rd 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 2006. Compared with fiscal year 2014, state employment limitations in fiscal year 2015 increased by 173.9 FTEs (an increase of 0.1 percent).

During fiscal year 2015, 10 state agencies and 21 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 4.5 percent, and higher education institutions exceeded their limitations by an average of 9.5 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 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' limitations, grouped by General Appropriations Act article.

Table 10

Comparison of Agencies' and Higher Education Institutions' FTEs With Their State Employment Limitations Fiscal Year 2015				
General Appropriations Act Article	Average Annual FTEs	Fiscal Year 2015 State Employment Limitation	Annual Average FTEs Subject to State Employment Limitation	Percent of FTEs Subject to State Employment Limitation
Article I - General Government ^a	9,365.5	6,481.8	6,245.8	66.7%
Article II - Health and Human Services	54,356.4	57,984.8	54,352.9	100.0%
Article III - Public Education	2,493.4	2,412.7	2,341.9	93.9%
Article III - Higher Education	168,146.6	81,327.8	77,710.5	46.2%
Article IV - The Judiciary ^a	1,718.5	266.6	252.1	14.7%
Article V - Public Safety and Criminal Justice	50,133.6	53,832.8	50,026.0	99.8%
Article VI - Natural Resources	8,180.2	8,595.7	8,142.1	99.5%
Article VII - Business and Economic Development	15,880.7	16,506.9	15,857.5	99.9%
Article VIII - Regulatory	3,469.0	3,273.7	2,817.0	81.2%
Article X - Legislature	2,217.7	Not Applicable	Not Applicable	Not Applicable
Statewide (Excluding Higher Education)	147,815.0	149,335.0	140,035.3	94.7%
Statewide (Including Higher Education)	315,961.6	230,682.8	217,745.8	68.9%
^a Section 4, page IV-42, and Section 6.10(f), page IX-29, the General Appropriations Act (83rd Legislature) contained exemption language that affected state employment limitations for certain agencies for fiscal years 2014 and 2015. 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.

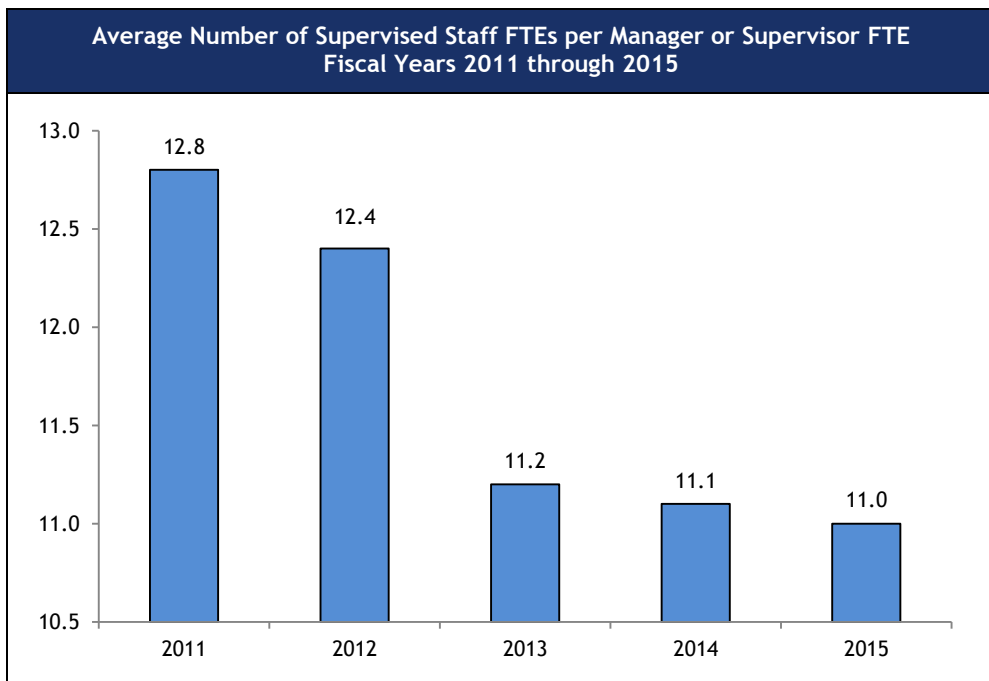
Management-to-staff Ratios

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. Specifically, 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 FTE for no fewer than 11 FTEs.³

Statewide, the average management-to-staff ratio, calculated using FTEs, for fiscal year 2015 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 2011 through fiscal year 2015.

Figure 2



Source: FTE System, State Auditor’s Office.

³ 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.

Sources: Section 5(7)(b), pages III-239 and III-240, the General Appropriations Act (83rd 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 2015, higher education institutions reported an average of 2,469.0 FTEs in the administrator category, 33,021.9 FTEs in the faculty category, and 132,657.1 FTEs in the other staff category. Table 11 provides a summary of the data reported for each quarter of fiscal year 2015.

Table 11

Higher Education Institutions FTEs Reported for Each Quarter of Fiscal Year 2015					
Time Period	Administrators	Faculty	Other Staff	Unreconciled Number ^a	Totals
Quarter 1	2,452.3	36,563.7	134,591.5	(3.6)	173,603.9
Quarter 2	2,456.9	36,600.0	130,824.2	(1.0)	169,880.1
Quarter 3	2,479.9	36,562.2	134,465.8	0.4	173,508.3
Quarter 4	2,483.6	22,357.0	130,742.8	2.1	155,585.5
Annual Average^b	2,469.0	33,021.9	132,657.1	(1.4)	168,146.6
^a Unreconciled numbers are attributed either to rounding or to cases in which higher education institutions did not reconcile differences prior to the reporting date. ^b Annual averages are not precise calculations due to rounding.					

Source: FTE System, State Auditor's Office.

Appendices

Appendix 1

Objective, Scope, and Methodology

Objective

The objective of this report was to provide the Legislature and the public with fiscal year 2015 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 2015 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 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.

Methodology

The report summarized FTE data from fiscal year 2015 that state agencies and higher education institutions submitted to the State Auditor's Office's FTE System. The report also compared FTE data from fiscal year 2015 with data that state agencies and higher education institutions submitted for previous fiscal years to the State Auditor's Office's FTE System.

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

- Juan R. Sanchez, MPA, CIA, CGAP (Project Manager)
- Kendra M. Campbell, MSIS, PHR (Assistant Project Manager)
- Lara Tai, PHR, SHRM-CP
- Brianna C. Lehman, 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 2015, one state agency exceeded the legislatively mandated annual limitation on its state employment level, and nine state agencies exceeded their legislatively mandated quarterly limitations on state employment levels.⁴

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 for additional information on contract workers). The agencies' explanations for exceeding their limitations are listed in Table 12.

Table 12

State Agencies That Exceeded Their FTE Limitations on State Employment Levels Fiscal Year 2015					
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)
Exceeded Annual Limitation					
771 - School for the Blind and Visually Impaired	365.8	366.4	0.6	0.2%	<i>Article IX, Section 6.10(e) provides that the FTE limitation shall be an average of the four reports filed for the fiscal year. The Agency (Texas School for the Blind and Visually Impaired) exceeded the FTE limitation for the fiscal year. Additional work hours were required in the month of August to adequately prepare for the new 2015-16 school year. The total average FTEs for the 4 quarters was below the limitation of Section 6.10 of Article IX, GAA.</i>

⁴ Some agencies have annual limitations while other agencies have quarterly limitations.

**State Agencies That Exceeded Their FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
Exceeded Quarterly Limitation in 1st Quarter					
326 - Texas Emergency Services Retirement System	6.0	6.5	0.5	8.3%	<i>S.B. 220 passed by the 83rd Legislature, added new contract administration responsibilities to the agency's enabling legislation. Those responsibilities have been fulfilled by an additional FTE, with half of that position being paid from appropriated funds, under authority granted in Article IX of the Appropriations Act, which grants agencies the authority to exceed their FTE caps by up to 10%. The other half of this FTE is being paid from non-appropriated funds. That position was part-time in FY 2014 and transitioned to full-time effective 9/1/14.</i>
356 - Texas Ethics Commission	36.0	41.1	5.1	14.2%	<i>Our FTE limitation of 36 has been exceeded this Quarter due to work performed by a contracted vendor hired to develop our new Electronic Filing System software. Please note that the actual agency employee FTE level remains at approximately 30 FTE's with 36 authorized.</i>
403 - Veterans Commission	382.5	384.1	1.6	0.4%	<i>The Department of Labor Employment and Training Program (DOL VETS) provided additional funding to hire additional staff to assist with the task of assisting Texas Veterans in obtaining and retaining employment. Additional Staff was hired to accomplish this mission. The Governors Office provided a directive to hire additional staff to assist veterans to obtain VA healthcare, these additional employees were hired to accomplish this task.</i>
407 - Commission on Law Enforcement	43.6	43.7	0.1	0.2%	<i>One FTE retired our agency on 9/30/14, 1 FTE came on 10/13/14 as a Manager. We have 47 employees now (44 full time, 3 part time) for an FTE total of 45.7 which is above the LBB FTE limit of 43.6 when including the 2 Federal Grant Funded positions.</i>
507 - Texas Board of Nursing	109.7	115.1	5.4	4.9%	<i>Agency used the authority to go over the FTE cap, as stated in the GAA, 83rd Leg. R.S. Agency opted to hire employees instead of using long term contract workers from temp agencies.</i>
701 - Texas Education Agency	804.0	819.2	15.2	1.9%	<i>In response to SAO audit findings in August 2013, TEA created an Office of Complaints, Investigations and Enforcement to begin implementing the audit recommendations. TEA also increased positions for the Texas Student Data System (TSDS). These TSDS positions were funded during the 83rd Legislative session; however, TEA's FTE cap was not increased accordingly. TEA's 2016/2017 Legislative Appropriation Request (LAR) contains exceptional item requests to increase its FTE authorization level to address the increase effort dedicated to both these agency initiatives.</i>

**State Agencies That Exceeded Their FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
Exceeded Quarterly Limitation in 2nd Quarter					
326 - Texas Emergency Services Retirement System	6.0	6.1	0.1	1.7%	<i>S.B. 220 passed by the 83rd Legislature, added new contract administration responsibilities to the agency's enabling legislation. Those responsibilities have been fulfilled by an additional FTE, with half of that position being paid from appropriated funds, under authority granted in Article IX of the Appropriations Act, which grants agencies the authority to exceed their FTE caps by up to 10%. The other half of this FTE is being paid from non-appropriated funds. That position was part-time in FY 2014 and transitioned to full-time effective 9/1/14.</i>
327 - Employees Retirement System	332.0	341.4	9.4	2.8%	<i>It is the policy of ERS to make the most efficient use of full time equivalent positions (FTEs). 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. 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>
356 - Texas Ethics Commission	36.0	39.6	3.6	10.0%	<i>Our agency is authorized 36 FTE's. We have 29 FTE's on staff with 2 part time employees and are utilizing contract workers that total 9.9 FTE's. The contract workers contract expires on August 31, 2015. After August 31, 2015 our FTE count will go back down to 29.</i>
403 - Veterans Commission	382.5	386.0	3.5	0.9%	<i>The Department of Labor Employment and Training Program (DOL VETS) provided additional funding to hire additional staff with the task of assisting Veterans in obtaining and retaining employment. The Governor's Office provided additional funds to implement a Veterans Health Care initiative to assist Veterans to navigate the VA healthcare System and act as a liaison to help them solve issues in obtaining healthcare. As a result of this additional funding outside the TVC's bill pattern additional FTEs were added which caused the Agency to exceed the FTE Cap for this quarter.</i>
507 - Texas Board of Nursing	109.7	116.2	6.5	5.9%	<i>We used authority to go over the FTE cap, as stated in the GAA, 83rd Leg. R.S. We opted to hire employees instead of using long term contract workers from temp agencies.</i>

**State Agencies That Exceeded Their FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
Exceeded Quarterly Limitation in 2nd Quarter					
701 - Texas Education Agency	804.0	841.2	37.2	4.6%	<i>In response to SAO audit findings in August 2013, TEA created an Office of Complaints, Investigations and Enforcement to begin implementing the audit recommendations. TEA also increased positions for the Texas Student Data System (TSDS). These TSDS positions were funded during the 83rd Legislative session; however, TEA's FTE cap was not increased accordingly. TEA's 2016/2017 Legislative Appropriation Request (LAR) contains exceptional item requests to increase its FTE authorization level to address the increase effort dedicated to both these agency initiatives.</i>
Exceeded Quarterly Limitation in 3rd Quarter					
326 - Texas Emergency Services Retirement System	6.0	6.1	0.1	1.7%	<i>S.B. 220 passed by the 83rd Legislature, added new contract administration responsibilities to the agency's enabling legislation. Those responsibilities have been fulfilled by an additional FTE, with half of that position being paid from appropriated funds, under authority granted in Article IX of the Appropriations Act, which grants agencies the authority to exceed their FTE caps by up to 10%. The other half of this FTE is being paid from the non-appropriated funds. That position was part-time in FY2014 and transitioned to full-time effective 9/1/14.</i>
327 - Employees Retirement System	332.0	357.7	25.7	7.7%	<i>It is the policy of ERS to make the most efficient use of full time equivalent positions (FTEs). 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. 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>
356 - Texas Ethics Commission	36.0	38.9	2.9	8.1%	<i>Our FTE limitation of 36 has been exceeded this Quarter due to work performed by a contracted vendor hired to develop our new Electronic Filing System. Please note that the actual agency employee FTE level remains at approximately 28-30 FTE's with 36 authorized.</i>
507 - Texas Board of Nursing	109.7	117.2	7.5	6.8%	<i>We used authority to go over the FTE cap, as stated in the GAA, 83rd Legislature, R.S. We opted to hire employees instead of using long-term contract workers from temp agencies.</i>

**State Agencies That Exceeded Their FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
Exceeded Quarterly Limitation in 3rd Quarter					
701 - Texas Education Agency	804.0	835.7	31.7	3.9%	<i>In response to SAO audit findings in August 2013, TEA created an Office of Complaints, Investigations and Enforcement to begin implementing the audit recommendations. TEA also increased positions for the Texas Student Data System (TSDS). These TSDS positions were funded during the 83rd Legislative session; however, TEA's FTE cap was not increased accordingly. TEA's 2016/2017 Legislative Appropriation Request (LAR) contains exceptional item requests to increase its FTE authorization level to address the increase effort dedicated to both these agency initiatives.</i>
808 - Historical Commission	190.2	192.0	1.8	0.9%	<i>GAA Article IX, Sec 6.10 (a)(1) authorizes each agency to exceed their FTE cap by the amount up to 10%. Additional staff were hired at state historic sites for temporary projects and temporary curatorial work. The temporary work should be completed by August 31, 2015. The THC was under our FTE cap by several positions for the previous two fiscal year quarters and is projected to be overall under the FTE cap for Fiscal Year 2015.</i>
Exceeded Quarterly Limitation in 4th Quarter					
326 - Texas Emergency Services Retirement System	6.0	6.5	0.5	8.3%	<i>S.B. 220 passed by the 83rd Legislature, added new contract administration responsibilities to the agency's enabling legislation. Those responsibilities have been fulfilled by an additional FTE, with half of that position being paid from appropriated funds, under authority granted in Article IX of the Appropriations Act, which grants agencies the authority to exceed their FTE caps by up to 10%. The other half of this FTE is being paid from the non-appropriated funds. That position was part-time in FY2014 and transitioned to full-time effective 9/1/14.</i>
327 - Employees Retirement System	332.0	359.0	27.0	8.1%	<i>It is the policy of ERS to make the most efficient use of full time equivalent positions (FTEs). The staffing level increase resulted primarily from hiring additional investment staff and other additional staff to support numerous complex programs and projects. Details for those additional positions was provided to the LBB during the appropriation process. 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>

State Agencies That Exceeded Their FTE Limitations on State Employment Levels Fiscal Year 2015					
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)
Exceeded Quarterly Limitation in 4th Quarter					
356 - Texas Ethics Commission	36.0	37.5	1.5	4.2%	<i>Our FTE limitation of 36 has been exceeded this Quarter due to work performed by a contracted vendor hired to develop our new Electronic Filing System application. Please note that the actual agency employee FTE level remains at approximately 28-30 FTE's with 36 authorized.</i>
403 - Veterans Commission	382.5	392.0	9.5	2.5%	<i>The Department of Labor and Training Program (DOL VETS) provided additional funding to hire additional staff with the task of assisting Veterans in obtaining and retaining employment. The Governor's Office provided additional funding to implement a Veterans Healthcare initiative to assist Veterans to navigate the Veterans Healthcare system. As a result of this additional funding outside the TVC's bill pattern, additional FTEs were added which caused the Agency to exceed the FTE Cap for this quarter.</i>
507 - Texas Board of Nursing	109.7	115.9	6.2	5.7%	<i>We used authority to go over the FTE cap, as stated in the GAA, 83rd Legislature, R.S. We opted to hire employees instead of using long-term contract workers from temp agencies.</i>
601 - Department of Transportation	12,087.0	12,111.5	24.5	0.2%	<i>TxDOT's total number of FTEs fluctuates every month, we are still below our allocation. TxDOT's contracted FTEs are based on a needed basis. Since TxDOT currently has more full time positions filled our need for contracted FTEs is lower.</i>
701 - Texas Education Agency	804.0	833.4	29.4	3.7%	<i>In response to SAO audit findings in August 2013, TEA created an Office of Complaints, Investigations and Enforcement to begin implementing the audit recommendations. TEA also increased positions for the Texas Student Data System (TSDS). These TSDS positions were funded during the 83rd Legislative session; however, TEA's FTE cap was not increased accordingly. During the 84th Legislative session, TEA's FTE authorization level was increased to address the effort required for these agency initiatives beginning in Fiscal Year 2016.</i>
808 - Historical Commission	190.2	198.0	7.8	4.1%	<i>GAA Article IX, Sec 6.10 (a)(1) authorizes each agency to exceed their FTE cap by the amount up to 10%. Additional staff was hired at state historic sites for temporary projects and temporary curatorial work. The THC was under the overall FTE cap for Fiscal Year 2015.</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 2015, 21 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 2015 (see page 9 for additional information on contract workers). The higher education institutions' explanations for exceeding their limitations are listed in Table 13.

Table 13

Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels Fiscal Year 2015					
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	13,426.7	14,363.6	936.9	7.0%	<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	150.0	154.8	4.8	3.2%	<i>TVMLD exceeded the cap of 150 FTE's but remained under its approved request to exceed of 165 for FY2015.</i>
713 - Tarleton State University	565.0	577.6	12.6	2.2%	<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 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 to maximize the state appropriation related to salaries and benefits in FY15. Tarleton's appropriation for FY15 will support this level of employment. Tarleton experienced considerable growth in FY13 and FY14, 5% and 7% respectively, and a 6% growth in FY15.</i>

**Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
720 - The University of Texas System Administration	224.8	349.2	124.4	55.3%	<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 and related shared business operations, technology efforts, the UT System's incubator for education innovations - the Institute for Transformational Learning and the new Business Development office.</i>
723 - The University of Texas Medical Branch at Galveston	4,807.5	5,174.9	367.4	7.6%	<i>The variance is due to entering into a relationship with Angleton Danbury Medical Center and additional clinical staff to handle growth.</i>
729 - The University of Texas Southwestern Medical Center	1,746.5	1,868.2	121.7	7.0%	<i>The increase is attributable to the request for an additional 75 FTE related to the new research appropriation for the Texas Institute for Brain Injury and Repair.</i>
731 - Texas Woman's University	958.5	983.9	25.4	2.6%	<i>During the FY 12-13 biennium our appropriations decreased and we were required to move salaries to other funds to cover the costs. That FTE cap was based on actuals (average of 4 quarters) for the year 2012. In the next biennium, FY 2014-2015 appropriations increased and allowed us to move salaries back to the appropriated funds. Per Article IX, sec. 6.10 we can exceed the cap by 110% or 50 FTE (lesser of the two). In our case, the lesser is 50.</i>
732 - Texas A&M University - Kingsville	550.8	587.3	36.5	6.6%	<i>Increased enrollment has required additional faculty and staff above our limitation in order to teach and coordinate scheduling, record keeping and administration.</i>
733 - Texas Tech University	2,579.7	2,585.8	6.1	0.2%	<i>After receiving approval from the Texas Tech University System Board of Regents, Texas Tech University submitted a request to exceed the Annual FTE Cap to the Legislative Budget Board and the Governor's Office of Budget, Planning and Policy.</i>
734 - Lamar University	895.5	1,025.6	130.1	14.5%	<i>Some major increases in staff came from College of Education, Academic Partnerships, Facilities and Security; plus deficiencies in custodial, skilled workers, and supervision. The faculty growth is due to online enrollment growth in Education (AP) and the roll-out of a new online MBA program.</i>
739 - Texas Tech University Health Sciences Center	1,834.7	1,894.2	59.5	3.2%	<i>After receiving approval from the Texas Tech University System Board of Regents, Texas Tech University Health Sciences Center submitted a request to exceed the Annual FTE Cap to the Legislative Budget Board and the Governor's Office of Budget, Planning and Policy. The request to exceed was from 1,834.7 FTE's to 1,934.7 FTE's. The FY 2015 four quarter average FTE's for the institution is 1,894.1 which is below the requested level.</i>

**Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
742 - The University of Texas of the Permian Basin	323.0	342.6	19.6	6.1%	As is.
743 - The University of Texas at San Antonio	2,402.5	2,406.2	3.7	0.2%	<i>The FTE for those paid from appropriations is within the FTE Limitation of 2,402.5</i>
744 - The University of Texas Health Science Center at Houston	1,797.9	1,964.9	167.0	9.3%	<i>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.</i>
754 - Texas State University	1,740.0	1,880.8	140.8	8.1%	<i>Texas State exceeded the FTE cap for FY15 due to unexpended balances in Fund 260. We didn't spend all of our revenue in fund 260 in FY14 and this was carried forward into FY15. We spent the entire UB in FY15 on salaries and therefore paid for more FTE than anticipated.</i>
763 - University of North Texas Health Science Center	718.6	792.8	74.2	10.3%	<i>Explanation of Exceeding the Limitation on State Employment Levels. Increase is primarily due to an increase of State Appropriations of approximately \$17 million per year over the prior biennium, primarily in the College of Pharmacy, which added additional faculty and staff to the program in order to have sufficient support to meet the increase in the number of students enrolling in the program. A request to exceed FTE limitation has been submitted to and approved by the governing board.</i>
765 - University of Houston - Victoria	293.6	298.7	5.1	1.7%	<i>Increased faculty and staff are necessary to accommodate program expansion and continued growth as a result of ongoing transition to a residential four-year institution.</i>
770 - Texas A&M University - Central Texas	133.9	136.1	2.2	1.6%	<i>More FTEs were hired this 4th quarter 2015 than the 2014 4th quarter due to a growing university which required the hiring of more employees.</i>
785 - The University of Texas Health Science Center at Tyler	724.8	961.5	236.7	32.7%	<i>To provide for The University of Texas Health Science Center at Tyler's (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. 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. To provide for THC's new Behavioral Health Initiatives.</i>
923 - Texas State Technical College - Harlingen	415.1	444.5	29.4	7.1%	<i>On August 13, 2014, the Texas State Technical College (TSTC) Board of Regents approved an increase in Educational and General fund FTE for TSTC Harlingen for an additional 25 FTE. This increase is needed to meet demand for TSTC Harlingen, which absorbed a loss of 27.8 FTE in the past fiscal year. A letter dated August 13, 2014, was also sent to the appropriate parties to request approval.</i>

**Higher Education Institutions That Exceeded Their Legislatively Mandated Annual FTE Limitations on State Employment Levels
Fiscal Year 2015**

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)
926 - Texas State Technical College - Marshall	102.0	115.5	13.5	13.2%	<i>The FTE is above the limitation due to the addition of personnel to staff the new North Texas campus in Ellis County.</i>

Source: FTE System, State Auditor's Office.

Excerpt from the General Appropriations Act Regarding Limitations on State Employment Levels for Fiscal Year 2015

Legislatively mandated limitations on state employment levels for fiscal year 2015 were established in Section 6.10, pages IX-28 through IX-30, the General Appropriations Act (83rd 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 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.

(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 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		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	9.8	0.5	5.4%	1.0	11.4%	1.8	22.5%
Cancer Council ^a	-	-	-	-	-	(7.0)	(100.0%)
Cancer Prevention and Research Institute of Texas ^a	28.1	5.8	26.0%	7.6	37.1%	28.1	100.0%
Commission on State Emergency Communications	25.0	1.5	6.4%	0.6	2.5%	2.5	11.1%
Commission on the Arts	13.9	0.9	6.9%	(2.3)	(14.2%)	(4.0)	(22.3%)
Office of the Comptroller of Public Accounts	2,722.5	76.8	2.9%	(140.6)	(4.9%)	(53.8)	(1.9%)
Office of the Comptroller of Public Accounts - Fiscal Programs	13.4	0.9	7.2%	(7.8)	(36.8%)	(6.7)	(33.3%)
Department of Information Resources	191.3	9.5	5.2%	(14.6)	(7.1%)	(12.8)	(6.3%)
Employees Retirement System	347.4	17.7	5.4%	27.7	8.7%	67.6	24.2%
Ethics Commission	39.3	9.2	30.6%	5.8	17.3%	5.0	14.6%
Fire Fighters' Pension Commissioner ^b	-	-	-	(7.9)	(100.0%)	(7.3)	(100.0%)
Historical Commission	189.5	16.2	9.3%	(20.7)	(9.8%)	77.8	69.7%
Library and Archives Commission	151.1	4.6	3.1%	(21.4)	(12.4%)	(33.9)	(18.3%)

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Office of State-Federal Relations ^c	-	-	-	-	-	(6.2)	(100.0%)
Office of the Attorney General ^d	4,092.1	56.6	1.4%	12.2	0.3%	18.4	0.5%
Office of the Governor ^{c e}	105.4	1.6	1.5%	(154.7)	(59.5%)	(139.5)	(57.0%)
Pension Review Board ^b	12.9	0.2	1.6%	2.4	22.9%	5.7	79.2%
Preservation Board	177.9	(5.5)	(3.0%)	(3.1)	(1.7%)	(2.4)	(1.3%)
Public Finance Authority	10.7	2.8	35.4%	(1.2)	(10.1%)	(3.7)	(25.7%)
Office of the Secretary of State	194.8	1.1	0.6%	(6.3)	(3.1%)	(37.2)	(16.0%)
State Office of Risk Management	115.3	3.1	2.8%	(4.7)	(3.9%)	(2.5)	(2.1%)
Texas Emergency Services Retirement System ^b	6.8	0.2	3.0%	6.8	100.0%	6.8	100.0%
Facilities Commission	391.6	10.1	2.6%	30.5	8.4%	(150.8)	(27.8%)
Trusted Programs Within the Office of the Governor ^{c e}	137.6	(7.1)	(4.9%)	137.6	100.0%	137.6	100.0%
Veterans Commission	389.1	17.0	4.6%	58.2	17.6%	211.3	118.8%
Subtotals for Article I	9,365.5	223.7	2.4%	(94.9)	(1.0%)	94.8	1.0%
Article II - Health and Human Services							
Department of Aging and Disability Services	15,527.7	(274.0)	(1.7%)	(1,662.8)	(9.7%)	1,276.4	9.0%
Department of Assistive and Rehabilitative Services	2,922.7	(12.6)	(0.4%)	(289.5)	(9.0%)	(132.1)	(4.3%)
Department of Family and Protective Services	11,745.5	311.3	2.7%	843.7	7.7%	3,741.1	46.7%
Department of State Health Services	12,021.1	9.3	0.1%	(156.0)	(1.3%)	702.7	6.2%
Health and Human Services Commission	12,139.4	13.6	0.1%	(76.0)	(0.6%)	3,332.3	37.8%
Subtotals for Article II	54,356.4	47.6	0.1%	(1,340.6)	(2.4%)	8,920.4	19.6%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Article III - Public Education							
Higher Education Coordinating Board	228.6	(3.9)	(1.7%)	(48.3)	(17.4%)	(48.5)	(17.5%)
School for the Blind and Visually Impaired	376.8	(1.9)	(0.5%)	4.7	1.3%	48.8	14.9%
School for the Deaf	441.4	7.9	1.8%	(31.2)	(6.6%)	17.6	4.2%
Teacher Retirement System	614.2	30.8	5.3%	100.1	19.5%	170.6	38.5%
Texas Education Agency	832.4	55.3	7.1%	(213.1)	(20.4%)	(7.9)	(0.9%)
Subtotals for Article III	2,493.4	88.2	3.7%	(187.8)	(7.0%)	180.6	7.8%
Article IV - Judiciary							
Board of Law Examiners	22.1	1.5	7.3%	1.2	5.7%	0.0	0.0%
Office of the Comptroller of Public Accounts' Judiciary Section	614.7	1.2	0.2%	4.5	0.7%	32.1	5.5%
Court of Criminal Appeals	66.8	(2.2)	(3.2%)	1.3	2.0%	(1.7)	(2.5%)
Eighth Court of Appeals District, El Paso	16.3	(0.3)	(1.8%)	(1.2)	(6.9%)	(0.6)	(3.6%)
Eleventh Court of Appeals District, Eastland	19.0	0.5	2.7%	3.6	23.4%	1.7	9.8%
Fifth Court of Appeals District, Dallas	58.6	(0.2)	(0.3%)	(0.7)	(1.2%)	4.3	7.9%
First Court of Appeals District, Houston	43.8	0.8	1.9%	(3.2)	(6.8%)	0.1	0.2%
Fourteenth Court of Appeals District, Houston	42.8	0.8	1.9%	(1.7)	(3.8%)	0.2	0.5%
Fourth Court of Appeals District, San Antonio	34.5	0.0	0.0%	1.1	3.3%	0.6	1.8%
Ninth Court of Appeals District, Beaumont	19.6	(0.4)	(2.0%)	(1.3)	(6.2%)	0.0	0.0%
Office of Capital Writs ^f	12.9	2.1	19.4%	5.3	69.7%	12.9	100.0%
Office of Court Administration	213.9	4.2	2.0%	21.1	10.9%	34.6	19.3%
Office of the State Prosecuting Attorney	4.0	0.0	0.0%	(0.7)	(14.9%)	(0.8)	(16.7%)

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Second Court of Appeals District, Fort Worth	36.3	(1.7)	(4.5%)	(1.6)	(4.2%)	(1.9)	(5.0%)
Seventh Court of Appeals District, Amarillo	19.3	(0.5)	(2.5%)	(0.7)	(3.5%)	(0.7)	(3.5%)
Sixth Court of Appeals District, Texarkana	15.4	0.1	0.7%	(0.1)	(0.6%)	(0.4)	(2.5%)
State Bar of Texas	285.3	(5.1)	(1.8%)	0.0	0.0%	8.0	2.9%
State Commission on Judicial Conduct	12.8	0.0	0.0%	(0.7)	(5.2%)	(0.2)	(1.5%)
State Law Library	9.8	0.0	0.0%	(1.8)	(15.5%)	0.1	1.0%
Supreme Court of Texas	74.8	0.8	1.1%	2.2	3.0%	10.2	15.8%
Tenth Court of Appeals District, Waco	15.7	0.0	0.0%	0.4	2.6%	0.6	4.0%
Third Court of Appeals District, Austin	32.8	0.8	2.5%	(0.3)	(0.9%)	1.3	4.1%
Thirteenth Court of Appeals District, Edinburg	32.0	0.0	0.0%	(0.2)	(0.6%)	0.8	2.6%
Twelfth Court of Appeals District, Tyler	15.3	0.3	2.0%	0.4	2.7%	0.5	3.4%
Subtotals for Article IV	1,718.5	2.7	0.2%	26.9	1.6%	101.7	6.3%
Article V - Public Safety and Criminal Justice							
Alcoholic Beverage Commission	607.4	18.3	3.1%	(0.8)	(0.1%)	(34.8)	(5.4%)
Commission on Fire Protection	28.7	1.0	3.6%	(5.0)	(14.8%)	(2.5)	(8.0%)
Commission on Jail Standards	14.9	0.3	2.1%	(2.8)	(15.8%)	(1.2)	(7.5%)
Department of Criminal Justice	37,269.4	(455.0)	(1.2%)	(2,134.5)	(5.4%)	(1,007.9)	(2.6%)
Department of Public Safety	9,090.8	5.0	0.1%	820.2	9.9%	1,264.3	16.2%
Juvenile Probation Commission ^g	-	-	-	(72.7)	(100.0%)	(57.8)	(100.0%)
Commission on Law Enforcement ^h	44.3	1.0	2.3%	0.8	1.8%	5.0	12.7%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Juvenile Justice Department ^g	2,531.5	(19.4)	(0.8%)	2,531.5	100.0%	2,531.5	100.0%
Military Department ⁱ	546.6	(2.7)	(0.5%)	(75.2)	(12.1%)	(72.8)	(11.8%)
Youth Commission ^g	-	-	-	(3,320.9)	(100.0%)	(4,696.2)	(100.0%)
Subtotals for Article V	50,133.6	(451.5)	(0.9%)	(2,259.4)	(4.3%)	(2,072.4)	(4.0%)
Article VI - Natural Resources							
Animal Health Commission	152.4	10.3	7.2%	(37.0)	(19.5%)	(40.0)	(20.8%)
Commission on Environmental Quality ^j	2,689.2	34.5	1.3%	(145.6)	(5.1%)	(170.6)	(6.0%)
Department of Agriculture ^{l p}	615.3	14.8	2.5%	(17.5)	(2.8%)	131.1	27.1%
General Land Office	621.1	(3.8)	(0.6%)	46.8	8.1%	45.4	7.9%
Low-Level Radioactive Waste Disposal Compact Commission ^j	2.0	0.0	0.0%	2.0	100.0%	2.0	100.0%
Parks and Wildlife Department	2,984.0	21.7	0.7%	(108.8)	(3.5%)	100.9	3.5%
Railroad Commission	764.4	27.9	3.8%	127.5	20.0%	67.4	9.7%
Soil and Water Conservation Board	70.9	1.0	1.4%	(0.2)	(0.3%)	10.8	18.0%
Water Development Board	280.9	3.6	1.3%	(75.4)	(21.2%)	14.8	5.6%
Subtotals for Article VI	8,180.2	110.0	1.4%	(208.2)	(2.5%)	161.8	2.0%
Article VII - Business and Economic Development							
Department of Housing and Community Affairs	283.6	(11.5)	(3.9%)	(81.0)	(22.2%)	5.0	1.8%
Department of Motor Vehicles ^k	743.0	2.7	0.4%	192.0	34.8%	743.0	100.0%
Department of Transportation	11,754.9	39.4	0.3%	(207.1)	(1.7%)	(2,989.7)	(20.3%)
Department of Rural Affairs ^l	-	-	-	(89.8)	(100.0%)	(65.6)	(100.0%)
Texas Lottery Commission	306.0	8.7	2.9%	(10.5)	(3.3%)	(2.7)	(0.9%)

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas Workforce Commission	2,793.2	(157.5)	(5.3%)	(775.4)	(21.7%)	(372.6)	(11.8%)
Subtotals for Article VII	15,880.7	(118.2)	(0.7%)	(971.8)	(5.8%)	(2,682.6)	(14.5%)
Article VIII - Regulatory							
Board of Architectural Examiners ^m	18.5	0.0	0.0%	(3.0)	(14.0%)	(2.5)	(11.9%)
Board of Chiropractic Examiners	13.5	1.7	14.4%	3.3	32.4%	6.7	98.5%
Board of Examiners of Psychologists	13.0	0.1	0.8%	0.5	4.0%	1.4	12.1%
Board of Pharmacy	88.3	10.0	12.8%	18.0	25.6%	33.5	61.1%
Board of Plumbing Examiners	29.1	0.8	2.8%	6.1	26.5%	6.6	29.3%
Board of Podiatric Medical Examiners	4.0	0.2	5.3%	1.0	33.3%	0.9	29.0%
Board of Professional Engineers ^m	31.5	1.2	4.0%	2.8	9.8%	2.7	9.4%
Board of Professional Geoscientists	7.3	(0.2)	(2.7%)	(0.7)	(8.8%)	1.4	23.7%
Board of Professional Land Surveying	5.0	0.4	8.7%	0.0	0.0%	0.6	13.6%
Board of Public Accountancy ^m	41.5	(0.3)	(0.7%)	0.6	1.5%	1.2	3.0%
Board of Tax Professional Examiners ⁿ	-	-	-	-	-	(3.5)	(100.0%)
Board of Veterinary Medical Examiners	17.5	0.2	1.2%	3.5	25.0%	6.7	62.0%
Credit Union Department ^m	24.8	0.5	2.1%	1.6	6.9%	3.2	14.8%
Department of Banking ^m	186.4	3.7	2.0%	1.7	0.9%	34.6	22.8%
Department of Insurance	1,367.1	(10.8)	(0.8%)	(135.3)	(9.0%)	(296.2)	(17.8%)
Department of Licensing and Regulation ⁿ	370.7	13.0	3.6%	10.9	3.0%	143.1	62.9%

Changes in Annual FTE Levels by General Appropriations Act Article and Agency							
Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Department of Savings and Mortgage Lending ^m	54.8	(4.8)	(8.1%)	(6.0)	(9.9%)	(0.8)	(1.4%)
Executive Council of Physical and Occupational Therapy Examiners	18.5	0.0	0.0%	0.5	2.8%	0.7	3.9%
Funeral Service Commission	11.8	0.5	4.4%	(0.1)	(0.8%)	1.4	13.5%
Health Professions Council	6.0	0.2	3.4%	1.7	39.5%	4.0	200.0%
Office of Consumer Credit Commissioner ^m	86.4	5.4	6.7%	26.9	45.2%	34.7	67.1%
Office of Injured Employee Counsel	162.2	(3.9)	(2.3%)	3.7	2.3%	72.8	81.4%
Office of Public Insurance Counsel	10.1	0.0	0.0%	0.1	1.0%	(4.7)	(31.8%)
Office of Public Utility Counsel	17.9	0.7	4.1%	1.4	8.5%	(1.2)	(6.3%)
Optometry Board	6.5	0.5	8.3%	(0.1)	(1.5%)	0.2	3.2%
Public Utility Commission of Texas	188.7	21.9	13.1%	6.9	3.8%	12.3	7.0%
Racing Commission	47.5	(1.3)	(2.7%)	(5.4)	(10.2%)	(21.1)	(30.8%)
Real Estate Commission ^m	99.8	(2.0)	(2.0%)	3.3	3.4%	17.5	21.3%
Residential Construction Commission ^o	-	-	-	-	-	(30.0)	(100.0%)
Securities Board	97.4	0.5	0.5%	3.6	3.8%	9.9	11.3%
State Office of Administrative Hearings	106.4	1.2	1.1%	(4.8)	(4.3%)	1.4	1.3%
Structural Pest Control Board ^p	-	-	-	-	-	(29.8)	(100.0%)
Texas Board of Nursing	116.1	9.1	8.5%	23.4	25.2%	40.6	53.8%
Texas Medical Board	167.0	7.1	4.4%	14.6	9.6%	39.7	31.2%
Texas State Board of Dental Examiners	53.7	7.1	15.2%	21.8	68.3%	27.3	103.4%
Subtotals for Article VIII	3,469.0	62.7	1.8%	2.5	0.1%	115.3	3.4%

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

Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Article X - Legislature							
Legislative Budget Board	147.8	0.3	0.2%	(6.4)	(4.2%)	6.1	4.3%
Legislative Council	434.0	53.7	14.1%	(36.5)	(7.8%)	40.4	10.3%
Legislative Reference Library	26.8	3.1	13.1%	0.3	1.1%	(0.8)	(2.9%)
State Auditor's Office	192.5	8.5	4.6%	9.1	5.0%	(6.6)	(3.3%)
Sunset Advisory Commission	27.0	(4.4)	(14.0%)	(3.6)	(11.8%)	(2.0)	(6.9%)
Texas House of Representatives	839.3	129.3	18.2%	(32.2)	(3.7%)	56.0	7.1%
Texas Senate	550.3	77.0	16.3%	(45.2)	(7.6%)	3.3	0.6%
Subtotals for Article X	2,217.7	267.5	13.7%	(114.5)	(4.9%)	96.4	4.5%
Totals	147,815.0	232.7	0.2%	(5,147.8)	(3.4%)	4,916.0	3.4%

^a 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 operation in 2009.

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

^c 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.

^d 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 2015 when compared to previous fiscal years.

^e 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.

^f The Office of Capital Writs was created by Senate Bill 1091 (81st Legislature, Regular Session). That agency was established on September 1, 2010.

^g The Juvenile Probation Commission and Youth Commission were abolished by Senate Bill 653 (82nd Legislature, Regular Session), and their duties were transferred to the Juvenile Justice Department during fiscal year 2012.

^h 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.

ⁱ The Military Department is the former Adjutant General's Department. The Adjutant General's Department was renamed the Military Department effective September 1, 2013.

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

Agency	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change

^j 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.

^k 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.

^l The Department of Rural Affairs was moved into the Department of Agriculture effective September 28, 2011.

^m This agency is a self-directed semi-independent agency.

ⁿ 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.

^o The Residential Construction Commission was abolished effective September 1, 2010.

^p 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.

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 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		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	721.9	105.4	17.1%	121.6	20.3%	82.5	12.9%
The University of Texas at Arlington	3,918.7	(17.7)	(0.4%)	155.8	4.1%	685.2	21.2%
The University of Texas at Austin	16,367.6	61.0	0.4%	373.9	2.3%	1,760.6	12.1%
The University of Texas at Brownsville	924.9	(17.8)	(1.9%)	(625.8)	(40.4%)	(402.9)	(30.3%)
The University of Texas at Dallas	3,962.2	324.8	8.9%	931.1	30.7%	1,653.4	71.6%
The University of Texas at El Paso	3,294.5	60.6	1.9%	126.7	4.0%	497.6	17.8%
The University of Texas - Pan American	2,510.2	36.2	1.5%	20.0	0.8%	308.4	14.0%
The University of Texas of the Permian Basin	503.5	16.8	3.5%	69.3	16.0%	127.4	33.9%
The University of Texas at San Antonio	4,125.4	(58.8)	(1.4%)	42.7	1.0%	937.5	29.4%
The University of Texas at Tyler	1,006.8	50.2	5.2%	263.3	35.4%	397.6	65.3%
The University of Texas M.D. Anderson Cancer Center	19,995.1	737.3	3.8%	2,185.0	12.3%	4,720.8	30.9%
The University of Texas Southwestern Medical Center	12,572.1	851.4	7.3%	1,439.8	12.9%	3,332.0	36.1%
The University of Texas Medical Branch at Galveston	11,407.8	437.1	4.0%	310.8	2.8%	(1,294.7)	(10.2%)
The University of Texas Health Science Center at Houston	6,686.6	527.9	8.6%	1,543.3	30.0%	2,333.5	53.6%

Changes in Annual FTE Levels by University System and Higher Education Institution							
Higher Education Institution	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		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	5,524.5	114.8	2.1%	(217.3)	(3.8%)	890.7	19.2%
The University of Texas Health Science Center at Tyler	1,187.8	108.9	10.1%	300.4	33.9%	104.6	9.7%
Subtotals for the University of Texas System	94,709.6	3,338.1	3.7%	7,040.6	8.0%	16,134.2	20.5%
Texas A&M University System							
Texas A&M University System Administration	256.7	4.4	1.7%	(54.9)	(17.6%)	(72.4)	(22.0%)
Texas A&M University - Central Texas ^a	255.9	16.3	6.8%	255.9	100.0%	255.9	100.0%
Texas A&M University - Commerce	1,199.3	12.2	1.0%	36.9	3.2%	153.4	14.7%
Texas A&M University - Corpus Christi	1,509.3	65.2	4.5%	(5.2)	(0.3%)	223.7	17.4%
Texas A&M University at Galveston	382.2	19.6	5.4%	(49.2)	(11.4%)	(9.2)	(2.4%)
Texas A&M University - Kingsville	1,170.2	26.9	2.4%	(297.1)	(20.2%)	26.4	2.3%
Texas A&M International University	851.9	31.2	3.8%	36.2	4.4%	204.9	31.7%
Texas A&M University	10,098.3	192.4	1.9%	(783.8)	(7.2%)	(163.6)	(1.6%)
Texas A&M System - Office of Sponsored Research ^b	172.3	36.7	27.1%	172.3	100.0%	172.3	100.0%
Texas A&M System - Office of Technology Commercialization ^c	22.1	3.1	16.3%	22.1	100.0%	22.1	100.0%
Prairie View A&M University	1,228.8	(10.8)	(0.9%)	(93.7)	(7.1%)	(83.7)	(6.4%)
Texas A&M University - San Antonio ^d	346.3	20.5	6.3%	346.3	100.0%	346.3	100.0%
Tarleton State University	1,208.7	95.6	8.6%	134.3	12.5%	75.9	6.7%
Texas A&M University - Texarkana	239.6	22.5	10.4%	37.1	18.3%	65.2	37.4%
West Texas A&M University	960.5	(0.4)	0.0%	(88.1)	(8.4%)	(9.9)	(1.0%)
Texas A&M University System Health Science Center	1,638.0	13.4	0.8%	58.7	3.7%	402.6	32.6%

Changes in Annual FTE Levels by University System and Higher Education Institution							
Higher Education Institution	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		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	1,470.4	33.0	2.3%	(42.4)	(2.8%)	(83.5)	(5.4%)
Texas A&M AgriLife Research	1,566.3	4.6	0.3%	(243.5)	(13.5%)	(206.6)	(11.7%)
Texas A&M Engineering Experiment Station	1,017.9	(5.6)	(0.5%)	(180.3)	(15.0%)	18.8	1.9%
Texas A&M Engineering Extension Service	561.5	(7.2)	(1.3%)	(28.9)	(4.9%)	124.4	28.5%
Texas A&M Forest Service	486.2	51.8	11.9%	57.0	13.3%	79.3	19.5%
Texas A&M Transportation Institute	488.5	19.0	4.0%	17.2	3.6%	53.0	12.2%
Texas A&M Veterinary Medical Diagnostic Laboratory	154.8	(5.5)	(3.4%)	6.4	4.3%	2.9	1.9%
Subtotals for Texas A&M University System	27,285.7	638.9	2.4%	(686.7)	(2.5%)	1,598.2	6.2%
University of Houston System							
University of Houston System Administration	60.0	0.6	1.0%	(37.7)	(38.6%)	(36.7)	(38.0%)
University of Houston	6,582.8	187.3	2.9%	427.9	7.0%	1,005.3	18.0%
University of Houston - Clear Lake	1,020.2	59.7	6.2%	87.8	9.4%	207.3	25.5%
University of Houston - Downtown	1,063.1	51.6	5.1%	31.5	3.1%	197.4	22.8%
University of Houston - Victoria	468.3	14.2	3.1%	69.5	17.4%	155.4	49.7%
Subtotals for University of Houston System	9,194.4	313.4	3.5%	579.0	6.7%	1,528.7	19.9%
University of North Texas System							
University of North Texas System Administration	482.2	67.6	16.3%	232.7	93.3%	399.9	485.9%
University of North Texas	4,959.4	(53.5)	(1.1%)	(344.5)	(6.5%)	528.3	11.9%
University of North Texas at Dallas ^e	198.9	11.4	6.1%	198.9	100.0%	198.9	100.0%
University of North Texas Health Science Center at Fort Worth	1,659.6	62.7	3.9%	150.2	10.0%	444.4	36.6%
Subtotals for University of North Texas System	7,300.1	88.2	1.2%	237.3	3.4%	1,571.5	27.4%

Changes in Annual FTE Levels by University System and Higher Education Institution							
Higher Education Institution	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change	Change in Number of FTEs	Percent Change
Texas Tech University System							
Texas Tech University System Administration	160.2	6.3	4.1%	7.1	4.6%	(41.0)	(20.4%)
Angelo State University	919.4	(15.9)	(1.7%)	(61.6)	(6.3%)	110.5	13.7%
Texas Tech University	6,392.6	18.7	0.3%	405.9	6.8%	921.6	16.8%
Texas Tech University Health Sciences Center	5,733.3	128.2	2.3%	371.8	6.9%	1,130.0	24.5%
Subtotals for Texas Tech University System	13,205.5	137.3	1.1%	723.2	5.8%	2,121.1	19.1%
Texas State University System							
Texas State University System Administration	23.1	1.9	9.0%	3.3	16.7%	8.0	53.0%
Lamar Institute of Technology	203.8	1.5	0.7%	(16.8)	(7.6%)	21.8	12.0%
Lamar State College - Orange	162.9	(1.5)	(0.9%)	(18.8)	(10.3%)	(2.2)	(1.3%)
Lamar State College - Port Arthur	207.7	(25.4)	(10.9%)	(21.9)	(9.5%)	(55.7)	(21.1%)
Lamar University	1,368.4	84.8	6.6%	(83.3)	(5.7%)	208.7	18.0%
Sam Houston State University	2,433.0	89.8	3.8%	381.2	18.6%	678.2	38.6%
Sul Ross State University	432.0	8.7	2.1%	(0.7)	(0.2%)	(30.5)	(6.6%)
Sul Ross State University Rio Grande College	79.1	3.8	5.0%	(4.4)	(5.3%)	(11.2)	(12.4%)
Texas State University	4,349.3	138.8	3.3%	365.3	9.2%	1,091.9	33.5%
Subtotals for Texas State University System	9,259.3	302.4	3.4%	603.9	7.0%	1,909.0	26.0%
Texas State Technical College System							
Texas State Technical College System Administration	46.8	1.3	2.9%	2.2	4.9%	4.1	9.6%
Texas State Technical College - Harlingen	586.0	(1.8)	(0.3%)	30.5	5.5%	43.4	8.0%
Texas State Technical College - Marshall	128.0	9.7	8.2%	19.1	17.5%	25.8	25.2%
Texas State Technical College - Waco	682.3	(14.5)	(2.1%)	(22.8)	(3.2%)	36.0	5.6%

Changes in Annual FTE Levels by University System and Higher Education Institution							
Higher Education Institution	Fiscal Year 2015 Annual Average	One-year Comparison (Change from Fiscal Year 2014 to Fiscal Year 2015)		Five-year Comparison (Change from Fiscal Year 2011 to Fiscal Year 2015)		Ten-year Comparison (Change from Fiscal Year 2006 to Fiscal Year 2015)	
		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	213.3	(15.3)	(6.7%)	(65.4)	(23.5%)	(86.1)	(28.8%)
Subtotals for Texas State Technical College System	1,656.4	(20.6)	(1.2%)	(36.4)	(2.2%)	23.2	1.4%
Independent Universities							
Midwestern State University	746.0	18.7	2.6%	(47.7)	(6.0%)	(10.5)	(1.4%)
Stephen F. Austin State University	1,753.2	3.2	0.2%	(60.2)	(3.3%)	95.4	5.8%
Texas Southern University	1,283.8	(67.0)	(5.0%)	(108.5)	(7.8%)	91.3	7.7%
Texas Woman's University	1,752.6	16.6	1.0%	78.6	4.7%	316.1	22.0%
Subtotals for Independent Universities	5,535.6	(28.5)	(0.5%)	(137.8)	(2.4%)	492.3	9.8%
Totals	168,146.6	4,769.2	2.9%	8,323.1	5.2%	25,376.7^f	17.8%
<p>^a Texas A&M University - Central Texas's FTEs were reported as part of Tarleton State University's FTEs prior to fiscal year 2012.</p> <p>^b Texas A&M System - Office of Sponsored Research FTEs were reported as part of the Texas A&M University System Administration's FTEs prior to fiscal year 2012.</p> <p>^c Texas A&M System - Office of Technology Commercialization FTEs were reported as part of the Texas A&M University System Administration's FTEs prior to fiscal year 2013.</p> <p>^d 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.</p> <p>^e 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.</p> <p>^f The 10-year change in the number of FTEs includes 1.5 FTEs from fiscal year 2006 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.

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