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A Classification Compliance Review Report on the
**State's Attorney, Assistant
Attorney General, and General
Counsel Positions**

March 2007
Report No. 07-709



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General, and General Counsel Positions*

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Overall Conclusion

The State Auditor's Office's State Classification Team reviewed 1,651 legal positions (attorneys, assistant attorneys general, and general counsels) and other positions performing similar legal work at 79 agencies and found that 1,596 (97 percent) of these positions were classified correctly. Agencies took appropriate action in resolving misclassified positions. Agencies have reported that they will spend \$47,056 to properly classify these positions.

Background Information

The Texas Government Code, Sections 654.036 (2) and (3), specifies that the State Auditor's Office's State Classification Office "shall advise and assist state agencies in equitably and uniformly applying the [classification] plan and conduct classification compliance audits to ensure conformity with the plan."

Key Points

Ninety-seven percent of legal positions were identified as correctly classified.

Of the 1,651 legal positions reviewed, 1,596 (97 percent) were identified as correctly classified. Of the 55 employees in positions that were identified as misclassified, the majority (58 percent) were a result of agencies' classifying positions in an incorrect class series (for example, an employee classified as a manager or director instead of an attorney or general counsel).

Agencies will spend \$47,056 to properly classify positions.

Collectively, agencies will spend \$47,056 to properly classify positions that were misclassified. In many cases, the agencies were able to reclassify positions without changing the salaries. Twelve positions required salary increases ranging from \$498 to \$7,036 annually.

Proper classification of positions ensures efficient and effective use of resources.

Misclassified positions can pose a business risk to agencies through their effect on services and budgets. If employees are classified in positions that are at too high of a level for the work they perform, agencies may be paying employees more than their job duties warrant. If employees are classified in positions that are at too low of a level for the work they perform, employees could be underpaid. This could affect the employees' morale and lower their motivation, thus affecting

This audit was conducted in accordance with Texas Government Code, Section 654.036.

For more information regarding this report, please contact Sandra Vice, Assistant State Auditor, or John Keel, State Auditor, at (512) 936-9500.

services to the citizens of Texas. In addition, it could result in higher turnover, which could be costly for the agencies.

Summary of Objective, Scope, and Methodology

The objective of this classification compliance review was to determine whether agencies conform to the Position Classification Plan by ensuring proper classification of positions.

The scope of this review included employees classified within the attorney, assistant attorney general, and general counsel job classification series, as well as other positions identified as performing similar legal work but classified in other job classification series. Also, for the Building and Procurement Commission and the Texas Lottery Commission, the State Classification Team relied on the results obtained during two agency classification compliance reviews conducted in October 2006 and July 2006, respectively.

The State Classification Team uses the classification method of job evaluation when reviewing positions and determining proper classifications. These determinations are primarily based on the comparison of duties and responsibilities being performed with the state job description for each position.

This project was a review; therefore, 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 and compliance with generally accepted compensation practices.

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Detailed Results

Chapter 1

Legal Positions

Of the 1,651 legal positions reviewed, 1,596 positions (97 percent) were classified correctly. The positions reviewed included attorneys, assistant attorneys general, and general counsels. The State Classification Team also reviewed positions that agencies identified as performing similar legal work but that were classified in other job classification series (see Table 1).

Table 1

| Positions Reviewed | | |
|-----------------------------|---------------------------------------|--|
| Job Classification Series | Number of Employee Positions Reviewed | Number of Employee Positions Misclassified |
| Attorney | 878 | 29 |
| Assistant Attorney General | 652 | 6 |
| General Counsel | 97 | 1 |
| Other Classification Titles | 24 | 19 |
| Totals | 1,651 | 55 |

See Appendix 2 for a list of the 79 agencies where these positions were reviewed.

Also included in the number of employee positions reviewed are 11 legal positions from agency classification compliance reviews conducted at the Building Procurement Commission in October 2006 and at the Texas Lottery Commission in July 2006.

Chapter 1-A Classification

Definitions

Job Classification - An individual job within a job classification series. Each job classification has a corresponding salary group assignment appropriate for the type and level of work being performed.

Job Classification Series - A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility.

Salary Group - A specified level within a salary schedule made up of a salary range with a minimum and maximum salary rate. Assignment of salary groups is based on the type and level of work being performed.

Salary Range - The range of pay rates, from minimum to maximum, set for a salary group or job classification.

Reclassification - The act of changing a position from one job classification to another job classification that better reflects the level or type of work being performed.

Most agencies appropriately classified their legal positions. Of the 1,651 legal positions reviewed, 1,596 (97 percent) were identified as correctly classified.

To address the 55 employee positions that were misclassified, agencies chose to:

- Reclassify 32 positions (58 percent) into a different job classification series (see Appendix 3, Table 3).
- Reclassify 20 positions (36 percent) within the same job classification series but at a higher salary group (see Appendix 3, Table 4).
- Reclassify 1 position (2 percent) within the same job classification series but at a lower salary group. The reclassification, however, did not result in a salary decrease (see Appendix 3, Table 5).

- Change the job duties of 2 positions (4 percent) so they could remain in their current job classification titles and be properly classified (see Appendix 3, Table 6).

Collectively, agencies will spend \$47,056 to properly classify positions that were misclassified. In many cases, the agencies were able to reclassify positions without changing the salaries. Twelve positions required salary increases ranging from \$498 to \$7,036 annually.

Chapter 1-B

Importance of Proper Employee Classification

The proper classification of positions ensures efficient and effective use of resources. Misclassified positions can pose a business risk to agencies through their effect on services and budgets. If employees are classified in positions that are at too high of a level for the work they perform, agencies may be paying the employees more than their job duties warrant. If employees are classified in positions that are at too low of a level for the work they perform, employees could be underpaid. This could affect the employees' morale and lower their motivation, thus affecting services to the citizens of Texas. In addition, it could result in higher turnover, which could be costly for the agencies.

Appendices

Appendix 1

Objective, Scope, and Methodology

Objective

The objective of this classification compliance review was to determine whether agencies are conforming to the Position Classification Plan by ensuring proper classification of positions.

Scope

The scope of this review included employees classified within the attorney, assistant attorney general, and general counsel job classification series, as well as other positions identified as performing similar legal work but classified in other job classification series at state agencies. Also, for the Building and Procurement Commission and the Texas Lottery Commission, the State Classification Team relied on the results obtained during two agency classification compliance reviews conducted in October 2006 and July 2006, respectively.

Methodology

In determining whether positions were appropriately classified, the State Classification Team reviewed the following:

- State job descriptions.
- Surveys completed by employees and verified by their supervisors.
- Internal salary relationships.

The State Classification Team uses the classification method of job evaluation when reviewing positions and determining proper classifications. These classification determinations are primarily based on the comparison of duties and responsibilities being performed with the state job description for each position.

When determining proper classification, the State Classification Team does not focus on specific differences between one level and the next in a job classification series (for example, an Attorney I position compared with an Attorney II position). Instead, the team considers whether an employee is appropriately classified within broad responsibility levels, such as staff attorneys (Attorney I, Attorney II, and Attorney III positions) or senior attorneys (Attorney IV, Attorney V, and Attorney VI positions).

The State Classification Team has an automated job evaluation process. A database was populated with information regarding the employees whose positions were being reviewed. Staff members in the agencies' human resources departments verified the information in the database to ensure that all positions were included. Employees were then asked to complete online surveys describing the work they perform and the percentage of time they spend performing their duties. Supervisors were asked to review and verify employees' survey responses.

Completed survey results were entered into the automated job evaluation system. After the State Classification Team's review and analysis, the automated job evaluation system made an initial determination of whether the positions were appropriately classified. Agencies were given the opportunity to review and address potential misclassifications.

To address each potential misclassification, agencies could reclassify an employee to a job classification title consistent with the work performed, change an employee's duties to conform to the assigned job classification title, or provide justification to explain why an employee was appropriately classified.

The State Classification Team made follow-up calls to determine and validate proper classification of positions and to gather additional information to resolve discrepancies.

The State Classification Team would like to commend the Office of the Attorney General, which had the vast majority of employees within the scope of this review. That agency submitted completed surveys and responses to potential misclassifications on or prior to the established deadlines and made its staff available to answer questions in a timely manner.

Project Information

This review was conducted under the requirements of Texas Government Code, Section 654.036 (3). This project was a review; therefore, 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 and compliance with generally accepted compensation practices.

The following employees of the State Auditor's staff prepared this report:

- Juliette Torres, CCP, PHR (Project Manager)
- Stacey Robbins McClure, MBA, PHR
- Worth Ferguson, CPA (Quality Control Reviewer)
- Sandra Vice, CIA, CGAP, CISA (Assistant State Auditor)

Positions Reviewed

Table 2 presents a summary of the 1,651 legal positions reviewed at 79 agencies. The table includes a summary of employee positions reviewed at each agency by job classification series, as well as the number of positions that were misclassified. The “Other Classification Titles” column includes positions that agencies identified as performing legal work but that were classified in other job classification series (for example, manager or director).

Table 2

| Summary of Employee Positions Reviewed | | | | | | | |
|--|--|-----------|-----------------------------|------------------|-----------------------------|---------------------------------------|--|
| Agency No. | Agency | Attorneys | Assistant Attorneys General | General Counsels | Other Classification Titles | Number of Employee Positions Reviewed | Number of Employee Positions Misclassified |
| 201 | Supreme Court of Texas | 13 | 0 | 1 | 0 | 14 | 0 |
| 211 | Court of Criminal Appeals | 24 | 0 | 1 | 0 | 25 | 1 |
| 212 | Texas Judicial Council Office of Court Administration | 4 | 0 | 1 | 0 | 5 | 2 |
| 213 | Office of the State Prosecuting Attorney | 0 | 0 | 2 | 0 | 2 | 0 |
| 221 | First Court of Appeals District, Houston | 16 | 0 | 0 | 0 | 16 | 0 |
| 222 | Second Court of Appeals District, Fort Worth | 7 | 0 | 0 | 0 | 7 | 0 |
| 223 | Third Court of Appeals District, Austin | 10 | 0 | 0 | 0 | 10 | 1 |
| 224 | Fourth Court of Appeals District, San Antonio | 10 | 0 | 0 | 0 | 10 | 0 |
| 225 | Fifth Court of Appeals District, Dallas | 30 | 0 | 0 | 0 | 30 | 0 |
| 226 | Sixth Court of Appeals District, Texarkana | 6 | 0 | 0 | 0 | 6 | 0 |
| 227 | Seventh Court of Appeals District, Amarillo | 8 | 0 | 0 | 0 | 8 | 0 |
| 228 | Eighth Court of Appeals District, El Paso | 5 | 0 | 0 | 0 | 5 | 0 |
| 229 | Ninth Court of Appeals District, Beaumont | 8 | 0 | 0 | 0 | 8 | 1 |
| 230 | Tenth Court of Appeals District, Waco | 5 | 0 | 0 | 0 | 5 | 0 |
| 231 | Eleventh Court of Appeals District, Eastland | 6 | 0 | 0 | 0 | 6 | 0 |

| Summary of Employee Positions Reviewed | | | | | | | |
|--|--|-----------|-----------------------------|------------------|-----------------------------|---------------------------------------|--|
| Agency No. | Agency | Attorneys | Assistant Attorneys General | General Counsels | Other Classification Titles | Number of Employee Positions Reviewed | Number of Employee Positions Misclassified |
| 232 | Twelfth Court of Appeals District, Tyler | 6 | 0 | 0 | 0 | 6 | 0 |
| 233 | Thirteenth Court of Appeals District, Corpus Christi | 7 | 0 | 0 | 0 | 7 | 0 |
| 234 | Fourteenth Court of Appeals District, Houston | 14 | 0 | 0 | 0 | 14 | 0 |
| 242 | State Commission on Judicial Conduct | 4 | 0 | 1 | 0 | 5 | 0 |
| 301 | Office of the Governor | 6 | 0 | 0 | 0 | 6 | 0 |
| 302 | Office of the Attorney General | 0 | 652 | 0 | 0 | 652 | 6 |
| 303 | Building and Procurement Commission ^a | 1 | 0 | 1 | 0 | 2 | 0 |
| 304 | Comptroller of Public Accounts | 28 | 0 | 9 | 0 | 37 | 4 |
| 305 | General Land Office | 19 | 0 | 2 | 0 | 21 | 0 |
| 307 | Secretary of the State | 10 | 0 | 1 | 0 | 11 | 0 |
| 312 | Securities Board | 18 | 0 | 2 | 0 | 20 | 0 |
| 313 | Department of Information Resources | 1 | 0 | 1 | 0 | 2 | 0 |
| 320 | Texas Workforce Commission | 35 | 0 | 10 | 0 | 45 | 9 |
| 323 | Teacher Retirement System of Texas | 0 | 0 | 9 | 1 | 10 | 0 |
| 327 | Employee Retirement System | 0 | 0 | 8 | 0 | 8 | 0 |
| 329 | Real Estate Commission | 7 | 0 | 1 | 0 | 8 | 0 |
| 332 | Department of Housing and Community Affairs | 2 | 0 | 1 | 0 | 3 | 0 |
| 347 | Public Finance Authority | 0 | 0 | 1 | 0 | 1 | 0 |
| 356 | Texas Ethics Commission | 6 | 0 | 1 | 0 | 7 | 0 |
| 359 | Office of the Public Insurance Counsel | 1 | 0 | 0 | 0 | 1 | 0 |
| 360 | State Office of Administrative Hearings | 1 | 0 | 1 | 0 | 2 | 0 |
| 362 | Lottery Commission ^b | 8 | 0 | 1 | 0 | 9 | 0 |
| 370 | Texas Residential Construction Commission | 1 | 0 | 1 | 0 | 2 | 0 |
| 403 | Veterans Commission | 0 | 0 | 1 | 0 | 1 | 0 |
| 405 | Department of Public Safety | 53 | 0 | 0 | 2 | 55 | 2 |

| Summary of Employee Positions Reviewed | | | | | | | |
|--|---|-----------|-----------------------------|------------------|-----------------------------|---------------------------------------|--|
| Agency No. | Agency | Attorneys | Assistant Attorneys General | General Counsels | Other Classification Titles | Number of Employee Positions Reviewed | Number of Employee Positions Misclassified |
| 448 | Office of Injured Employee Counsel | 6 | 0 | 0 | 0 | 6 | 0 |
| 450 | Department of Savings and Mortgage Lending | 2 | 0 | 0 | 0 | 2 | 0 |
| 451 | Department of Banking | 3 | 0 | 1 | 0 | 4 | 0 |
| 452 | Department of Licensing and Regulation | 5 | 0 | 4 | 0 | 9 | 0 |
| 454 | Department of Insurance | 53 | 0 | 2 | 0 | 55 | 0 |
| 455 | Railroad Commission | 17 | 0 | 1 | 0 | 18 | 0 |
| 458 | Alcoholic Beverage Commission | 7 | 0 | 2 | 0 | 9 | 0 |
| 466 | Office of Consumer Credit Commissioner | 2 | 0 | 1 | 0 | 3 | 0 |
| 469 | Credit Union Department | 0 | 0 | 1 | 0 | 1 | 0 |
| 472 | Structural Pest Control Board | 1 | 0 | 0 | 0 | 1 | 1 |
| 473 | Public Utility Commission of Texas | 16 | 0 | 1 | 0 | 17 | 0 |
| 475 | Office of Public Utility Counsel | 5 | 0 | 0 | 0 | 5 | 0 |
| 476 | Racing Commission | 1 | 0 | 1 | 0 | 2 | 0 |
| 477 | Commission on State Emergency Communications | 0 | 0 | 1 | 0 | 1 | 0 |
| 479 | State Office of Risk Management | 1 | 0 | 2 | 0 | 3 | 0 |
| 503 | Texas Medical Board | 10 | 0 | 2 | 1 | 13 | 0 |
| 504 | Texas State Board of Dental Examiners | 3 | 0 | 1 | 0 | 4 | 0 |
| 507 | Board of Nurse Examiners | 2 | 0 | 1 | 0 | 3 | 0 |
| 515 | Board of Pharmacy | 2 | 0 | 1 | 0 | 3 | 0 |
| 520 | Board of Examiners of Psychologists | 0 | 0 | 1 | 0 | 1 | 0 |
| 529 | Health and Human Services Commission | 32 | 0 | 1 | 3 | 36 | 0 |
| 530 | Department of Family and Protective Services | 68 | 0 | 0 | 4 | 72 | 4 |
| 537 | Department of State Health Services | 18 | 0 | 3 | 0 | 21 | 0 |
| 538 | Department of Assistive and Rehabilitative Services | 3 | 0 | 0 | 1 | 4 | 4 |
| 539 | Department of Aging and Disability Services | 41 | 0 | 3 | 1 | 45 | 2 |

| Summary of Employee Positions Reviewed | | | | | | | |
|--|--|-----------|-----------------------------|------------------|-----------------------------|---------------------------------------|--|
| Agency No. | Agency | Attorneys | Assistant Attorneys General | General Counsels | Other Classification Titles | Number of Employee Positions Reviewed | Number of Employee Positions Misclassified |
| 551 | Department of Agriculture | 9 | 0 | 0 | 0 | 9 | 0 |
| 554 | Animal Health Commission | 0 | 0 | 1 | 0 | 1 | 0 |
| 578 | Board of Veterinary Medical Examiners | 1 | 0 | 0 | 0 | 1 | 1 |
| 580 | Water Development Board | 5 | 0 | 1 | 0 | 6 | 0 |
| 582 | Commission on Environmental Quality | 102 | 0 | 1 | 0 | 103 | 4 |
| 601 | Department of Transportation | 22 | 0 | 1 | 0 | 23 | 2 |
| 665 | Juvenile Probation Commission | 3 | 0 | 0 | 0 | 3 | 0 |
| 694 | Youth Commission | 11 | 0 | 1 | 2 | 14 | 2 |
| 696 | Department of Criminal Justice | 24 | 0 | 0 | 8 | 32 | 8 |
| 701 | Texas Education Agency | 15 | 0 | 2 | 1 | 18 | 1 |
| 771 | Texas School for the Blind and Visually Impaired | 0 | 0 | 1 | 0 | 1 | 0 |
| 772 | Texas School for the Deaf | 0 | 0 | 1 | 0 | 1 | 0 |
| 802 | Parks and Wildlife Department | 7 | 0 | 1 | 0 | 8 | 0 |
| 809 | Preservation Board | 1 | 0 | 0 | 0 | 1 | 0 |
| Totals | | 878 | 652 | 97 | 24 | 1,651 | 55 |
| <p>^a Legal position results obtained from an agency classification compliance review conducted in October 2006.</p> <p>^b Legal position results obtained from an agency classification compliance review conducted in July 2006.</p> | | | | | | | |

Analysis of Misclassified Positions

Tables 3 through 6 identify by agency the employee positions that were misclassified and how the agency addressed the misclassifications. To address misclassifications, agencies chose to:

- Reclassify 32 positions into a different job classification series (see Table 3).
- Reclassify 20 positions within the same job classifications series but at a higher salary group (see Table 4).
- Reclassify 1 position within the same job classification series but at a lower salary group (see Table 5).
- Change the job duties of 2 positions so they could remain in their current job classification titles and be properly classified (see Table 6).

To protect the confidentiality of the employees whose positions were misclassified, each employee was assigned an employee number.

Table 3 shows the 32 employee positions that agencies reclassified into a different job classification series. Reclassification is a change in the classification of a position based on actual duties performed. It does not refer to a change in an employee's duty assignment.

Table 3

| Positions Reclassified into Different Job Classification Series | | | | |
|---|---|-----------------|----------------------------------|--|
| Agency No. | Agency | Employee Number | Current Job Classification Title | Job Classification Title After Reclassifications |
| 212 | Texas Judicial Council of Court Administration | 1 | Attorney V | General Counsel III |
| | | 2 | Attorney VI | General Counsel IV |
| 304 | Comptroller of Public Accounts | 10 | Attorney III | Program Specialist VI |
| 405 | Department of Public Safety | 54 | Director IV | General Counsel IV |
| | | 55 | Director IV | General Counsel IV |
| 472 | Structural Pest Control Board | 1 | Attorney III | General Counsel I |
| 530 | Department of Family and Protective Services | 1 | Director I | General Counsel III |
| | | 46 | Director II | Attorney V |
| | | 47 | Director II | Attorney V |
| | | 71 | Director III | General Counsel IV |
| 538 | Department of Assistive and Rehabilitative Services | 1 | Director III | General Counsel IV |
| | | 2 | Attorney IV | General Counsel II |
| | | 3 | Attorney IV | General Counsel II |
| | | 4 | Attorney V | General Counsel III |

Positions Reclassified into Different Job Classification Series

| Agency No. | Agency | Employee Number | Current Job Classification Title | Job Classification Title After Reclassifications |
|------------|---|-----------------|----------------------------------|--|
| 539 | Department of Aging and Disability Services | 20 | Director II | General Counsel III |
| | | 33 | Attorney V | General Counsel III |
| 578 | Board of Veterinary Medical Examiners | 1 | Attorney IV | General Counsel II |
| 582 | Commission on Environmental Quality | 2 | Attorney VI | General Counsel IV |
| | | 34 | Attorney V | General Counsel III |
| | | 48 | Attorney V | General Counsel III |
| | | 73 | Attorney V | General Counsel III |
| 694 | Youth Commission | 4 | Director II | Attorney V |
| | | 6 | Manager IV | Attorney IV |
| 696 | Department of Criminal Justice | 4 | Director I | Attorney V |
| | | 12 | Director I | Attorney V |
| | | 27 | Director II | Attorney VI |
| | | 28 | Director IV | General Counsel V |
| | | 29 | Director II | General Counsel III |
| | | 30 | Director II | General Counsel IV |
| | | 31 | Director I | General Counsel III |
| | | 32 | Director II | General Counsel III |
| 701 | Texas Education Agency | 17 | Director V | General Counsel V |

Table 4 shows the 20 employee positions that agencies reclassified within the same job classification series but at a higher salary group.

Table 4

| Positions Reclassified Within Their Same Job Classification Series With a Higher Salary Group | | | | |
|---|---|-----------------|----------------------------------|---|
| Agency No. | Agency | Employee Number | Current Job Classification Title | Job Classification Title After Reclassification |
| 211 | Court of Criminal Appeals | 5 | Attorney III | Attorney IV |
| 229 | Ninth Court of Appeals District, Beaumont | 4 | Attorney III | Attorney IV |
| 302 | Office of the Attorney General | 3 | Assistant Attorney General IV | Assistant Attorney General V |
| | | 10 | Assistant Attorney General IV | Assistant Attorney General V |
| | | 26 | Assistant Attorney General IV | Assistant Attorney General V |
| | | 201 | Assistant Attorney General IV | Assistant Attorney General V |
| | | 248 | Assistant Attorney General IV | Assistant Attorney General V |
| | | 652 | Assistant Attorney General IV | Assistant Attorney General V |
| 304 | Comptroller of Public Accounts | 2 | Attorney III | Attorney IV |
| | | 12 | Attorney III | Attorney IV |
| | | 28 | Attorney III | Attorney IV |
| 320 | Texas Workforce Commission | 4 | Attorney III | Attorney IV |
| | | 7 | Attorney II | Attorney IV |
| | | 9 | Attorney III | Attorney IV |
| | | 10 | Attorney III | Attorney IV |
| | | 25 | Attorney III | Attorney IV |
| | | 27 | Attorney III | Attorney IV |
| 601 | Department of Transportation | 12 | Attorney III | Attorney IV |
| | | 13 | Attorney II | Attorney IV |

Table 5 shows the one employee position that was reclassified within the same job classification series but at a lower salary group. The reclassification, however, did not result in a salary decrease.

Table 5

| Positions Reclassified Within Their Same Job Classification Series With a Lower Salary Group | | | | |
|--|---|-----------------|----------------------------------|---|
| Agency No. | Agency | Employee Number | Current Job Classification Title | Job Classification Title After Reclassification |
| 223 | Third Court of Appeals District, Austin | 1 | Attorney IV | Attorney III |

Table 6 shows the two employee positions that had their job duties changed so they could remain in their current job classification titles and be properly classified.

Table 6

| Positions That Had Their Job Duties Changed | | | |
|---|----------------------------|-----------------|----------------------------|
| Agency No. | Agency | Employee Number | Current Job Classification |
| 320 | Texas Workforce Commission | 12 | Attorney II |
| | | 41 | General Counsel I |

Salary Range and Average Salary by Agency and Job Classification Series

Table 7 shows the salary range and average salary by agency and job classification series.

Table 7

| Salary Range and Average Salary by Agency and Job Classification Series | | | | |
|---|---|---------------------------|---|----------------|
| Agency Number | Agency | Job Classification Series | Agency Job Classification Series Salary Range | Average Salary |
| 201 | Supreme Court of Texas | Attorney | \$80,000 ^C | \$80,000 |
| | | General Counsel | \$96,031 ^C | \$96,031 |
| 211 | Court of Criminal Appeals | Attorney | \$55,607 - \$85,460 | \$65,942 |
| | | General Counsel | \$92,123 ^C | \$92,123 |
| 212 | Texas Judicial Council Office of Court Administration | Attorney | \$73,270 - \$77,242 | \$75,256 |
| | | General Counsel | \$73,233 - \$98,302 | \$84,172 |
| 213 | Office of the State Prosecuting Attorney | General Counsel | \$82,780 - \$87,137 | \$84,959 |
| 221 | First Court of Appeals District, Houston | Attorney | \$60,000 - \$84,000 | \$69,285 |
| 222 | Second Court of Appeals District, Fort Worth | Attorney | \$73,008 - \$84,000 | \$76,126 |
| 223 | Third Court of Appeals District, Austin | Attorney | \$60,000 - \$79,183 | \$65,033 |
| 224 | Fourth Court of Appeals District, San Antonio | Attorney | \$58,250 - \$84,647 | \$71,907 |
| 225 | Fifth Court of Appeals District, Dallas | Attorney | \$54,996 - \$84,000 | \$69,716 |
| 226 | Sixth Court of Appeals District, Texarkana | Attorney | \$60,000 - \$80,000 | \$66,833 |
| 227 | Seventh Court of Appeals District, Amarillo | Attorney | \$60,000 - \$76,795 | \$67,371 |
| 228 | Eighth Court of Appeals District, El Paso | Attorney | \$53,500 - \$80,000 | \$68,200 |
| 229 | Ninth Court of Appeals District, Beaumont | Attorney | \$53,000 - \$84,000 | \$66,813 |
| 230 | Tenth Court of Appeals District, Waco | Attorney | \$65,000 - \$72,500 | \$71,000 |
| 231 | Eleventh Court of Appeals District, Eastland | Attorney | \$46,350 - \$80,400 | \$70,585 |
| 232 | Twelfth Court of Appeals District, Tyler | Attorney | \$57,000 - \$84,000 | \$71,833 |

Salary Range and Average Salary by Agency and Job Classification Series

| Agency Number | Agency | Job Classification Series | Agency Job Classification Series Salary Range | Average Salary |
|---------------|--|----------------------------|---|----------------|
| 233 | Thirteenth Court of Appeals District, Corpus Christi | Attorney | \$71,021 - \$83,875 | \$72,857 |
| 234 | Fourteenth Court of Appeals District, Houston | Attorney | \$62,496 - \$84,000 | \$69,645 |
| 242 | State Commission on Judicial Conduct | Attorney | \$58,916 - \$62,129 | \$59,846 |
| | | General Counsel | \$82,358 ^C | \$82,358 |
| 301 | Office of the Governor | Attorney | \$53,560 - \$103,906 | \$74,078 |
| 302 | Office of the Attorney General | Assistant Attorney General | \$33,396 - \$114,221 | \$68,405 |
| 303 | Building and Procurement Commission ^a | Attorney | \$65,004 ^C | \$65,004 |
| | | General Counsel | \$103,800 ^C | \$103,800 |
| 304 | Comptroller of Public Accounts | Attorney | \$43,200 - \$85,739 | \$63,617 |
| | | General Counsel | \$85,405 - \$107,088 | \$92,948 |
| 305 | General Land Office | Attorney | \$51,418 - \$97,187 | \$73,023 |
| | | General Counsel | \$97,187 ^C | \$97,187 |
| 307 | Secretary of the State | Attorney | \$44,496 - \$75,622 | \$55,953 |
| | | General Counsel | \$115,000 ^C | \$115,000 |
| 312 | Securities Board | Attorney | \$44,990 - \$95,580 | \$68,064 |
| | | General Counsel | \$90,557 - \$101,764 | \$96,160 |
| 313 | Department of Information Resources | Attorney | \$85,696 ^C | \$85,696 |
| | | General Counsel | \$101,228 ^C | \$101,228 |
| 320 | Texas Workforce Commission | Attorney | \$39,317 - \$70,073 | \$52,134 |
| | | General Counsel | \$48,204 - \$100,007 | \$71,158 |
| 323 | Teacher Retirement System of Texas | General Counsel | \$71,290 - \$120,192 | \$96,724 |
| 327 | Employee Retirement System | General Counsel | \$80,003 - \$161,220 | \$106,796 |
| 329 | Real Estate Commission | Attorney | \$42,535 - \$58,708 | \$46,551 |
| | | General Counsel | \$81,420 ^C | \$81,420 |
| 332 | Department of Housing and Community Affairs | Attorney | \$64,426 - \$92,886 | \$78,656 |
| | | General Counsel | \$102,588 ^C | \$102,588 |
| 347 | Public Finance Authority | General Counsel | \$96,542 ^C | \$96,542 |
| 356 | Texas Ethics Commission | Attorney | \$42,000 - \$83,589 | \$55,268 |
| | | General Counsel | \$88,000 ^C | \$88,000 |
| 359 | Office of the Public Insurance Counsel | Attorney | \$75,348 ^C | \$75,348 |

Salary Range and Average Salary by Agency and Job Classification Series

| Agency Number | Agency | Job Classification Series | Agency Job Classification Series Salary Range | Average Salary |
|---------------|--|---------------------------|---|----------------|
| 360 | State Office of Administrative Hearings | Attorney | \$116,294 ^C | \$116,294 |
| | | General Counsel | \$91,104 ^C | \$91,104 |
| 362 | Lottery Commission ^b | Attorney | \$62,400 - \$92,839 | \$79,443 |
| | | General Counsel | \$123,914 ^C | \$123,914 |
| 370 | Texas Residential Construction Commission | Attorney | \$59,740 ^C | \$59,740 |
| | | General Counsel | \$96,408 ^C | \$96,408 |
| 403 | Veterans Commission | General Counsel | \$66,732 ^C | \$66,732 |
| 405 | Department of Public Safety | Attorney | \$37,599 - \$73,465 | \$52,786 |
| | | General Counsel | \$92,519 - \$100,759 | \$96,639 |
| 448 | Office of Injured Employee Counsel | Attorney | \$51,500 - \$77,126 | \$58,174 |
| 450 | Department of Savings and Mortgage Lending | Attorney | \$60,280 - \$89,721 | \$75,000 |
| 451 | Department of Banking | Attorney | \$73,090 - \$87,558 | \$78,628 |
| | | General Counsel | \$92,700 ^C | \$92,700 |
| 452 | Department of Licensing and Regulation | Attorney | \$56,769 - \$69,092 | \$62,369 |
| | | General Counsel | \$64,632 - \$86,047 | \$76,943 |
| 454 | Department of Insurance | Attorney | \$37,599 - \$108,768 | \$58,730 |
| | | General Counsel | \$95,790 - \$101,228 | \$98,509 |
| 455 | Railroad Commission | Attorney | \$49,440 - \$87,196 | \$67,299 |
| | | General Counsel | \$101,208 ^C | \$101,208 |
| 458 | Alcoholic Beverage Commission | Attorney | \$37,599 - \$70,040 | \$49,753 |
| | | General Counsel | \$78,280 - \$100,767 | \$89,523 |
| 466 | Office of Consumer Credit Commissioner | Attorney | \$46,968 - \$64,272 | \$55,620 |
| | | General Counsel | \$84,883 ^C | \$84,883 |
| 469 | Credit Union Department | General Counsel | \$77,250 ^C | \$77,250 |
| 472 | Structural Pest Control Board | Attorney | \$51,399 ^C | \$51,399 |
| 473 | Public Utility Commission of Texas | Attorney | \$38,316 - \$89,004 | \$60,189 |
| | | General Counsel | \$78,624 ^C | \$78,624 |
| 475 | Office of Public Utility Counsel | Attorney | \$66,843 - \$83,554 | \$73,859 |
| 476 | Racing Commission | Attorney | \$53,988 ^C | \$53,988 |
| | | General Counsel | \$77,250 ^C | \$77,250 |

Salary Range and Average Salary by Agency and Job Classification Series

| Agency Number | Agency | Job Classification Series | Agency Job Classification Series Salary Range | Average Salary |
|---------------|---|---------------------------|---|----------------|
| 477 | Commission on State Emergency Communications | General Counsel | \$79,183 ^C | \$79,183 |
| 479 | State Office of Risk Management | Attorney | \$47,382 ^C | \$47,382 |
| 503 | Texas Medical Board | General Counsel | \$71,284 - \$86,044 | \$78,664 |
| | | Attorney | \$48,127 - \$75,189 | \$61,951 |
| 504 | Texas State Board of Dental Examiners | General Counsel | \$77,126 - \$99,840 | \$88,483 |
| | | Attorney | \$42,535 - \$42,540 | \$42,537 |
| 507 | Board of Nurse Examiners | General Counsel | \$57,523 ^C | \$57,523 |
| | | Attorney | \$55,620 - \$61,062 | \$58,341 |
| 515 | Board of Pharmacy | General Counsel | \$77,805 ^C | \$77,805 |
| | | Attorney | \$54,580 - \$64,696 | \$59,638 |
| 520 | Board of Examiners of Psychologists | General Counsel | \$79,021 ^C | \$79,021 |
| | | Attorney | \$50,985 ^C | \$50,985 |
| 529 | Health and Human Services Commission | General Counsel | \$55,944 - \$88,000 | \$71,640 |
| | | Attorney | \$118,450 ^C | \$118,450 |
| 530 | Department of Family and Protective Services | General Counsel | \$54,580 - \$85,924 | \$57,428 |
| | | Attorney | \$87,090 - \$110,514 | \$98,802 |
| 537 | Department of State Health Services | General Counsel | \$54,580 - \$80,954 | \$65,992 |
| | | Attorney | \$86,606 - \$89,289 | \$87,960 |
| 538 | Department of Assistive and Rehabilitative Services | General Counsel | \$64,236 - \$106,980 | \$77,477 |
| 539 | Department of Aging and Disability Services | General Counsel | \$54,580 - \$86,767 | \$62,892 |
| | | Attorney | \$72,100 - \$99,154 | \$83,647 |
| 551 | Department of Agriculture | Attorney | \$48,351 - \$82,701 | \$61,910 |
| 554 | Animal Health Commission | General Counsel | \$71,021 ^C | \$71,021 |
| 578 | Board of Veterinary Medical Examiners | General Counsel | \$54,588 ^C | \$54,588 |
| 580 | Water Development Board | General Counsel | \$57,680 - \$103,170 | \$72,340 |
| | | Attorney | \$123,600 ^C | \$123,600 |
| 582 | Commission on Environmental Quality | General Counsel | \$45,423 - \$96,421 | \$59,274 |
| | | Attorney | \$67,789 - \$110,136 | \$82,945 |
| 601 | Department of Transportation | General Counsel | \$54,580 - \$92,773 | \$72,193 |
| | | Attorney | \$123,600 ^C | \$123,600 |
| 665 | Juvenile Probation Commission | Attorney | \$60,471 - \$69,019 | \$63,925 |
| 694 | Youth Commission | Attorney | \$42,535 - \$92,010 | \$55,334 |
| | | General Counsel | \$110,493 ^C | \$110,493 |

Salary Range and Average Salary by Agency and Job Classification Series

| Agency Number | Agency | Job Classification Series | Agency Job Classification Series Salary Range | Average Salary |
|---------------|--|---------------------------|---|----------------|
| 696 | Department of Criminal Justice | Attorney | \$37,599 - \$79,183 | \$49,391 |
| | | General Counsel | \$69,117 - \$100,693 | \$79,786 |
| 701 | Texas Education Agency | Attorney | \$54,580 - \$88,167 | \$69,622 |
| | | General Counsel | \$85,696 - \$139,569 | \$105,510 |
| 771 | Texas School for the Blind and Visually Impaired | General Counsel | \$91,356 ^c | \$91,356 |
| 772 | Texas School for the Deaf | General Counsel | \$84,877 ^c | \$84,877 |
| 802 | Parks and Wildlife Department | Attorney | \$42,535 - \$75,742 | \$63,465 |
| | | General Counsel | \$94,274 ^c | \$94,274 |
| 809 | Preservation Board | Attorney | \$41,400 ^c | \$41,400 |

^a Legal position results obtained from an agency classification compliance review conducted in October 2006.

^b Legal position results obtained from an agency classification compliance review conducted in July 2006.

^c Only one person is employed currently in these positions at this agency.

Source: Classification Compliance Audit System.

Recent State Auditor's Office Work

| Recent SAO Work | | |
|-----------------|--|--------------|
| Number | Product Name | Release Date |
| 07-703 | A Classification Compliance Review Report on the Texas Building and Procurement Commission | October 2006 |
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