

Chapter V. Organization

A. Please fill in the chart below. If applicable, list field or regional offices.

Table 18 Texas Natural Resource Conservation Commission FTEs by Location Fiscal Year 1998			
Headquarters, Region, or Field Office	Location	Number of Budgeted FTEs, FY 1998	Number of Actual FTEs as of August 31, 1998
Headquarters Park 35 Circle	Austin	2291.20	2100.00
Region 1 *includes Perryton satellite	Amarillo	26.00	24.00
Region 2	Lubbock	22.00	21.00
Region 3	Abilene	20.00	19.00
Region 4 *includes Stephenville satellite	Arlington	92.00	75.00
Region 5	Tyler	50.50	43.50
Region 6	El Paso	23.00	22.00
Region 7	Midland	21.00	21.00
Region 8	San Angelo	9.50	8.50
Region 9	Waco	32.00	30.00
Region 10	Beaumont	61.00	56.00
Region 11	Austin	28.00	28.00
Region 12 *includes laboratory	Houston	210.00	190.00
Region 13 *includes S.Texas Watermaster	San Antonio	49.00	41.00
Region 14	Corpus Christi	45.00	42.00
Region 15 *includes Rio Grande	Harlingen	33.00	31.00
Region 16	Laredo	5.00	5.00
Galveston Bay Program	Galveston	9.00	9.00
Corpus Christi Bay Program	Corpus Christi	7.00	5.00
TOTAL		2983.20	2746.00

Table 19			
Texas Natural Resource Conservation Commission			
FTEs by Location Fiscal Year 1999			
Headquarters, Region, or Field Office	Location	Number of Budgeted FTEs, FY 1999	Number of Actual FTEs as of February, 1999
Headquarters Park 35 Circle	Austin	2294.00	2127.50
Region 1 *includes Perryton satellite	Amarillo	26.00	26.00
Region 2	Lubbock	22.00	22.00
Region 3	Abilene	20.00	20.00
Region 4 *includes Stephenville satellite	Arlington	90.00	84.00
Region 5	Tyler	50.50	50.50
Region 6	El Paso	22.00	23.00
Region 7	Midland	21.00	21.00
Region 8	San Angelo	9.50	9.00
Region 9	Waco	31.00	32.00
Region 10	Beaumont	61.00	60.00
Region 11	Austin	28.00	27.00
Region 12 * includes laboratory	Houston	208.00	204.00
Region 13 *includes S. Texas Watermaster	San Antonio	49.00	41.00
Region 14	Corpus Christi	46.00	45.00
Region 15 *includes Rio Grande	Harlingen	34.00	32.00
Region 16	Laredo	5.00	5.00
Galveston Bay Program	Galveston	8.00	8.00
Corpus Christi Bay Program	Corpus Christi	5.00	5.00
TOTAL		3027.00	2817.00

B. What was the agency s FTE cap for FY 1998?

FY1998 = 2983
 FY1999 = 3027

C. How many temporary or contract employees did the agency have as of August 31, 1998?

115 as reported on the FTE State Employee Quarterly Report

D. Please fill in the chart below.

Table 20 Texas Natural Resource Conservation Commission Equal Employment Opportunity Statistics							
FISCAL YEAR 1996							
Job Category	Total Positions¹	Minority Workforce Percentages					
		Black		Hispanic		Female	
		Agency	Civilian Labor Force %	Agency	Civilian Labor Force %	Agency	Civilian Labor Force %
Officials/Administration	265	7.17%	5%	9.43%	8%	33.58%	26%
Professional	2197	7.87%	7%	11.52%	7%	38.78%	44%
Technical	116	11.21%	13%	24.14%	14%	37.93%	41%
Protective Services	N/A	N/A	13%	N/A	18%	N/A	15%
Para-Professionals	124	18.55%	25%	18.55%	30%	87.90%	55%
Administrative Support	288	18.75%	16%	25.35%	17%	88.19%	84%
Skilled Craft	28	0.00%	11%	42.86%	20%	7.14%	8%
Service/Maintenance	N/A	N/A	19%	N/A	32%	N/A	27%

¹Cumulative number, not FTEs.

**Table 20 (cont.)
Texas Natural Resource Conservation Commission
Equal Employment Opportunity Statistics**

FISCAL YEAR 1997							
Job Category	Total Positions²	Minority Workforce Percentages					
		Black		Hispanic		Female	
		Agency	Civilian Labor Force %	Agency	Civilian Labor Force %	Agency	Civilian Labor Force %
Officials/Administration	270	6.67%	5%	8.89%	8%	32.22%	26%
Professional	2267	7.90%	7%	11.69%	7%	39.48%	44%
Technical	103	12.62%	13%	21.36%	14%	38.83%	41%
Protective Services	N/A	N/A	13%	N/A	18%	N/A	15%
Para-Professionals	138	16.67%	25%	21.01%	30%	90.58%	55%
Administrative Support	218	17.89%	16%	29.82%	17%	88.53%	84%
Skilled Craft	25	0.00%	11%	48.00%	20%	4.00%	8%
Service/Maintenance	N/A	N/A	19%	N/A	32%	N/A	27%
FISCAL YEAR 1998							
Job Category	Total Positions	Minority Workforce Percentages					
		Black		Hispanic		Female	
		Agency	Civilian Labor Force %	Agency	Civilian Labor Force %	Agency	Civilian Labor Force %
Officials/Administration	279	6.09%	5%	9.32%	8%	32.97%	26%
Professional	2317	7.85%	7%	11.78%	7%	40.61%	44%
Technical	112	15.18%	13%	14.29%	14%	34.82%	41%
Protective Services	N/A	N/A	13%	N/A	18%	N/A	15%
Para-Professionals	137	21.17%	25%	24.09%	30%	92.70%	55%
Administrative Support	193	19.69%	16%	33.68%	17%	82.38%	84%
Skilled Craft	12	8.33%	11%	33.33%	20%	0.00%	8%
Service/Maintenance	N/A	N/A	19%	N/A	32%	N/A	27%

²Cumulative number, not FTEs.

E. Does the agency have an equal employment opportunity policy? How does the agency address performance shortfalls related to the policy?

Yes. TNRCC's Equal Employment Opportunity Policy is as follows:

It shall be the public policy of the Texas Natural Resource Conservation Commission not to discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex, age or disability status.

The agency makes every effort to ensure a diverse workforce. The Commission reviews the agency's hiring trends, comparing them to the workforce profiles in the state. Shortcomings are noted and corrective action recommended. The agency's affirmative action plan includes recruiting visits at university and college campuses, participating in the Mickey Leland intern program, advertising positions in multiple newspapers and providing hiring notices to minority and women organizations.

In FY1998, 45 percent of the TNRCC's employees were female. African-Americans and Hispanics accounted for more than 22 percent of the agency workforce.