



REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code* Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATION, South Texas College is providing the following information:

- 1) **The number of full-time equivalent employees employed by the agency;**

Fiscal Year 2019: 1,643

- 2) **The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;**

Fiscal Year	2017	2018	2019
Total Appropriations All Funds	\$ 37,533,990	\$ 40,239,679	\$ 40,238,823

- 3) **The agency’s methodology, including any employment market analysis, for determine the compensation of Executive staff employed by the agency, along with the name and position of the person who selected the methodology;**

The current methodology was defined by Executive Cabinet of South Texas College and Evergreen Solutions consultants relating to compensation for executives and approved by the Board of Trustees on August 26, 2014.

Evergreen Solutions consultants selected and conducted a comprehensive market salary survey for South Texas College (STC) in 2014.

When seeking to compare South Texas College to its peers, a number of factors were taken into account, such as location and relative population. Data was collected from the list of 15 market peers listed below:

TARGET MARKET PEERS WHO RESPONDED

1. Alamo College, TX	9. San Jacinto College, TX
2. Austin Community College, TX	10. Tarleton State University, TX
3. City of McAllen, TX	11. Tarrant Community College, TX
4. Collin College, TX	12. Texas A & M International University, TX
5. Dallas County Community College District, TX	13. Texas A & M University-Kingsville, TX
6. Edinburg Consolidated I.S.D., TX	14. University of Texas Medical Branch, TX
7. Laredo Community College, TX	15. University of Texas-Pan American, TX
8. McAllen Independent School District, TX	

Source: Evergreen Solutions, April 2014.

Data collected outside of STC’s direct region was adjusted for cost of living using national cost of living index factors. This calculation allows salary dollars from entities across the state to be compared in spending power relevant to STC.

Offers are made based on internal equity, education, experience within position, and local market conditions. Requests for approval to offer a salary above the guidelines defined and supported by current budgets are presented to the President for approval.

4) Whether executive staff are eligible for a salary supplement;

Executives are eligible for salary supplements. A recommendation of a salary supplement would follow the methodology previously outlined regarding executive staff compensation with final approval by the College's Board of Trustees.

5) The market average for compensation of similar executive staff in the private and public sectors;

As stated in #3 above, Evergreen Solutions surveyed peers into consideration of their recommendation. To better reflect the market, the executive grades were given appropriate minimums, and 50% range spreads. All non-executive grades were given a consistent range spread of 75%.

Pay Plan				
Grade	Minimum	Midpoint (Average)	Maximum	Range Spread
Executive - A	\$85,000.00	\$106,250.00	\$127,500.00	50%
Executive - B	\$92,500.00	\$115,625.00	\$138,750.00	50%
Executive - C	\$100,000.00	\$125,000.00	\$150,000.00	50%
Executive - D	\$107,500.00	\$134,375.00	\$161,250.00	50%

6) The average compensation paid to employees employed by the agency who are not executive staff; and

Average compensation paid to staff FY2019	Average compensation paid to faculty FY2019
\$38,465	\$58,326

7) The percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years.

Executive Staff	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Percent Increase in Executive Staff Compensation	3.00%	3.00%	3.00%	3.00%	3.00%

Legislative Appropriations	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Percent Increase in Total Appropriation	1.59%	7.11%	-2.38%	7.21%	0.00%
Appropriation State Amount*	\$ 35,896,669	\$ 38,447,426	\$ 37,533,990	\$ 40,239,679	\$ 40,238,823
Increase from prior year	\$ 562,474	\$ 2,550,757	\$ (913,436)	\$ 2,705,689	\$ (856)

*Includes BAT State appropriations