



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:

I. the number of full-time equivalent employees employed by the agency;

Fiscal Year 2018	
Full-time equivalent employees	1,691

II. the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018
Total Appropriation All Funds	\$37,642,320	\$36,558,307	\$42,766,020

III. 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 key executives and approved by the Board of Trustees on August 26, 2014. The definition of key executives includes the Vice-Presidents of each division.

Evergreen Solutions consultants conducted a comprehensive market salary survey for South Texas College (STC) in 2014 which included 38 market peers and 50 job classifications. Of the market peers contacted, 15 provided responses and aggregately, market relevant matches were made for all 50 positions.

When seeking to compare STC 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

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Alamo College, TX 2. Austin Community College, TX 3. City of McAllen, TX 4. Collin College, TX 5. Dallas County Community College District, TX 6. Edinburg Consolidated I.S.D., TX 7. Laredo Community College, TX 8. McAllen Independent School District, TX | <ol style="list-style-type: none"> 9. San Jacinto College, TX 10. Tarleton State University, TX 11. Tarrant Community College, TX 12. Texas A & M International University, TX 13. Texas A & M University-Kingsville, TX 14. University of Texas Medical Branch, TX 15. University of Texas-Pan American, 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. Below are the market peers and the cost of living adjustments used.

TARGET PEERS WITH COST OF LIVING ADJUSTMENTS

Target Respondents	COL
Alamo College, TX	0.937
Austin Community College, TX	0.919
City of McAllen, TX	1.000
Collin College, TX	0.892
Dallas County Community College District, TX	0.875
Edinburg Consolidated I.S.D., TX	1.000
Laredo Community College, TX	0.991
McAllen Independent School District, TX	1.000
San Jacinto College, TX	0.864
Tarleton State University, TX	0.966
Tarrant Community College, TX	0.912
Texas A & M International University, TX	0.991
Texas A & M University-Kingsville, TX	0.957
University of Texas Medical Branch, TX	0.908
University of Texas-Pan American, TX	1.000

Source: Evergreen Solutions, April 2014.

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.

IV. whether executive staff are eligible for a salary supplement;

Key executives are eligible for salary supplement(s). Executive staff do not receive salary supplements. 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.

V. the market average for compensation of similar executive staff in the private and public sectors;

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%

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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.

VI. the average compensation paid to employees employed by the agency who are not executive staff; and

Average compensation paid to staff	\$41,170
Average compensation paid to faculty	\$61,421

VII. 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 2014	FY 2015	FY 2016	FY 2017	FY 2018
President	3.00%	3.00%	3.00%	3.00%	3.00%
Vice President for Academic Affairs	3.00%	3.00%	3.00%	3.00%	3.00%
Vice President for Finance and Administrative Services	3.00%	3.00%	3.00%	3.00%	3.00%
Vice President for Information Services, Planning, Performance and Strategic Initiatives	3.00%	3.00%	3.00%	3.00%	3.00%
Vice President for Student Affairs and Enrollment Management	3.00%	3.00%	3.00%	3.00%	3.00%

Legislative Appropriations	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Percent Increase in Total Appropriation All Funds	5.39%	0.00%	6.53%	-2.88%	6.94%
Appropriation State Amount	\$ 35,334,195	\$ 35,334,195	\$ 37,642,320	\$ 36,558,307	\$ 39,094,667
Increase from prior year	\$ 1,806,751	\$ -	\$ 2,308,125	\$ (1,084,013)	\$ 2,536,360