

**Texas State Technical College – System
Report on Information Regarding Staff Compensation**

In compliance with Texas Government Code Sec. 659.026., Information Regarding Staff Compensations, Texas State Technical College System Administration is making available the following information:

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

Fiscal Year 2016:1,648

Source: Quarterly FTE reports filed with the Texas State Auditor’s Office and based on four-quarter average.

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

	<i>Fiscal Year 2016</i>	<i>Fiscal Year 2017</i>
<i>Total Appropriation All Funds</i>	\$99,092,511	\$102,846,848

III. The agency’s methodology, including any employment market analysis, for determining the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology;

TSTC continues to use the structure that resulted from the compensation study in 2011, but has added a job analysis scoring that is applied to each job description. Level cutters are used to further determine placement of job title into pay grade.

Gail Lawrence, Vice Chancellor & Chief of Staff, is the person who selected this methodology.

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

Yes, the position of Chancellor is eligible for salary supplement.

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

Prior to going to market with positions, TSTC is verifying correct placement into pay grades. When that is complete, the population of titles in the pay grade will be evaluated against market conditions.

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

Average compensation paid to staff FY 2016: \$41,420

Source: Wage Files

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.

<i>Executive Staff</i>	<i>FY2012</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>	<i>FY2016</i>
<i>Executive Staff</i>	0%	0%	4%	9%	11%

<i>Legislative Appropriations</i>	<i>FY2012</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>	<i>FY2016</i>
<i>Percent Increase in Total Appropriation All Funds</i>	-.96%	-2.81%	8.69%	-6.84%	12.93%