

**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 2019: 1,630*

*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 2019</i>	<i>Fiscal Year 2020</i>
<i>Total Appropriation All Funds</i>	<i>\$97,055,073</i>	<i>\$99,830,319</i>

**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. Additionally, TSTC is currently reviewing other colleges for purposes of benchmarking executives’ salaries.*

*Gail Lawrence, Executive Vice Chancellor & Chief of Staff to the Chancellor & CEO, 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;**

*We are in the process of reviewing our positions against market wages*

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

*Average compensation paid to staff FY 2019: \$41,515*

*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>FY2015</i>	<i>FY2016</i>	<i>FY2017</i>	<i>FY2018</i>	<i>FY2019</i>
<i>Executive Staff</i>	<i>10.4%</i>	<i>2.9%</i>	<i>7.3%</i>	<i>7.4%</i>	<i>6.1%</i>

<i>Legislative Appropriations</i>	<i>FY2015</i>	<i>FY2016</i>	<i>FY2017</i>	<i>FY2018</i>	<i>FY2019</i>
<i>Percent Increase in Total Appropriation All Funds</i>	<i>.56%</i>	<i>12.15%</i>	<i>.92%</i>	<i>1.59%</i>	<i>1.39%</i>