

Information Regarding Staff Compensation

In compliance with Texas Government Code §659.026, Texas Southmost College is providing the following information.

1. Number of full-time equivalent employees (FTE) employed.
FY 2019: 302

2. Amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.
FY 2018: \$5.2 million; FY 2019: \$5.2 million
FY 2020: \$7.1 million; FY 2021: \$7.1 million

3. 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.
The College uses salary surveys relevant to higher education and periodically conducts salary compensation studies using a third party vendor (through an RFP process). Lissa Frausto, Chief Human Resources Officer

4. Whether executive staffs are eligible for a salary supplement.
No. Executive staff pay is not supplemented by gift, grant, donation, or other consideration as described by Texas Government Code §659.0201.

5. Market average for compensation of similar executive staff in the private and public sectors.

<u>Title</u>	<u>Market Average*</u>
President	\$271,058.00
Vice President	\$144,763.00
Average:	\$207,911.00

6. Average compensation paid to employees employed by Texas Southmost College who are not executive staff.
Average: \$48,672.96 (full-time employees)

7. 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.

	FY2019	FY2018	FY2017	FY2016	FY 2015
Executive Compensation Increases	2%	2%	2%	2%	2%
Legislative Appropriations Increases	0%	-15%	0%	-10%	-2%

*Based on Pay Scale