

Report on Information Regarding Staff Compensation  
Texas Government Code 659.026



**Full-Time Equivalent Employees:**

FY 2018	38.0
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**Legislative Appropriations (All Funds):**

FY 2018	\$1,368,000
FY 2019	\$1,368,000

**Executive Staff Compensation Methodology:**

The Chancellor's salary is established by the Board of Regents. The executive staff salaries are established by the Chancellor and are based on multiple factors which include, but are not limited to: performance; complexity of work; educational and professional experience required for the position; number of staff supervised; and, where the information is available, salaries for executive staff in similar positions at other university systems within Texas.

**Salary Supplements for Executive Staff:**

The Chancellor was the only one eligible to receive a salary supplement as defined by the Senate Bill 1 (85th Legislative Session), Article IX, Section 3.02.

**Market Average Comparison of Executive Staff:**

System Administration does not have market analysis data of compensation for similar executive staff in the private and public sectors. Instead, on an annual basis, the Vice Chancellor for Finance uses available public information to compile compensation rates for similar positions at other university systems within Texas. The compilation is provided to the Chancellor as part of his consideration in establishing the salaries of executive staff. Typically, the public information available is for the prior fiscal year.

**Average Compensation of non-Executive Staff:**

FY 2018	\$109,003
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**Executive Staff Compensation Increase as a Percentage (5 years):**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Executive Staff Compensation:	9.6%	5.3%	13.3%	9.4%	8.3%

**Legislative Appropriation Increases as a Percentage (5 Years):**

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Legislative Appropriations:	0.0%	0.0%	0.0%	0.0%	-4.0%