

2019 Report on Information Regarding Staff Compensation
Texas Government Code 659.026



1. **Full-time equivalent employees = 42.7**

2. **Legislative appropriations (All Funds):**

- FY 2018: **\$1,368,000**
- FY 2019: **\$1,368,000**

3. **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.

4. **Salary Supplements for Executive Staff:**

The Chancellor was the only one eligible to receive a salary supplement as defined by the GAA.

5. **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 and Chief Financial Officer 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.

6. **Average Compensation of non-Executive Staff: FY 2019 = \$105,682**

7. **Executive Staff Compensation Increase as Percentage: (5 years)**

Year	Leg App Increase %	ES Comp Increase %
2019	0.0%	-5.0%
2018	-4.0%	8.3%
2017	0.0%	9.4%
2016	0.0%	13.3%
2015	0.0%	5.3%