



## REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code Sec. 659.026*. INFORMATION REGARDING STAFF COMPENSATION, The Houston Community College Administration is making available the following information:

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

	Fiscal Year 2019
Full-time equivalent employees	2,525

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

	Fiscal Year 2018	Fiscal Year 2019
Total Appropriation All Funds	68,109,000	68,109,000

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

The current methodology was defined by Associate Vice Chancellor, HR and Hoffman Consultants relating to compensation for key executives and approved by the Board of Trustees on August 28, 1997. The definition of key executives includes the presidents of each college and those reporting directly to Chancellor.

A comprehensive survey and analysis to obtain current and reliable market data on total compensation of key executives in comparable positions at peer institutions is completed using CUPA-HR Survey for Administrators and metropolitan survey data. Offers are made based on internal equity, experience brought to the table by the candidates and local market conditions. Requests for approval to offer a salary above the guidelines defined and supported by current budgets are presented to the Chancellor for approval.

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

Key executives are eligible for salary supplement(s). Recommendation of a salary supplement would follow the methodology outlined for staff compensation.

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

HCC's average executive compensation is at market (50<sup>th</sup> percentile) for all executive positions.

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

Average compensation paid to staff                      \$54,867

**VII. And, 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.**

<b>Executive Staff</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>
Vice Chancellor Finance & Administration	2.00%	2.00%	2.00%	2.00%	
Executive Director, Foundation	2.00%	2.00%	2.00%	2.00%	2.00%
President, Northeast	2.00%	2.00%	2.00%	2.00%	2.00%
President, Southwest	2.00%	2.00%	2.00%	2.00%	2.00%
President, Central	2.00%	2.00%	2.00%	2.00%	2.00%
President, Northwest	2.00%	2.00%	2.00%	2.00%	2.00%
President, Southeast	2.00%	2.00%	2.00%	2.00%	2.00%
President, Coleman	2.00%	2.00%	2.00%	2.00%	2.00%
Vice Chancellor, Student Services	2.00%	2.00%	2.00%	2.00%	2.00%
Vice Chancellor, Planning & Institutional Effectiveness			2.00%	2.00%	8.93%
Director, Board Services			2.00%	2.00%	2.00%
General Counsel	2.00%	2.00%	2.00%	2.00%	2.00%
Vice Chancellor, Instructional Services & CAO	2.00%	2.00%	2.00%	2.00%	2.00%

<b>Legislative Appropriations</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>
Percent Increase in Total Appropriation All Funds	0%	1%	0%	-3%	0%