**Report on Information Regarding Executive Staﬀ Compensation**



In Compliance with Texas Government Code Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATION, Tyler Junior College is providing the following Information:

# The number of full-time equivalent employees employed by the agency;

Full-time equivalent employees for Fiscal year 2019 – 967

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

Fiscal Year Fiscal Year

2018 2019

Total Appropriations All Funds $16,769,512 $16,769,511

# 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;

The deﬁnition of a key executive is those identiﬁed as a “Vice-Presidents” and “President”. The current methodology is deﬁned by the next level of supervision and assisted by the Executive Director of Human Resources relating to the review of compensation for key executives. This would be the President in the review of the Vice President’s compensation and the Board of Trustees in the reviews of the College President. During Fiscal Year 2019, Tyler Junior College added the position of Chancellor and an addition Vice President.

Utilization of salary surveys are used in the methodology of salary placement. Tyler Junior College participates in salary surveys each year conducted by institutions, agencies, and organizations. By being a participant in the survey, the college receives access to the survey results. Such surveys participated in are the Texas Association of Community College (TACC) and the Kilgore Staff Survey. The college also utilize data from the CUPA HR Salary Survey.

When seeking to compare Tyler Junior College to its peers, a number of factors are taken into consideration, such the location of the institution and the relative population of the area surrounding the institution, and the size of the institutions (headcount of employees and/or students). These institutions are considered for speciﬁc ad hoc query or survey. These peer institutions generally include the following institutions: Amarillo College, Blinn College, Central Texas College, Del Mar College, Laredo Community College, Navarro College, North Central Texas College, and South Plains College.

Surveys of local market institutions include those institutions located in the North East Texas area which are: Trinity Valley College, Kilgore College, Panola College, Navarro College, Paris College, Texarkana College, Angelina College and North East Texas College.

Oﬀers of employment are made based on internal equity, education, position experience and local market conditions. Requests for approval to oﬀer a salary above the approved salary schedules and supported by current budgets are presented to the President for approval.

# Whether executive staﬀ are eligible for a salary supplement;

Key executives are eligible for salary supplement(s). Executive staﬀ do not receive salary supplements.

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

TJC has not used market averages from the public and private sectors to determine compensation rates for key executives.

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

|  |  |
| --- | --- |
| Average compensation – Faculty | $56,342 |
| Average compensation – Staﬀ | $42,878 |
| Overall average of Faculty and Staﬀ | $49,610 |

1. **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.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | FY2019 | FY2018 | FY2017 | FY2016 | FY2015 |
| Executive Staff Compensation | 2% | 2% + $600 | 2% + 800 | 3% + $200 | 2%\* |
| Legislative Appropriations | 0.00% | 0.85% | 0.00% | -0.96% | 0.00% |
|  |  |  |  |  |  |

**Did the agency or higher education institution make this information available on its Internet website? See** Consumer Information on TJC’s website.