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:

I. The number of full-time equivalent employees employed by the agency;
   Full-time equivalent employees for Fiscal year 2016 – 986

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

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Fiscal Year</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
<td>2017</td>
</tr>
<tr>
<td>Total Appropriations All Funds</td>
<td>$16,627,654</td>
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III. 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 executives 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.

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.

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

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

V. **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.

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

- Average compensation – Faculty $52,884
- Average compensation – Staff $39,137
- Overall average of Faculty and Staff $46,161

VII. **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.**

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<tbody>
<tr>
<td>Executive Staff Compensation</td>
<td>$600 + 1.5%</td>
<td>2% *</td>
<td>$500 + 2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Legislative Appropriations</td>
<td>-0.96%</td>
<td>0.00%</td>
<td>1.86%</td>
<td>-5.71%</td>
<td>7.61%</td>
</tr>
</tbody>
</table>

* Effective in January.

Did the agency or higher education institution make this information available on its Internet website? See [Consumer Information](#) on TJC’s website.