

Salary Supplement Report
State Auditor's Office
December 16, 2016

6(1). The number of fulltime equivalent employees employed by the agency - 550

6(2). The amount of legislative appropriations to the agency for each fiscal year of the current biennium - FY16 \$15,687,094 and FY17 \$15,687,094

6(3). The agencies 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 Board of Trustees approves salaries for the president and executive staff. The Board utilized the FY2016 Salary Survey from the Texas Association of Community College as market analysis.

Executive Staff Position	FY16 Salary		TACC Average
President	\$ 203,174		\$ 225,965
VP, Instruction	\$ 132,444		\$ 136,350
VP, Finance & Administration	\$ 132,444		\$ 132,957
VP, Student Success [1]	\$ 125,000		\$ 107,876
VP, Research, Effectiveness & IT [2]	\$ 123,500		not available

[1] Also acts as Title IX Coordinator and de facto in-house general counsel.

[2] No comparable position in state.

6(4). Whether executive staff are eligible for salary supplements - No

6(5). The market average compensation of similar executive staff in the private and public sectors - The Board of Trustees utilized exclusively the Salary Study from the Texas Association of Community Colleges. This study list every community college in Texas at the executive staff levels and the contracted salary for the year.

6(6). The average compensation paid to employees employed by the agency who are not executive staff - The average of all employees of the institution not in an executive staff position is \$48,795.

6(7). Five year comparison of executive staff compensation and legislative appropriations

	FY17		FY16		FY15		FY14		FY13		FY12	
	Amount	Prior Year %										
State appropriations	\$ 15,687,094	0.00%	\$ 15,687,094	-6.34%	\$ 16,749,538	-2.64%	\$ 17,204,287	5.49%	\$ 16,309,001	-0.26%	\$ 16,350,904	N/A

Executive Staff Salaries	FY17		FY16		FY15		FY14		FY13		FY12	
President	\$ 221,629	9.08%	\$ 203,174	0.30%	\$ 202,574	10.16%	\$ 183,891	2.00%	\$ 180,285	0.00%	\$ 180,285	N/A
VP, Instruction	\$ 142,597	7.67%	\$ 132,444	0.46%	\$ 131,844	6.97%	\$ 123,259	2.00%	\$ 120,842	0.00%	\$ 120,842	N/A
VP, Finance & Administration	\$ 142,597	7.67%	\$ 132,444	0.46%	\$ 131,844	6.97%	\$ 123,259	2.00%	\$ 120,842	0.00%	\$ 120,842	N/A
VP, Student Success	\$ 134,930	7.94%	\$ 125,000	1.87%	\$ 122,706	4.61%	\$ 117,300	2.00%	\$ 115,000	0.00%	\$ 115,000	N/A
VP, Research, Effectiveness & IT	\$ 133,385	8.00%	\$ 123,500	1.75%	\$ 121,380	3.74%	\$ 117,000	N/A	Different staff		Different Staff	