

Report on Information Regarding Executive Staff Compensation



In Compliance with Texas Government Code Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATION, Northeast Texas Community 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 2019 – 321

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 Appropriations All Funds	\$4,734,343	\$4,734,253

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 methodology used to determine compensation of executive staff is approved by the Board of Trustees, and is the same methodology used for all non-faculty staff. A market target salary is determined by comparing salaries of similar positions at peer colleges. The Director of Human Resources is responsible for obtaining survey data.

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;

Title	Market Average*
President	273,239
Executive Vice President for Advancement	116,887
VP for Student and Outreach Services	137,744
VP for Instruction	160,134
VP for Administrative Services	153,675

*Based on State Average of 2019 TACC Salary Survey of all Texas Community Colleges

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

Average compensation – Faculty \$61,437
Average compensation – Staff \$46,566

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.

	FY2019	FY2018	FY2017	FY2016	FY2015
Executive Staff Compensation	2%	5%	0%	0%	3%
Legislative Appropriations	0%	3%	0%	-6%	0%

Did the agency or higher education institution make this information available on its Internet website? See Public Notices on Northeast Texas Community College website.