



**Texas Government Code Section 659.026 Report
Information Regarding Staff Compensation**

(1) The number of full-time equivalent employees employed by the agency.

For fiscal year 2018-19, SPC has 556 full-time equivalent employees. Please note: The actual number employees working at SPC is subject to change on a daily basis.

(2) The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium:

FY18 \$13,612,134

FY19 \$13,611,823

(3) 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;

South Plains College Board of Regents negotiates and approves the President's employment contract. Presidential and other executive staff compensation is periodically reviewed relative to peer community colleges through the Texas Association of Community Colleges annual salary survey to ensure competitiveness of salary.

(4) Whether executive staff are eligible for a salary supplement.

No. Due to possible conflicts of interest, South Plains College shall not accept gifts, grants, donations or other forms of consideration designated by the donor to be used for the sole purpose of salary supplementation for a designated employee, person, or position within the College District. (*Board Policy BKDA*)

(5) The market average for compensation of similar executive staff in the private and public sectors.

SPC has used the Large Accountability Peer Group as designated by the Texas Higher Education Coordinating Board and the Texas Association of Community Colleges Administrative Salary Survey results for comparison data. Using the comparable positions on our executive staff the SPC average is 8% *below* the median of similar executive positions.

(6) The average compensation paid to employees employed by the agency who are not executive staff.

The average annual salary of the specified employee group is \$54,740.

(7) 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.

Percentage Increase in Compensation of the Executive Staff since Prior Fiscal Year		Percentage Increase in Legislative Appropriation to Agency since Prior Fiscal Year	
FY19	3%	FY19	(0.002%)
FY18	4%	FY18	(2.57%)
FY17	0%	FY17	.16%
FY16	2%	FY16	4.1%
FY15	3%	FY15	0.00%