

REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with Texas Government Code Sec. 659.026(b). INFORMATION REGARDING STAFF COMPENSATION, Del Mar College is making available the following information:

A state agency shall make available to the public by posting on the agency's Internet website:

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

1074 FTE's

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

2019-2020 \$ 16,479,469 2020-2021 \$ 16,479,469

- (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;

The Del Mar College Board of Regents sets the initial salary and conditions of employment for the CEO. The CEO shall appoint Vice-presidents and Executive Directors. Executive compensation is determined based on multiple factors, which may include, but are not limited to: performance, complexity of work; education and professional experience required for the position; scope of responsibility; available position budget; and where the information is available, salaries for executive staff in similar positions at comparable institutions. Consideration is also given to maintaining appropriate internal equity with comparable executive positions within the organization. This methodology was selected by the V.P. of Administration and HR.

- (4) whether executive staff are eligible for a salary supplement;

NO

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

Del Mar College utilizes multiple sources of readily available salary survey data which typically includes data from the College and University Professional Association (CUPA) for HR – *Administrators in Higher Education* salary survey. A link to this salary survey is provided: <https://www.cupahr.org/surveys/>

- (6) the average compensation paid to employees employed by the agency who are not executive staff; and

Average Compensation	\$59,947.00
Exempt	\$69,938.00
Non-Exempt	\$38,345.00
Faculty	\$70,976.00

- (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.

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
% increase Executive Staff	4%	3%	2%	3%	1%
% Increase Legislative Appropriations	0%	9%	0%	4%	0