

Information Regarding Staff Compensation

In compliance with *Texas Government Code §659.026*, San Jacinto College is providing the following information.

1. Number of full-time equivalent employees (FTE) employed.

1937.3 FTE as of September 1, 2023.

2. Amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.

- FY2024: \$54,995,750

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 San Jacinto College District Board of Trustees negotiates and approves the Chancellor's employment contract and salary. Executive staff compensation is periodically reviewed relative to large, urban comparable community colleges (Alamo, Austin, Collin, Dallas, El Paso, Houston, Lone Star, and Tarrant) to ensure competitiveness of base pay. This methodology was recommended by the Chancellor and Vice Chancellor, Human Resources, and approved by the Board of Trustees.

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

No. Executive staff pay is not supplemented by gift, grant, donation, or other consideration as described in *Texas Government Code §659.0201*.

5. Market average for compensation of similar executive staff in the private and public sectors.

Market average for compensation of similar executive staff in the private and public sectors are determined by the unweighted median salaries for Private Institutions and Public Institutions, respectively, published annually in the *Administrators in Higher Education Salary Report* issued by the College and University Professional Association for Human Resources (CUPA-HR).

6. Average compensation paid to employees employed by San Jacinto College who are not executive staff.

\$68,225.35

7. 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.

	FY2023-2024	FY2022-2023	FY2021-2022	FY2020-2021	FY2019-2020
Legislative Appropriation Increases	33.1%	0.00%	- 1.84%	0.00%	8.49%
Executive Staff Compensation Increases	4.77%	6.80%	4.57%	0.00%	3.59%