



INFORMATION REGARDING STAFF COMPENSATION FY2016

In compliance with Texas Government Code Section 659.026, Collin College is provides the following information.

1. **The number of full-time employees (FTE) employed.** 1,458

2. **The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.**

| | |
|--------|--------------|
| FY2014 | \$33,136,075 |
| FY2015 | \$33,136,075 |
| FY2016 | \$33,685,576 |

3. **The 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.**

Collin College's executive staff for FY2016 includes the District President, Executive Vice President, Senior Vice President of Academic Workforce and Enrollment Services, Senior Vice President of Organizational Effectiveness, Vice President of Administrative Services/CFO, and the Vice President of Advancement. See Board Policy DEA (Legal).

Collin College's Board of Trustees negotiates and approves the District President's employment contract. The District President's compensation is periodically reviewed relative to comparator community colleges (Alamo, Austin, Dallas, El Paso, Lone Star, San Jacinto, and Tarrant) to ensure competitiveness of base pay.

The Vice President of Human Resources, in collaboration with Segal Waters (a compensation consulting firm) defined the salary ranges for executive staff by comparing similar staff positions within the State of Texas (Administrative Accountability Reports) and national salary surveys (College and University Personnel Association Surveys).

Executive Staff members are usually recruited and hired after a national recruiting effort and review by an internal search committee. The final hiring salary determination is made by the hiring authority using the above criteria, negotiations with the successful candidate, and consideration of prior experience, education, and unique skills or knowledge.

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

Collin College does not accept gifts, grants, donations, or other consideration designated for use as salary supplements. See Board Policy DEA (Local)

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

Based on the data in the Texas Association of Community Colleges FY2014 salary survey, the average base pay for District Presidents/Chancellors at Collin's peer institutions was \$348,801.

The market average for other similar executive staff based on the FY2015 Administrative Accountability Report data for comparator community colleges is as follows:

| | |
|---|-----------|
| Executive Vice President | \$246,377 |
| Senior Vice President of Academic, Workforce, and Enrollment Services | \$200,372 |
| Senior Vice President of Organizational Effectiveness | \$202,548 |
| Vice President of Administrative Services/CFO | \$223,232 |
| Vice President of Advancement | \$170,878 |

6. The average compensation paid to employees employed by the College who are not executive staff. \$55,212.70

7. The percentage increase in compensation of executive staff for each fiscal year of the five (5) preceding years and the percentage increase in the legislative appropriations to the agency each fiscal year of the five preceding years.

| | FY2016 | FY2015 | FY2014 | FY2013 | FY2012 |
|--|--------|--------|--------|--------|--------|
| Executive Compensation Average Increases | 13.5%* | 4% | 4% | 3% | 0% |
| Legislative Appropriation Increases | 1.66% | 0.00% | 6.59% | 2.91% | 2.28% |

**There was a change in personnel for the District President and several executive staff positions.*