

## Information Regarding Staff Compensation

In compliance with *Texas Government Code §659.026*, Kilgore College is providing the following information:

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

Fiscal Year 2019: 458

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

Fiscal Year 2018: \$13,179,513

Fiscal Year 2019: \$13,290,932

3. 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 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.

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

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

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

Title	Market Average*
President	257,253
VP of Instruction	150,145
VP of Student Services	129,659
VP of Finance	143,075
VP of Institutional Planning	84,967

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

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

\$47,240 (Full Time Employees)

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.

	FY 2019	FY 2018	FY 2017	FY 2016	FY 2015
Executive Compensation Increase	1.5%	3.0%	0.0%	0.0%	1.5%
Legislative Appropriations Increase	-5.69%	0.00%	-1.36%	-5.28%	-5.23%