



REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code Sec. 659.026*, INFORMATION REGARDING STAFF COMPENSATION, The Houston Community College Administration is making available the following information:

I. the number of full-time equivalent employees employed by the agency;

	Fiscal Year 2013
Full-time equivalent employees	3,134

II. the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

	Fiscal Year 2014	Fiscal Year 2015
Total Appropriation All Funds	69,148,935	69,148,935

III. the agency's methodology, including any employment market analysis, for determine the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology;

The current methodology was defined by Associate Vice Chancellor, HR and Hoffman Consultants relating to compensation for key executives and approved by the Board of Trustees on August 28, 1997. The definition of key executives includes the presidents of each college and those reporting directly to Chancellor.

A comprehensive survey and analysis to obtain current and reliable market data on total compensation of key executives in comparable positions at peer institutions is completed using CUPA-HR Survey for Administrators and metropolitan survey data. Offers are made based on internal equity, experience brought to the table by the candidates and local market conditions. Requests for approval to offer a salary above the guidelines defined and supported by current budgets are presented to the Chancellor for approval.

IV. whether executive staff are eligible for a salary supplement;

Key executives are eligible for salary supplement(s). Recommendation of a salary supplement would follow the methodology previously outlined regarding executive staff compensation.

V. the market average for compensation of similar executive staff in the private and public sectors;

HCC's average executive compensation is at market (1.00) of the CUPA (College and University Personnel Association) 50th percentile for all executive positions.

VI. the average compensation paid to employees employed by the agency who are not executive staff; and

Average compensation paid to staff \$51,093

VIII. 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.

Executive Staff	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Chief Operations Officer/Deputy Chancellor	5.00%	10.00%	1.60%	2.00%	
Associate Vice Chancellor Governmental & External Affairs	4.20%	3.00%	0.381%	2.00%	3.00%
President, Northeast	5.00%	5.63%	1.60%	2.00%	3.00%
President, Southwest	5.00%	5.63%	1.60%	2.00%	3.00%
President, Central	5.00%	5.63%	1.60%	2.00%	3.00%
President, Northwest	5.00%	5.63%	1.60%	2.00%	3.00%
President, Southeast	7.38%	5.63%	1.60%	2.00%	3.00%
President, Coleman	5.00%	6.26%	1.60%	2.00%	3.00%
Vice Chancellor, Information Technology	5.00%	5.68%	1.60%	2.00%	3.00%
Vice Chancellor, Planning & Institutional Advancement	5.00%	5.72%	1.60%		
Vice Chancellor, Student Services	0.00%	5.81%	5.60%	2.00%	3.00%
General Counsel	5.00%	5.84%	1.60%	2.00%	3.00%
Vice Chancellor, Academic Affairs	5.00%	5.62%	1.60%	2.00%	3.00%

Legislative Appropriations	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Percent Increase in Total Appropriation All Funds	0%	3.4%	0%	6.75%	-0.31%