

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;

1107 FTE's

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

2018-2019 \$ 15,867,734

2019-2020 \$ 16,479,471

- (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;

Del Mar College utilizes the Texas Association of Community College (TACC) Salary Survey, for State of Texas data, and the College and University Professional Association Human Resources (CUPA-HR) Salary Survey, for national data, to conduct a market analysis of executive salaries. Based on this information the Chief Executive Officer, with input from the V.P. of Administration and HR, sets the executive staff compensation.

- (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;

Similar Positions (CUPA-HR)	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Median
CEO - Single Institution or Campus within a System	\$293,544	\$379,400	\$508,150	\$732,122	\$425,004
EVP/Chief Academic Affairs Officer/Provost	\$133,009	\$172,109	\$214,690	\$361,074	\$195,000
Chief Development/Advancement Officer	\$126,951	\$163,687	\$205,000	\$270,009	\$182,575
Chief Financial Officer	\$130,000	\$165,100	\$209,903	\$286,362	\$187,775
Chief Human Resources Officer	\$90,001	\$112,415	\$139,236	\$178,437	\$124,644
Chief Information/IT Officer	\$106,000	\$132,782	\$166,468	\$219,784	\$148,050
Chief Legal Affairs Officer	\$158,610	\$186,323	\$230,000	\$305,290	\$209,559
Chief Public Relations/Communications Officer	\$88,418	\$111,798	\$146,587	\$199,295	\$128,072
Chief Student Affairs/Student Life Officer	\$112,635	\$140,000	\$168,694	\$212,710	\$154,129

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

Employee Type	Average Salary
Exempt	\$70,798.00
Non-Exempt	\$39,452.00
Faculty	\$74,947.00

(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.

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
% increase Executive Staff	4%	4%	3%	2%	3%
% Increase Legislative Appropriations	-4%	0%	9%	0%	4%