



Information Regarding Staff Compensation

Fiscal Year 2020

In compliance with Texas Government Code §659.026, Alamo Colleges is providing the following information.

1. Number of full-time equivalent employees employed.

2,647.00 (September 1, 2019)

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

FY 2020: \$66.8 million

FY 2019: \$63.9 million

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.

Alamo Colleges District's Board of Trustees negotiates and approves the Chancellor's employment contract. College president compensation is periodically reviewed relative to large, urban comparator community colleges (Austin, Dallas, El Paso, Houston, Lone Star, San Jacinto and Tarrant) to ensure competitiveness of base pay, defined as between the second and fourth ranking colleges for president pay. Vice chancellor pay is set at the same level as college presidents. This methodology was adopted 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 by *Texas Government Code §659.0201*.

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

Based on data in the Texas Association of Community Colleges FY 2018 salary survey, the base pay for chancellors at Alamo Colleges District's peer institutions ranged from \$321,216 to \$412,529 with an average of \$367,258. The average base pay for college presidents at the four peer institutions with comparable positions was \$216,326 and ranged from \$192,502 to \$230,135. Market data for similar positions in the private sector is not available.

6. Average compensation paid to employees employed by Alamo Colleges who are not executive staff.

\$54,817.91

7. Percentage increase in compensation of executive staff and in legislative appropriations to the agency for each fiscal year of the five preceding fiscal years.

	FY 2018	FY 2017	FY 2016	FY 2015	FY 2014
Executive Compensation Increases	3%	4.8%	0.0%	2.75%	5.0%
Legislative Appropriations Increases	-0.6%	0.2%	1.5%	0.0%	0.3%