

University of Houston Clear Lake

UNIVERSITY OF HOUSTON-CLEAR LAKE REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code* Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATIONS, the University of Houston-Clear Lake administration is making available the following information:

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

Full-time equivalent employees

Fiscal Year 2016	State - 528; All Funds - 1095
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Source: Quarterly FTE reports filed with the Texas State Auditor's Office and based on four-quarter average.

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

	Fiscal Year 2016	Fiscal Year 2017
Total Appropriation All Funds	44,986,581	45,143,443

Source: 83rd Legislative Session, *General Appropriations Act*, Article III. The amounts shown include direct appropriations from all funds.

- III. 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;

University of Houston-Clear Lake conducts a comprehensive survey and analysis of compensation of all staff employees, including executive staff, at least every two years. This study includes gathering current, reliable market data on total compensation of positions at peer institutions, including public and private, and other sources from professional organizations, comparable survey data related to specific trades and technical positions, and state compensation data where appropriate. Compensation is contingent upon availability of funds and based on internal and external market equity. The Office of Human Resources is charged with this endeavor in consultation with the Chief Financial Officer and with the approval of the President and Board of Regents.

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

The President is the only individual receiving a salary supplement meeting the requirements of the *General Appropriations Act (GAA)*, Article IX, Section 3.02. The President is eligible for a salary supplement per the *GAA*, Article III, Special Provisions, Section 5, Paragraph 2. It is not the current policy of the UH System to accept gifts, grants, donations, or other consideration designated by a donor for salary supplements.

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

Based on the market analysis performed the salary paid to all staff, including executive staff, were adjusted to within 96% of the market.

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

Average compensation paid to staff \$43,268

Source: Texas State Auditor’s Office, most recent Workforce Summary Document

- VII. 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 2012	FY 2013	FY 2014	FY 2015	FY 2016
President	0.00%	0.00%	7.88%	3.00%	5.00%
Sr. Vice President and Provost	0.00%	0.00%	2.00%	4.35%	5.95%
Vice President, Administration and Finance	0.00%	0.00%	5.10%	3.74%	5.95%
Associate Vice President, University Advancement	0.00%	0.00%	6.48%	0.00%	0.00%*

*New Incumbent

Note: Percentage of salary increases are based on salaries for positions on September 1st of each year.

Source: Administrative Accountability Report

Legislative Appropriations	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Percent Increase in Total Appropriation All Funds	-15.3%	.3%	3.5%	.3%	20.3%

Source: *General Appropriations Act* from Legislative Appropriations from each biennium’s and includes direct appropriations from all funds net of legislatively mandated reductions.