



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 2018	State - 416	All funds - 1031
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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;

Total Appropriation All Funds	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>
	\$36,955,717	\$33,693,690

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

\$45,348
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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 17	FY 18
President	\$337,480	\$300,000
Sr. Vice President/Provost	\$225,000	\$235,000
Vice President , Administration & Finance	\$185,000	\$200,000
Vice President, University Advancement	\$142,610	\$142,610

Source: Workforce Summary Document Prepared by the State Auditor's Office.

Legislative Appropriations	FY 17	FY 18	Change
	\$125,127,751	\$117,018,076	-6.48%

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