

2020 Report on Information Regarding Staff Compensation

Texas Government Code 659.026

Lamar State College Port Arthur

1) **Full-Time Equivalent Employees:**

FY 2020 -	174.08
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2) **Legislative Appropriations (All Funds):**

FY 2020 -	\$	12,934,838
FY 2021 -	\$	12,914,280

3) **Executive Staff Compensation Methodology:**

The President's salary is established by the Chancellor. The executive staff salaries are established by the President and are based on multiple factors which include, but are not limited to: performance; complexity of work; educational and professional experience required for the position; number of staff supervised; and, where the information is available, salaries for executive staff in similar positions at other university systems within Texas.

4) **Salary Supplements for Executive Staff:**

The President was the only one eligible to receive a salary supplement as defined by the GAA.

5) **Market Average Comparison of Executive Staff:**

Lamar State College Port Arthur does not have market analysis data of compensation for similar executive staff in the private and public sectors. Instead, on an annual basis, the Executive Vice President for Finance and Operations and Director of Human Resources use available public information to compile compensation rates for similar positions at other university systems and community colleges within Texas. The compilation is provided to the President for consideration in establishing the salaries of executive staff. Typically, the public information available is for the prior fiscal year.

6) **Average Compensation of non-Executive Staff:**

FY 2020 -	\$ 46,987
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7) **Executive Staff Compensation Increase as a Percentage (5 years):**

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Executive Staff Compensation:	1.48%	3.57%	3.96%	7.09%	3.20%

Legislative Appropriation Increases as a Percentage (5 Years):

	FY 2016	FY 2017	FY2018	FY 2019	FY 2020
Legislative Appropriations:	-8.09%	0.01%	-2.78%	-2.12%	42.20%