Report on Information Regarding Staff Compensation
Texas Government Code 659.026

Lamar State College Port Arthur

1) **Full-Time Equivalent Employees:**
   FY 2016 -   189.70

2) **Legislative Appropriations (All Funds):**
   FY 2016 - $ 9,559,247
   FY 2017 - $ 9,559,762

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 Senate Bill 1 (83rd Legislative Session), Article IX, Section
   3.02.

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 Vice President for Finance and Operations
   and Director of Human Resources uses 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 2016 - $ 42,975

7) **Executive Staff Compensation Increase as a Percentage (5 years):**

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Executive Staff Compensation:	0.73%	3.65%	4.93%	4.39%	1.48%

Legislative Appropriation Increases as a Percentage (5 Years):

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Legislative Appropriations:	-8%	-0.20%	25.00%	0.00%	-8.09%