



Information Regarding Staff Compensation

In compliance with *Texas Government Code §659.026*, Victoria County Junior College District is providing the following information:

1. Number of full-time equivalent employees (FTE) employed:

FY 2020: 283

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

FY 2020: \$5,536,875

FY 2019: \$5,624,535

3. Compensation of executive staff employed by Victoria College is determined as follows:

The Board of Trustees approves the college President’s compensation. The President sets the compensation for his direct reports, within the confines of Victoria College’s pay structure as approved by the Board of Trustees during the annual budgeting process.

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 §659.026*.

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

A market average for similar executive staff in the private and public sectors is unknown.

6. Average compensation paid to employees employed by Victoria County Junior College District who are not executive staff:

FY 2020: \$50,426

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

	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016
Executive Compensation Increases	2.09%	10.84%	11.85%	8.69%	-5.86%
Legislative Appropriation Increases (Decreases)	-1.56%	0.00%	-2.75%	0.15%	-7.53%