

## Information Regarding Staff Compensation

In compliance with Texas Government Code §659.026, Blinn College is providing the following information.

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

1065.77 as of December 2016

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

FY 2015: \$27.9 million

FY 2014: \$26.9 million

3. 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.

Blinn College’s Board of Trustees negotiates and approves the District President’s employment contract. College president compensation is periodically reviewed relative to comparable community colleges to ensure competitiveness of base pay. This methodology was adopted and approved by the Board of Trustees.

4. Whether executive staffs 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 §659.0201*.

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

Based on data in the Texas Association of Community Colleges FY 2016 salary survey, the average base pay for Presidents at Blinn Colleges’ peer institutions was \$208,981.

6. Average compensation paid to employees employed by Blinn College who are not executive staff.

\$47,131.41 Full Time

7. 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.

	2015	2014	2013	2012	2011
Executive Compensation Increases	3.0%	7.9%	3.0%	0.0%	3.0%
Legislative Appropriation Increases	3.5%	10.0%	-1.35%	-8.61%	-2.70%