

STAFF SALARY DISCLOSURE
As of September 1, 2014

The number of full-time equivalent employees

	Number	FTE
Full Time 40 hour employees	169	169
Full Time 35 hour employees	92	92
Total	<u>261</u>	<u>261</u>

The amount of legislative appropriations by each fiscal year in the biennium

Fiscal Year 2013-14	\$ 7,501,692
Fiscal Year 2014-15	\$ 7,501,692

The methodology, including any employment market analysis, for determining the compensation of executive staff, including the name and title of the person who selected the methodology.

The Grayson College President and other members of the administration propose changes in the compensation of the executive staff to the Board of Trustees. As the official elected body and as part of the budget approval process, the Board of Trustees grants the level of compensation that it sees as appropriate. The administration and Board of Trustees consider various factors in their decision-making. These include: the rate of pay for similar positions at similarly sized community college in Texas, the rate of inflation, the level of raises granted to all Grayson College employees, and the market for employees with a particular set of skills. This methodology has been in place for many years, and it is not possible to name the individual that selected it. The current College President is Dr. Jeremy McMillen.

Are members of the executive staff eligible for a salary supplement?

The executive staff of Grayson College consists of the President and the four Vice Presidents. None of these employees are eligible for a salary supplement.

The average compensation of members of the executive staff, compared to the average market compensation of similar executive staff in private and public sectors.

Following is the salary for each member of the Grayson College executive staff for fiscal year 2013-2014. The average 2013-2014 salary for similar positions at similar sized Texas community colleges is also shown. Salary information for these schools for 2014-2015 is not currently available. When 2014-2015 information becomes available at the comparison schools, then these amounts will be updated. There are not similar positions in the private sector.

	2013-2014 Grayson	2013-2014 Peers
College President	\$ 168,545	\$ 205,857
Vice President for Instruction	111,680	124,741
Vice President for Business Services	111,680	129,950
Vice President for Student Services	105,841	110,292
Vice President for Technology	105,841	102,878

The average compensation paid to full-time, permanent employees other than the executive staff. \$ 43,240

The percentage increase in compensation for each of the last five fiscal years and the percentage increase in legislative appropriations for these periods

	<u>Executive Compensation</u>		<u>Appropriations</u>	
	\$	% Change	\$	% Change
Fiscal Year 2010-2011	691,150	0.90%	7,068,585	-5.00%
Fiscal Year 2011-2012	693,636	0.36%	7,581,418	7.26%
Fiscal Year 2012-2013	689,794	-0.55%	7,447,777	-1.76%
Fiscal Year 2013-2014	603,342	-12.53%	7,501,692	0.72%
Fiscal Year 2014-2015	612,641	1.54%	7,501,692	0.00%

Through Fiscal Year 2012-2013, the executive staff included a Vice President for Fund Raising. In following fiscal years, that position was replaced with an Executive Director that is not part of the executive staff.