

**Report on Information Regarding Staff Compensation  
Texas Government Code 659.026**

**Lamar State College - Orange**

<b>1) Full-Time Equivalent Employees:</b>
FY 2016                      159.05

<b>2) Legislative Appropriations (All Funds):</b>
FY 2016 - \$     9,970,144
FY 2017 - \$     9,981,421

**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 - Orange does not have market analysis data of compensation for similar executive staff in the private and public sectors. Instead, on an annual basis, the President reviews and compares CUPA College and University Professional Association Salary Survey data for similar positions at other campuses.

<b>6) Average Compensation of non-Executive Staff:</b>
FY 2016 - \$            40,557

<b>7) Executive Staff Compensation Increase as a Percentage (5 years):</b>												
<table> <tr> <td></td> <td align="center">FY 2012</td> <td align="center">FY 2013</td> <td align="center">FY 2014</td> <td align="center">FY 2015</td> <td align="center">FY 2016</td> </tr> <tr> <td>Executive Staff Compensation:</td> <td align="center">2.2%</td> <td align="center">1.2%</td> <td align="center">2.7%</td> <td align="center">-1.5%</td> <td align="center">6.3%</td> </tr> </table>		FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	Executive Staff Compensation:	2.2%	1.2%	2.7%	-1.5%	6.3%
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016							
Executive Staff Compensation:	2.2%	1.2%	2.7%	-1.5%	6.3%							

**Legislative Appropriation Increases as a Percentage (5 Years):**

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Legislative Appropriations:	3.04%	1.14%	-2.07%	0.64%	4.98%