

# University of Houston-Victoria

## UNIVERSITY OF HOUSTON-Victoria

### REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with *Texas Government Code* Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATIONS, the University of Houston-Victoria administration is making available the following information:

- I. the number of full-time equivalent employees employed by the agency;

Full-time equivalent employees

Fiscal Year 2021
470.1

Source: Quarterly FTE reports filed with the Texas State Auditor's Office and based on four-quarter average. The amount includes FTE of all sources of funds.

- II. the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

Total Appropriation All Funds

Fiscal Year 2020	Fiscal Year 2021
\$19,273,422	\$19,274,203

Source: 86<sup>th</sup> Legislative Session, *General Appropriations Act*, Article III. The amounts shown include direct appropriations from all funds less 5% reduction in General Revenue appropriations implemented by Governor Abbott, Lieutenant Governor Patrick, and Speaker Bonnen's letter of May 20, 2020.

- III. the agency's 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;

The University of Houston-Victoria conducts a comprehensive survey and analysis of compensation for all staff employees, including executive staff, at least every two (2) years. The Office of Human Resources is charged with this endeavor. The study includes gathering current, reliable salary survey data of peer institutions and regional employers, both public and private, and peer state institution salary data.

A Staff Compensation Study was conducted spring 2020 to determine the relationship of the salary external market to the university's staff pay plans and staff salaries. The study indicated the administrative and professional staff pay plan was 9.2% below the estimated external salary market, and staff salaries were 17.1% below the estimated external salary market. The study indicated the support staff pay plan was 13.7% below the estimated external salary market and staff salaries were 16.6% below the estimated external salary market.

A new single staff pay plan was recommended to standardize the percentage between pay grades and pay grade range spreads and increase the pay grade salary structure by approximately 5%. The new staff pay plan would bring the pay grade salary structure within approximately 8% of the estimated external salary market. The new staff pay plan was approved by the Executive Committee, but implementation was delayed until FY22 to fund associated staff salary pay equity adjustments. Due to the delayed implementation of the new staff pay plan, the next comprehensive staff salary market analysis is scheduled for spring 2023.

IV. Whether executive staff are eligible for a salary supplement; The President is the only individual receiving a salary supplement meeting the requirements of the *General Appropriations Act (GAA)*, Article IX, Section 3.02 The President is eligible for a salary supplement per the *GAA*, Article III, Special Provisions, Section 5, Paragraph 2. It is not the current policy of the UH System to accept gifts, grants, donations, or other consideration designated by a donor for salary supplements.

V. the market average for compensation of similar executive staff in the private and public sectors;

All staff salaries are adjusted based upon market analysis conducted to the estimated external salary market based upon years of service and availability of funds.

VI. the average compensation paid to employees employed by the agency who are not executive staff; and

Average compensation paid to staff	Fiscal Year 2021
	\$44,664

VII. The 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.

Executive Staff	FY2017	FY2018	FY2019	FY2020	FY2021
President	0.00%	0.00%	0.00%	0.00%	0.00%
Provost & Vice Pres, Academic Affairs	0.00%	0.00%	4.00%	0.00%	0.00%
Vice Pres, Administration & Finance	0.00%	0.00%	4.98%	3.00%	0.00%
Vice Pres, Advancement & Ext Relations	0.00%	0.00%	3.54%	5.00%	0.00%
Vice Pres, Student Affairs	0.00%	0.00%	3.49%	4.00%	0.00%
Vice Pres, Enrollment Mgmt					0.00%
Asst Vice Pres, Enrollment Mgmt	0.00%	0.00%	6.00%		

Note: Percentage of salary increases are based on salaries for positions on September 1<sup>st</sup> of each year.

<b>Legislative Appropriations</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Percent Increase in Total Appropriation All Fund	0.3%	-11.4%	0.2%	1.4%	0.001%

Source: *General Appropriations Act* from each biennium's and includes direct appropriations from all funds net of legislatively mandated reductions.