

**INFORMATION REGARDING STAFF COMPENSATION**  
 for State Agency 749

**Texas A&M University - San Antonio**

**provides the following information in accordance with Texas Government Code 659.026:**

**1) Full-Time Equivalent Employees**

FY 2017:	453.8
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*(Source: Texas State Auditor's Office, FTE Employee System)*

**2) Legislative Appropriations for Current Biennium**

FY 2016:	\$ 29,744,840
FY 2017:	\$ 34,634,912

*(Source: Texas Legislature General Appropriations Act, Article III; includes adjustments such as GR returned, etc.)*

**3) Methodology for Determining the Compensation of Executive Staff**

The Texas A&M University System Board of Regents sets the initial salary and conditions of employment for Board-appointed positions. Board-appointed positions include the executive staff positions of Vice Presidents. Such appointments are recommended by the Institution/Agency CEO to the Chancellor, and confirmed by the Board. The salaries of other executive staff positions are established by the Institution/Agency's CEO and are based on multiple factors, which may include, but are not limited to: performance; complexity of work; education and professional experience required for the position; scope of responsibility; and where the information is available, salaries for executive staff in similar positions at comparable institutions/agencies.

**4) Executive Staff Eligible for a Salary Supplement**

Executive staff are eligible for a salary supplement in accordance with TAMUS policy. These salary supplements do not include gifts as defined by Texas Government Code Sec. 659.0201.

**5) Market Average Comparison of Executive Staff**

Members of the Texas A&M University System use multiple sources of readily available salary survey data. A link to the College and University Professional Association (CUPA) for HR - *Administrators in Higher Education* salary survey is provided below:

<https://www.cupahr.org/surveys/>

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### 6) Average Compensation for Employees Who Are Not Executive Staff

FY 2016:	\$	43,097
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*(Source: Texas State Auditor's Office - FY 2016 Workforce Summary Document)*

### 7) Percentage Increase in Compensation of Executive Staff

FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
5.65%	5.22%	9.40%	3.99%	5.11%

*(Source: Administrative Accountability Report submitted annually to the Legislative Budget Board, House Appropriations and Senate Finance Committee)*

### Percentage Increase in Legislative Appropriations

FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
0.08%	22.34%	0.13%	30.75%	16.44%

*(Source: Texas Legislature General Appropriations Act, Article III; includes adjustments such as GR returned, etc.)*

(Updated 12/15/17)