



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 Victoria is making available the following information:

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

Full-time equivalent employees	Fiscal Year 2016
	462.2

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

- 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 2016	Fiscal Year 2017
	21,390,642	21,441,629

Source 84th Legislative Session, *General Appropriations Act*, Article III. The amounts include direct appropriations from all funds for UHV.

- III. 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. This study includes gathering current, reliable market data on total compensation of positions at peer institutions, including public and private, and other sources from professional organizations, comparable survey data related to specific technical positions, and state compensation data where appropriate.

In the spring of 2016, a market analysis was conducted of all staff positions at the university. Recommendations were submitted by the Office of Human Resources and approved by the President to increase the administrative and professional pay plan by 3% and the support staff pay plan by 5%. Staff pay equity adjustments were granted for FY2017 to address internal and external market pay inequities with available funding and approval by the President and Board of Regents.

- IV. whether executive staff are eligible for a salary supplement;

No executive staff are eligible for a salary supplement. The President is employed by a contract agency and is not 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. Based on the market analysis performed the salary paid to all staff were adjusted to 90% of market, based on their years of service (limited to an overall cap of 5%).
- VI. The average compensation paid to employees employed by the agency who are not executive staff.

Average compensation paid to staff FISCAL YEAR 2016

Fiscal Year 2016
42,013.26

- VII. The percentage increase in compensation of executive of 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	FY 2012	FY 2013	FY2014	FY2015	FY2016
President	0.00%	0.00%	0.00%	0.00%	0.00%
VP and Provost Academic Affairs	0.00%	0.00%	0.00%	0.00%	0.00%
VP Administration and Finance	3.00%	4.00%	1.50%	3.50%	5.12%
VP University Advancement	0.00%	0.00%	0.00%	0.00%	0.00%
VP Student Affairs & Enrollment Management	0.00%	0.00%	0.00%	0.00%	2.25%
Asst VP Enrollment Management	0.00%	0.00%	0.00%	0.00%	7.25%

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

Legislative Appropriations	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Percent Increase in Total Appropriations All Funds	-8.05%	0.19%	4.78%	0.23%	2.29%

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