



Salary information required under Texas Government Code, Section 659.026(b).

Number of full-time equivalent employees: 473

Legislative appropriations for each fiscal year of the current state fiscal biennium:

Year Ended 08/31/2019 \$9,341,582

Year Ended 08/31/2018 \$10,454,983

Salary methodology for Executive Staff:

It is the commitment of Grayson College to pay its employees a fair and equitable amount for their services in a manner that is nondiscriminatory and maintain fair and competitive salaries consistent with the economic requirements of the organization and commensurate with the organization's competitive strategy in the labor market.

Objectives: The organization's salary administration program has the following objectives:

- To attract, retain, and reward qualified employees
- To obtain the highest degree of employee performance and morale through fair and equitable salary administration
- To maintain internal equity among positions based on the education, skills, and responsibilities required
- To ensure that salaries paid are fair and competitive within the relevant labor market
- To provide recognition and rewards for differences in individual performance
- To provide an effective means of budgeting and controlling salary expenses

Guidelines:

- 1) The organization's management monitors external pay practices to ensure compensation practices are competitive within the marketplace. Salary ranges are reviewed annually by management.
- 2) Executive positions are assigned a salary range based on the organization's salary structure. Salary ranges are composed of a minimum salary, a midpoint, and a maximum salary.
- 3) Pay practices are monitored to ensure fairness to all employees. Internal equity among all employees will be reviewed as part of the process in determining actual increases.
- 4) The annual salary budget will be approved through senior management and the board of trustees.

- 5) Annual increases will be awarded in September of each year. Salary adjustments related to performance and other circumstances may be given at any time during the year as approved through management.

This methodology was accepted in 2017 by the Executive Council and Grayson College Board of Trustees. Executive salaries are approved annually by the Board of Trustees.

(4.) Executive staff are not eligible to receive salary supplements.

(5.) The market average for compensation of similar executive staff in the private and public sectors.

Job Title	Market Min	Market Midpoint	Market Max
President	\$161,713.01	\$215,617.35	\$269,521.69
Vice President for Instruction	\$119,383.14	\$159,177.53	\$198,971.91
Vice President for Business Services	\$119,383.14	\$159,177.53	\$198,971.91
Vice President for Information Technology	\$102,652.14	\$136,869.53	\$171,086.91
Executive Director of the Grayson College Foundation	\$88,309.41	\$117,745.88	\$147,182.34

(6.) Average compensation paid to employees employed by the agency who are not executive staff:

\$ 48,605.33

(7.) Percentage of increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage of increase in legislative appropriations to the agency each fiscal year of the five preceding years.

Fiscal Year	Percentage of Increase in Executive Compensation	Percent of Increase in Legislative Appropriations
2019-2020	3.33%	-10.6%
2018-2019	3.50%	11.4%
2017-2018	8.24%	-0.8%
2016-2017	2.00%	2.73%
2015-2016	5.19%	-2.3%