## Salary Supplement Reporting - Part I

In accordance with Texas Government Code, Section 659.0201(i), each state agency (agency) and higher education institution as defined by Section 61.003 of the Texas Education from a person that is designated to be used as a salary supplement for a named person, position, or endowment shall report certain information to the State Auditor. This questionnaire is designed to collect that information, which will be reported to the Legislature. Any questions concerning the interpretation of this section of the Texas Government Code should be directed to your agency's or higher education institution's legal counsel.

Please complete this section of the questionnaire (Part I) and return it to the State Auditor's Office. Questionnaires should be e-mailed directly to Salary.Supplements@SAO.Texas Gov. no later than 12/16/2016. Please note that reporting requirements that are specified in Article IX, Section 3.02, General Appropriations Act (84th Legislature), should be reported separately. To report information as required by Texas Government Code, Section 659.0201 (d), please complete Part II of this question

|                                      | Contact Information                      |
|--------------------------------------|--|
| Agency/Higher Education Institution: | McLennan Commulty College                |
| Name:                                | Gene Gooch                               |
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|                                      |  |

1. In fiscal year 2016, did your agency or higher education institution receive a gift, grant, donation, or other consideration from a person that was designated to be used as a salary supplement for a named person, position, or endowment?

2. If the answer to question 1 was "yes," please complete the information in the table below for each individual salary supplement. Please insert additional rows if necessary.

If the answer to question 1 was "no," please go to question number 3.

|   |                           |  |   |  | Detailed Information for Each Salary Supplement |
|---|---------------------------|--|---|--|---|
| Was the gift, grant, or<br>donation or other<br>consideration to the<br>agency or higher<br>education institution<br>from an individual or<br>from an entity? | If from an entity, please | If the entity is a nonprofit entity,<br>is it classified as a supporting<br>organization by the Internal | If the entity is classified as a<br>supporting organization by the<br>Internal Revenue Service, please<br>list the type of supporting<br>organization and the name of the<br>supporting organization. | If the entity is classified as a supporting organization by the Internal Revenue Service, please list any additional information related to that classification. |   |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | NIIX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXXX   |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXX  |
| xxxxx   | xxxxx                     | xxxxx  | xxxxx   | xxxxx  | XXXXX   |

3. How does your agency or higher education institution use gifts, grants, donations, and other considerations it receives? (Please specify whether those items are used to provide salary supplements for your agency's or higher education institution's employees.)

All gifts and donations go to the McLennan Community College Foundation. The College does receive grants that pay salary stipends according to grantor requirements, such as THECB Nursing grants. The College also pays the full salary of various grant employees from many federal and state grants, but no salary supplements.

4. If your agency or higher education institution has adopted conflict of interest provisions regarding the acceptance by the agency or higher education institution of a gift, grant, donation, or other consideration to be used as a salary supplement for an agency or higher education institution employee, please provide a hyperlink to the conflict of interest provisions.

No salary supplements made by the institution

5. Texas Government Code, Section 659.0201(b) requires that a state agency that accepts a gift, grant, donation, or other consideration from a person that the person that person that is designated to be used as a salary supplement for an employee of the agency shall post on the agency's Internet website the amount of each gift, grant, donation, or other consideration provided by the person that is designated to be used as a salary supplement for an employee of the agency shall post on the agency's Internet website the amount of each gift, grant, donation, or other consideration provided by the person that is designated to be used as a salary supplement for an employee of the agency shall post on the agency's Internet website the amount of each gift, grant, donation, or other consideration provided by the person that is designated to be used as a salary supplement for an employee of the agency shall post on the agency's Internet website the amount of each gift, grant, donation, or other consideration provided by the person that is designated to be used as a salary supplement for an employee of the agency shall post on the agency the agency. The agency may not post the name of the person.

Did the agency or higher education institution make this information available on its Internet website?

No salary supplements made by the institution.

6. Texas Government Code Section 659.026(b) requires that a state agency shall make available to the public by posting on the agency's Internet website:

- (1) the number of full-time equivalent employees employed by the agency;
- (2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;
  (3) 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;
- (4) whether executive staff are eligible for a salary supplement;
- (5) the market average for compensation of similar executive staff in the private and public sectors;
- (6) the average compensation paid to employees employed by the agency who are not executive staff; and
  (7) 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.

Did the agency or higher education institution make this information available on its Internet website?

7. Please include any additional comments in the box below.

(Please place additional comments here.)

## Salary Supplement Report State Auditor's Office December 16, 2016

- 6(1). The number of fulltime equivalent employees employed by the agency 550
- 6(2). The amount of legislative appropriations to the agency for each fiscal year of the current biennium FY16 \$15,687,094 and FY17 \$15,687,094
- 6(3). The agencies 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 Board of Trustees approves salaries for the president and executive staff. The Board utilized the FY2016 Salary Survey from the Texas Association of Community College as market analysis.

| Executive Staff Position             | FY | '16 Salary | TA | CC Average  |
|--------------------------------------|----|------------|----|-------------|
| President                            | \$ | 203,174    | \$ | 225,965     |
| VP, Instruction                      | \$ | 132,444    | \$ | 136,350     |
| VP, Finance & Administration         | \$ | 132,444    | \$ | 132,957     |
| VP, Student Success [1]              | \$ | 125,000    | \$ | 107,876     |
| VP, Research, Effectiveness & IT [2] | \$ | 123,500    | no | t available |

- [1] Also acts as Title IX Coordinator and de facto in-house general counsel.
- [2] No comparable position in state.
- 6(4). Whether executive staff are eligible for salary supplements No
- 6(5). The market average compensation of similar executive staff in the private and public sectors The Board of Trustees utilized exclusively the Salary Study from the Texas Association of Community Colleges. This study list every community college in Texas at the executive staff levels and the contracted salary for the year.
- 6(6). The average compensation paid to employees employed by the agency who are not executive staff The average of all employees of the institution not in an executive staff position is \$48,795.
- 6(7). Five year comparison of executive staff compensation and legislative appropriations

|                      | FY17 FY16     |       | FY16          | FY15   |               | FY14   |               |       | FY13          | FY12   |               |       |
|----------------------|---------------|-------|---------------|--------|---------------|--------|---------------|-------|---------------|--------|---------------|-------|
|                      | Prior         |       | rior          |        |               | Prior  |               | Prior |               | Prior  |               | Prior |
|                      |               | Year  |               | Year   |               | Year   |               | Year  |               | Year   |               | Year  |
|                      | Amount        | %     | Amount        | %      | Amount        | %      | Amount        | %     | Amount        | %      | Amount        | %     |
| State appropriations | \$ 15,687,094 | 0.00% | \$ 15,687,094 | -6.34% | \$ 16,749,538 | -2.64% | \$ 17,204,287 | 5.49% | \$ 16,309,001 | -0.26% | \$ 16,350,904 | N/A   |

| Executive Staff Salaries         |  | FY17    |       | FY16 |         | FY15  |    | FY14    |        | FY13 |         | FY12  |                 |       |      |              |     |
|----------------------------------|--|---------|-------|------|---------|-------|----|---------|--------|------|---------|-------|-----------------|-------|------|--------------|-----|
|                                  |  |         |       |      |         |       |    |         |        |      |         |       |                 |       |      |              |     |
| President                        |  | 221,629 | 9.08% | \$   | 203,174 | 0.30% | \$ | 202,574 | 10.16% | \$   | 183,891 | 2.00% | \$ 180,285      | 0.00% | \$   | 180,285      | N/A |
| VP, Instruction                  |  | 142,597 | 7.67% | \$   | 132,444 | 0.46% | \$ | 131,844 | 6.97%  | \$   | 123,259 | 2.00% | \$ 120,842      | 0.00% | \$   | 120,842      | N/A |
| VP, Finance & Administration     |  | 142,597 | 7.67% | \$   | 132,444 | 0.46% | \$ | 131,844 | 6.97%  | \$   | 123,259 | 2.00% | \$ 120,842      | 0.00% | \$   | 120,842      | N/A |
| VP, Student Success              |  | 134,930 | 7.94% | \$   | 125,000 | 1.87% | \$ | 122,706 | 4.61%  | \$   | 117,300 | 2.00% | \$ 115,000      | 0.00% | \$   | 115,000      | N/A |
| VP, Research, Effectiveness & IT |  | 133,385 | 8.00% | \$   | 123,500 | 1.75% | \$ | 121,380 | 3.74%  | \$   | 117,000 | N/A   | Different staff |       | Diff | ferent Staff |     |