

Detailed Information for Each Salary Supplement

Please document the fiscal year here.	Was the gift, grant, donation, or other consideration to the agency or higher education institution from an individual or from an entity? (Please respond with either "individual" or "entity".)	If from an entity, please list the type of entity.	If the entity is a nonprofit entity, is it classified as a supporting organization by the Internal Revenue Service?	If the entity is classified as a supporting organization by the Internal Revenue Service, please list the type of supporting organization and the name of the 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.	Please list any internal or external oversight procedures your agency or higher education institution has established to monitor the use of any gifts, grants, donations, or other considerations that your agency or higher education institution receives.
<p>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.</p>						
<p>No salary supplements made by the institution.</p>						
<p>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 designates 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. The agency may not post the name of the person.</p> <p>Did the agency or higher education institution make this information available on its Internet website?</p>						
<p>No salary supplements made by the institution.</p>						
<p>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:</p> <p>(1) the number of full-time equivalent employees employed by the agency;</p> <p>(2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;</p> <p>(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;</p> <p>(4) whether executive staff are eligible for a salary supplement;</p> <p>(5) the market average for compensation of similar executive staff in the private and public sectors;</p> <p>(6) the average compensation paid to employees employed by the agency who are not executive staff; and</p> <p>(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.</p> <p>Did the agency or higher education institution make this information available on its Internet website? If so, please provide a hyperlink.</p>						
<p>Yes</p>						
<p>7. Please include any additional comments in the box below. (Please place additional comments here.)</p>						

Salary Supplement Reporting - Part II

In accordance with Texas Government Code, Section 659.0201(d), if the person providing a gift, grant, donation, or other consideration to the state entity for the purpose of a salary supplement is an entity created solely to provide support for the state entity, that entity shall report to the agency:

1. The name of each person who provides a gift, grant, donation, or other consideration to the entity in an amount or having a value that exceeds \$10,000, unless the person has made a request to the entity to remain anonymous; and
2. The amount or value of each specific gift, grant, donation, or other consideration.

Texas Government Code, Section 659.0201(e), states that a state agency that receives a gift, grant, donation, or other consideration described by Subsection (d) shall compile the information the agency receives under Subsection (d) into a report and submit the report to the State Auditor and the Legislature. This questionnaire is designed to collect that information, which may be reviewed by the State Auditor's Office to identify any conflicts of interest or any other areas of risk. The State Auditor's Office will report audit results 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 (Part II) of the questionnaire and return it to the State Auditor's Office. Questionnaires should be emailed directly to Alexander.Sumners@sao.texas.gov no later than **January 31, 2020**. Please note that reporting requirements that are specified in Article IX, Section 3.02, the General Appropriations Act (84th Legislature), should be reported separately. To report information as required by Texas Government Code, Section 659.0201 (i), please complete Part I of this questionnaire.

Contact Information

Agency/Higher Education Institution:	McLennan Community College
Name:	Stephen Benson
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Questionnaire

1. In fiscal years 2017, 2018, or 2019, did your agency or higher education institution receive a gift, grant, donation, or other consideration for the purpose of a salary supplement from an entity created solely to provide support for your agency or institution?

No

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 continue to number 3 – Additional Comments.

Detailed Information for Each Salary Supplement

Please document the fiscal year here.	Please list the name of the entity created solely to provide support for your agency or higher education institution.	Please list the name of each person who provided gifts, grants, donations, or other considerations to the entity in an amount or having a value that exceeds \$10,000, unless the person has made a request to the entity to remain anonymous. (If the person requested to remain anonymous, please place the word "Anonymous" in the column.) Information provided to a higher education institution under Texas Government Code, 659.0201, Subsection (d), is not subject to disclosure under Chapter 552.	If the amount or value of each specific gift, grant, donation, or other consideration exceeded \$10,000, what was the amount? Information provided to a higher education institution under Texas Government Code 659.0201, Subsection (d), is not subject to disclosure under Chapter 552.
XXXXX	XXXXX	XXXXX	XXXXX
XXXXX	XXXXX	XXXXX	XXXXX
XXXXX	XXXXX	XXXXX	XXXXX
XXXXX	XXXXX	XXXXX	XXXXX

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

(Please place additional comments here.)

McLennan

COMMUNITY

COLLEGE

REPORT ON INFORMATION REGARDING STAFF COMPENSATION

In compliance with Texas Government Code Sec. 659.026. INFORMATION REGARDING STAFF COMPENSATION, McLennan Community College is making available the following information:

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

702 FTE (555 Full-time and 300 Part-time)

2. The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium.

FY2020 - \$12,504,514

FY2021 - \$12,504,514

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.

Through the budget process the Board of Trustees approves salaries for the President and Vice Presidents annually. A market analysis is performed to compare executive staff salaries with comparable positions in Texas using the Texas Association of Community College (TACC) Salary Survey and compared nationally using the College and University Professional Association Human Resources (CUPA-HR) Salary Survey.

The salary comparison is performed by Dr. Stephen Benson, Vice President for Finance and Administration in consultation with Missy Kittner, Director of Human Resources.

4. Whether executive staff are eligible for a salary supplement.

No

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

The TACC Salary Survey is a comprehensive comparison of public community colleges in Texas and the CUPA-HR Salary Survey is a comprehensive national salary survey.

6. The average compensation paid to employees employed by the agency who are not executive staff.

\$52,146

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.

Executive Staff	FY20	FY19	FY18	FY17	FY16
President	5.01%	2.00%	3.00%	9.08%	0.30%
*VP, Instruction	5.01%	2.00%	1.12%	7.67%	0.46%
*VP, Finance & Administration	5.01%	2.00%	1.12%	7.67%	0.46%
VP, Student Success	5.01%	2.00%	6.87%	7.94%	1.87%
VP, Research, Effectiveness & IT	5.01%	2.00%	8.11%	8.00%	1.75%

*Personnel changes during FY17

State Appropriation	FY20	FY19	FY18	FY17	FY16
% Change	1.29%	0.00%	1.97%	-0.09%	-11.11%