

**Texas Tech University Health Sciences Center at El Paso
Texas Government Code Section 659.026 Report
FY 2019**

(b) 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;

TTUHSCEP response:

1,733.10 FTEs

Source: Quarterly FTE reports filed with the Texas State Auditor's Office and based on the FY 2018 four-quarter average.

- (2) the amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium;

TTUHSCEP response:

FY 2020 - \$76,046,519

FY 2021 - \$76,030,911

Source: 86th Legislative Session, General Appropriations Act, Article III. The amounts shown include direct appropriations from all funds.

- (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;

TTUHSCEP response:

Salary for executive staff within the Texas Tech University System is determined by a comparison to similar staff positions within the state of Texas (Administrative Accountability Reports); National Salary Survey (College and University Personnel Association Surveys and Association of Academic Health Centers Survey); and current executive staff within the Texas Tech University System. Executive staff members are usually recruited and hired after a national recruitment effort, which frequently includes input from an internal search committee and/or TTU System Board of Regents.

The final salary determination is made by the hiring authority using the above criteria, negotiations with the successful candidate, and consideration of prior experience.

(4) whether executive staff are eligible for a salary supplement;

TTUHSCEP response:

Only the president is eligible for salary supplements.

The TTU System Board of Regents' Rule 06.01.5 prohibits the acceptance of gifts, grants, donations, or other considerations designated by a donor for the sole purpose of salary supplementation for a designated employee, person, or position within the TTU System.

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

TTUHSCEP Response:

Texas Tech University Health Science Center at El Paso's executive staff average compensation is 21.29% below the market mean for peer institutions.

(6) the average compensation paid to employees employed by the agency who are not executive staff; and

TTUHSCEP Response:

The average salary of non-executive faculty and staff as of September 1, 2018 is \$79,461.

(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.

TTUHSCEP Response:

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Percent change in Executive Staff Compensation			-8.48%	-7.37%	-4.84%	2.07%
Percent change in Legislative Appropriations			100.00%	0.02%	4.62%	-0.09%