







**THE TEXAS A&M UNIVERSITY SYSTEM**  
**FY 2015**  
**Salary Plans**

MEMBER	DESCRIPTION OF SALARY PLAN	AMOUNT	
<b>Prairie View A&amp;M University</b>  	<b>Faculty:</b>		
	2.5% Merit Pool	\$ 624,822	
	<i>Benefits</i>	93,723	
		<b>Faculty Subtotal:</b>	
		\$ 718,545	
	<b>Staff:</b>		
2.5% Merit Pool	\$ 832,329		
<i>Benefits</i>	124,849		
	<b>Staff Subtotal:</b>	\$ 957,178	
	<b>Total:</b>	<b>\$ 1,675,723</b>	
<b>Tarleton State University</b>  	<b>Faculty:</b>		
	2% Merit Pool	\$ 594,526	
	<i>Benefits</i>	95,124	
	Market Adjustment (final phase)	671,349	
	<i>Benefits</i>	107,416	
	Promotions	168,925	
	<i>Benefits</i>	27,028	
		<b>Faculty Subtotal:</b>	\$ 1,664,368
	<b>Staff:</b>		
	2% Merit Pool	\$ 554,726	
<i>Benefits</i>	88,756		
Promotions	137,728		
<i>Benefits</i>	22,036		
	<b>Staff Subtotal:</b>	\$ 803,246	
	<b>Total:</b>	<b>\$ 2,467,614</b>	



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MEMBER	DESCRIPTION OF SALARY PLAN	AMOUNT
<p>Texas A&amp;M International University</p> 	<b>Faculty:</b> 2% Merit Pool (contingent on fall enrollment) Promotions and Market Adjustments <i>Benefits</i>	\$ 305,849 60,000 100,000
	<b>Faculty Subtotal:</b>	\$ 465,849
	<b>Staff:</b> 2% Merit Pool (contingent on fall enrollment) Market Adjustments <i>Benefits</i>	\$ 501,151 28,000 155,000
	<b>Staff Subtotal:</b>	\$ 684,151
	<b>Total:</b>	\$ 1,150,000
	<p>Texas A&amp;M University</p> 	<b>Faculty:</b> 3% Merit Pool (pending) Promotions <i>Benefits</i>
<b>Faculty Subtotal:</b>		\$ 8,583,007
<b>Staff:</b> 3% Merit Pool (pending) <i>Benefits</i>		\$ 6,701,368 1,139,233
<b>Staff Subtotal:</b>		\$ 7,840,601
<b>Total:</b>		\$ 16,423,608





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<p>Texas A&amp;M University at Galveston</p> 	<b>Faculty:</b> 3% Merit Pool Market Adjustments <i>Benefits</i>	\$ 210,000 20,000 70,000
	<b>Faculty Subtotal:</b>	\$ 300,000
	<b>Staff:</b> 3% Merit Pool Market Adjustments <i>Benefits</i>	\$ 131,500 20,000 48,500
	<b>Staff Subtotal:</b>	\$ 200,000
	<b>Total:</b>	<b>\$ 500,000</b>
	<p>Texas A&amp;M Health Science Center</p> 	<b>Faculty:</b> 3% Merit Pool <i>Benefits</i>
<b>Faculty Subtotal:</b>		\$ 1,817,050
<b>Staff:</b> 3% Merit Pool <i>Benefits</i>		\$ 1,943,184 421,671
<b>Staff Subtotal:</b>		\$ 2,364,855
<b>Total:</b>		<b>\$ 4,181,905</b>



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MEMBER	DESCRIPTION OF SALARY PLAN	AMOUNT
<p><b>Texas A&amp;M University - Central Texas</b></p> 	<b>Faculty:</b>	
	Market Adjustment	\$ 187,000
	Promotions	30,000
	<i>Benefits</i>	31,357
	<b>Faculty Subtotal:</b>	<b>\$ 248,357</b>
	<b>Staff:</b>	
Market Adjustment	\$ 314,129	
<i>Benefits</i>	45,392	
<b>Staff Subtotal:</b>	<b>\$ 359,521</b>	
	<b>Total:</b>	<b>\$ 607,878</b>
<p><b>Texas A&amp;M University - Commerce</b></p> 	<b>Faculty:</b>	
	2%-3% Merit Pool (based on enrollment growth)	\$ 766,862
	Market Adjustments	80,000
	<i>Benefits</i>	130,367
	<b>Faculty Subtotal:</b>	<b>\$ 977,229</b>
	<b>Staff:</b>	
	2%-3% Merit Pool (based on enrollment growth)	\$ 747,721
	Market Adjustments	70,000
<i>Benefits</i>	127,112	
<i>(not included in base budget due to contingent on enrollment)</i>		
<b>Staff Subtotal:</b>	<b>\$ 944,833</b>	
	<b>Total:</b>	<b>\$ 1,922,062</b>



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<p><b>Texas A&amp;M University - Corpus Christi</b></p> 	<b>Faculty:</b>	
	2% Merit Pool (contingent on enrollment)	\$ 600,000
	Promotions	35,000
	<i>Benefits</i>	158,000
	<b>Faculty Subtotal:</b>	<b>\$ 793,000</b>
<p><b>Texas A&amp;M University - Kingsville</b></p> 	<b>Staff:</b>	
	2% Merit Pool (contingent on enrollment)	\$ 600,000
	<i>Benefits</i>	170,000
	<i>(not included in base budget due to contingent on enrollment)</i>	
	<b>Staff Subtotal:</b>	<b>\$ 770,000</b>
	<b>Total:</b>	<b>\$ 1,563,000</b>
<p><b>Texas A&amp;M University - Kingsville</b></p> 	<b>Faculty:</b>	
	Faculty Promotions (15)	\$ 58,500
	0-3% Merit Pool (contingent on enrollment)	627,700
	<i>Benefits</i>	96,068
	<b>Faculty Subtotal:</b>	<b>\$ 782,268</b>
<p><b>Texas A&amp;M University - Kingsville</b></p> 	<b>Staff:</b>	
	0-3% Merit Pool (contingent on enrollment)	\$ 717,755
	<i>Benefits</i>	100,486
	<b>Staff Subtotal:</b>	<b>\$ 818,241</b>
	<b>Total:</b>	<b>\$ 1,600,509</b>



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MEMBER	DESCRIPTION OF SALARY PLAN	AMOUNT	
<p>Texas A&amp;M University - San Antonio</p> 	<p><b>Faculty:</b>            No Merit Pool  <i>Benefits</i></p> <p><b>Staff:</b>            No Merit Pool  <i>Benefits</i></p>		
		<b>Faculty Subtotal:</b>	\$ -
			-
		<b>Staff Subtotal:</b>	\$ -
		<b>Total:</b>	\$ -
<p>Texas A&amp;M University - Texarkana</p> 	<p><b>Faculty:</b>            3% Merit Pool (contingent on enrollment)            Market Adjustments  <i>Benefits</i></p> <p><b>Staff:</b>            3% Merit Pool (contingent on enrollment)            Market Adjustments  <i>Benefits</i></p> <p><i>(not included in base budget due to contingent on enrollment)</i></p>	\$ 163,873	
			30,000
			28,429
		<b>Faculty Subtotal:</b>	\$ 222,302
			\$ 148,789
			120,355
			39,791
<b>Staff Subtotal:</b>	\$ 308,935		
<b>Total:</b>	\$ 531,237		

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<b>West Texas A&amp;M University</b>  	<b>Faculty &amp; Staff:</b> 2% Merit Pool Market Adjustments <i>Benefits</i>	\$ 724,000 150,000 135,907
	<b>Total:</b>	<b>\$ 1,009,907</b>
<b>Texas A&amp;M AgriLife Research</b>  	<b>Faculty:</b> 2% Statutorily required (minimum increase of \$50/month per employee) 1% Merit Pool Promotions <i>Benefits</i>	\$ 483,502 241,744 80,000 208,317
	<b>Faculty Subtotal:</b>	<b>\$ 1,013,563</b>
	<b>Staff:</b> 2% Statutorily required (minimum increase of \$50/month per employee) 1% Merit Pool <i>Benefits</i>	\$ 981,954 487,595 380,172
	<b>Staff Subtotal:</b>	<b>\$ 1,849,721</b>
	<b>Total:</b>	<b>\$ 2,863,284</b>

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MEMBER	DESCRIPTION OF SALARY PLAN	AMOUNT
<p>Texas A&amp;M AgriLife Extension Service</p> 	<p><b>Faculty:</b>            2% Statutorily required (minimum increase of \$50/month per employee)            1% Merit Pool            Promotions  <i>Benefits</i></p>	<p>\$ 200,318            100,380            80,446            67,462</p>
	<b>Faculty Subtotal:</b>	\$ 448,606
	<p><b>Staff:</b>            2% Statutorily required (minimum increase of \$50/month per employee)            1% Merit Pool            Promotions  <i>Benefits</i></p>	<p>\$ 1,189,928            492,525            142,992            323,104</p>
	<b>Staff Subtotal:</b>	\$ 2,148,549
	<b>Total:</b>	\$ 2,597,155
	<p>Texas A&amp;M Forest Service</p> 	<p><b>Staff:</b>            2% Statutorily required (minimum increase of \$50/month per employee)            1% Merit Pool            2% One-Time Merit Pool            Promotions and Market Adjustments  <i>Benefits</i></p>
<b>Staff Subtotal:</b>		\$ 1,125,000
<b>Total:</b>		\$ 1,125,000




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<b>Texas A&amp;M Veterinary Medical Diagnostic Lab</b>  	<b>Staff:</b> 2% Statutorily required (minimum increase of \$50/month per employee) Market Adjustments <i>Benefits</i>	\$ 171,453
		25,000
		54,007
		<b>Staff Subtotal:</b> \$ 250,460
<b>Total:</b>		\$ 250,460
<b>Texas A&amp;M Engineering Experiment Station</b>  	<b>Staff:</b> 2% Statutorily required (minimum increase of \$50/month per employee) 1% Merit Pool Market Adjustments <i>Benefits</i>	\$ 747,773
		373,886
		300,000
		284,332
<b>Staff Subtotal:</b>		\$ 1,705,991
<b>Total:</b>		\$ 1,705,991
<b>Texas A&amp;M Engineering Extension Service</b>  	<b>Staff:</b> 2% Statutorily required (minimum increase of \$50/month per employee) 1% Merit Pool <i>Benefits</i>	\$ 559,353
		279,676
		208,757
		<b>Staff Subtotal:</b> \$ 1,047,786
<b>Total:</b>		\$ 1,047,786

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MEMBER	DESCRIPTION OF SALARY PLAN	AMOUNT
	<b>Faculty:</b> 2% Statutorily required (minimum increase of \$50/month per employee) 1% Merit Pool <i>Benefits</i>	\$ 341,436 170,718 61,715
	<b>Faculty Subtotal:</b>	<b>\$ 573,869</b>
	<b>Staff:</b> 2% Statutorily required (minimum increase of \$50/month per employee) 1% Merit Pool <i>Benefits</i>	\$ 366,735 183,367 66,287
	<u>Other</u> TTI will award a merit bonus of \$2,500 each to the top 10 researchers who have been the most successful in diversifying TTI's research program over the past year. Research diversification is a priority in TTI's Strategic Plan.	25,000
	<b>Staff Subtotal:</b>	<b>\$ 641,389</b>
	<b>Total:</b>	<b>\$ 1,215,258</b>

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<p><b>System Offices, SRS, and TTC</b></p> 	<p><b>Staff:</b> Any proposed departmental merit plans will be required to be funded from within existing budgeted resources.</p> <p style="text-align: right;"><b>Staff Subtotal:</b></p> <p style="text-align: right;"><b>Total:</b></p>	<p style="text-align: center;">-</p> <hr/> <p style="text-align: center;">\$ -</p> <hr/> <p style="text-align: center;">\$ -</p>