

**Credit Union Department**  
**FY 18 Report of Executive and Staff Compensation**  
*As required by Tex. Gov't Code §659.026*

Every state agency is required to make certain information related to staff compensation publicly available on its Internet websites. The Department posts the following report in compliance with Tex. Gov't Code §659.026.

1. The number of full-time equivalent employees employed by the Credit Union Department.

28.0 of the 29.5 authorized FTE positions were filled as of August 31, 2018.

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

The Department was granted Self-Directed, Semi-Independent (SDSI) status by the legislature in 2009 in Chapter 16 of the Tex. Fin. Code. Therefore, the Department does not participate in the legislative appropriations process; as prescribed in Tex. Fin. Code §16.003, the agency's budget is adopted and approved annually by the Credit Union Commission. The budget for fiscal year 2018 was \$4,063,453; and the budget for fiscal year 2019 is 4,260,909.

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.

The Department's executive staff includes the Commissioner, the Deputy Commissioner, and the Director of Information Technology.

Compensation for the Commissioner is set by a vote of the Credit Union Commission. In 2015, the Commission members analyzed a range of salaries of similar state agency executive positions to determine whether the Commissioner's salary was set at a reasonably competitive level.

Compensation for the Deputy Commissioner and Director of Information Technology is determined by the Commissioner. The salary range for these positions is consistent with the classification of the positions (Deputy Director I and Director III respectively) and is set within the range of salary schedules for those positions, as determined by the State Auditor's Office of Texas.

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.

Commissioner – The Commissioner’s salary is set by a vote of the Credit Union Commission and the position’s minimum qualifications are prescribed by TEX. FIN. CODE §15.302. In 2015, the Credit Union Commission considered the salaries ranges of Commissioners of the three Finance Commission agencies (Banking - \$225,000; Savings and Mortgage Lending- \$191,250; Consumer Credit Commissioner- \$190,000). The Commission also considered the 2015 salaries for the heads of agencies regulating credit unions in other states (California - \$150,120 (145 credit unions); Iowa - \$105,000 (112 credit unions); Louisiana - \$145,000 (42 credit unions); Georgia - \$133,205 (54 credit unions); Missouri - \$96,900 (119 credit unions); Ohio \$100,485 (150 credit unions).

Senior staff at NCUA in the 2018 “SS-03” pay grade range between a base pay minimum of \$190,818 and a maximum of \$248,063 with a total salary cap of \$279,000. There are no direct correlations between this position and a private sector position. However, the 2016 CUES Executive Compensation Survey summary reports, that the median CEOs based salary and bonus compensation for all credit unions reported was \$318,145.

Deputy Commissioner – The Deputy Commissioner’s minimum qualifications are set by TEX. FIN. CODE §15.303; the position is currently classified as Deputy Director I, with a B33 salary classification. (B33 minimum- \$135,269, midpoint- \$182,022, maximum- \$228,775). Senior staff at NCUA in the 2018 “SS-02” pay grade range between a base pay minimum of \$171,346 and a maximum of \$222,750 with a total salary cap of \$262,000. There are no direct correlations between this position and a private sector position. However, the 2016 CUES Executive Compensation Survey Executive Summary reports that the median Executive Vice President base salary and bonus compensation for all credit unions reported was \$203,522.

Director of Information Technology – The position is currently classified as Director III, with a B28 salary classification. (B28 minimum- \$83,991, midpoint - \$113,022, maximum - \$142,052). Senior staff at NCUA in the 2018 “SS-01” pay grade range between a base pay minimum of \$151,875 and a maximum of \$197,438, with a total salary cap of \$240,000. There are no direct correlations between this position and a private sector position. However, an August 2017 compensation survey by Glassdoor reports the salary for an NCUA Systems Architect at \$141,403, with an overall salary range for the position between \$117,000 and \$165,000. In addition, the 2016 CUES Executive Compensation Survey Executive Summary reports that the median Info Systems/E-Commerce Executive base salary and bonus for all credit unions reported was \$178,228.

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

The average salary for non-executive employees of the Department is \$72,383 (Average salary without longevity and benefit replacement pay based on filled positions as of August 31, 2018).

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.

<b>Executive Staff Compensation</b>	
<b>Fiscal Year</b>	<b>Percent Increase (%)</b>
2014	2.6
2015	5.7
2016	5.4
2017	1.1
2018	0.82

*Last Updated  
October 31, 2018.*

*\*Percentage increase excludes \$50,000 included in budget amount for funds encumbered in fiscal year 2018, which will be expended in fiscal year 2019.*