



CREDIT UNION COMMISSION COMMISSIONER EVALUATION COMMITTEE MEETING

Credit Union Department Office
914 East Anderson Lane
Austin, Texas 78752

Thursday, November 5, 2026
1:00 p.m.

AGENDA

This meeting of the Credit Union Commission's Commissioner Evaluation Committee ("Committee") will be held at the Credit Union Department office at 914 East Anderson Lane in Austin, Texas. The meeting is open to the public and will be broadcast live through a link available on the Department website (cud.texas.gov) on the day of the meeting. Public comment on any agenda item or issue within the jurisdiction of the Committee is permitted, but the Committee cannot deliberate or address any item that is not specifically listed on the agenda. Unless authorized by a majority of Committee members present, comments will be limited to ten minutes per person.

The meeting will also be recorded, and a copy of the recording will be available upon request after the meeting.

The Committee may discuss and/or take action regarding any item on this agenda.

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Note: This is a meeting of the Commissioner Evaluation Committee of the Credit Union Commission; however, there may be other members of the Credit Union Commission attending this meeting. As there could be a quorum of the Commission attending this meeting of the Commissioner Evaluation Committee, it is also being posted as a meeting of the entire Commission.

Executive Session: The Commissioner Evaluation Committee may go into executive session (close its meeting to the public) on any agenda item if appropriate and authorized by the Open Meetings Act, Texas Government Code Chapter 551, including Section 551.074, which authorizes personnel matters to be deliberated in closed session.

Meeting Recess: In the event the Committee does not finish its meeting on the first day for which it was posted, the Committee may recess the meeting until the following day at the time and place announced at the time of recess.

Meeting Accessibility: Under the Americans with Disabilities Act, the Credit Union Commission will accommodate special needs. Those requesting auxiliary aids or services should notify Biancaja Sugars, Credit Union Department, 914 East Anderson Lane, Austin, Texas 78752, telephone (512) 837-9236, as far in advance of the meeting as possible. An individual who is speech- or hearing-impaired may contact Relay Texas for assistance by calling 711.

1. Call to order – Chair Karyn Brownlee
 - a. Ascertain quorum
 - b. Appoint recording secretary
 - c. Acknowledge guests
 - d. Invitation for public input

Commissioner Evaluation Committee

Karyn Brownlee, Chair

David Shurtz

Jim Minge, ex-officio

Staff

Robert Etheridge, Commissioner

Devon Bijansky, General Counsel

David Borden, Deputy Commissioner

Isabel Velasquez, Executive Assistant

2. Approve minutes of the December 4, 2025, Committee meeting

Staff recommendation

Approve the minutes as presented.

Recommended motion

I move that the minutes of the Committee's December 4, 2025, meeting be approved as presented.

**CREDIT UNION COMMISSION
COMMISSIONER EVALUATION COMMITTEE
MEETING MINUTES**

December 4, 2025

A. CALL TO ORDER – Chair Karyn Brownlee called the meeting to order at 1:00 p.m. pursuant to Chapter 551 of the Texas Government Code and declared that a quorum was present. Committee members Kay Swan and David Shurtz were present. Ex-officio member, Jim Minge was also in attendance. The Chair recognized David Bleazard, Commission member, as being present in the room but not participating in the discussion of any items nor voting on any items during the committee meeting. The Chair introduced the Department’s new General Counsel Devon Bijansky, who will serve as the legal counsel for the committee at this meeting. Staff members in attendance were Michael S. Riepen, Commissioner, Robert W. Etheridge, Deputy Commissioner, Robert Reid, Network Specialist, and Isabel Velasquez, Executive Assistant. The Chair appointed Isabel Velasquez as Recording Secretary. The Chair inquired and the Commissioner confirmed that the notice of the meeting was properly posted with the Secretary of State (**November 25, 2025, TRD# 2025006783**).

- **INVITATION FOR PUBLIC INPUT FOR FUTURE CONSIDERATION** – Chair Brownlee invited comments, and no public comments were received.

The Chair officially announced that under Section 551.074 of the Texas Government Code, the Committee may enter Executive Session for the purpose of discussing personnel matters.

B. APPROVE MINUTES OF THE LAST COMMITTEE MEETING (AUGUST 12, 2025) – Mrs. Swan moved to approve the minutes of the August 12,

2025, meeting as presented. Mr. Shurtz seconded the motion, and the motion was unanimously adopted.

Chair Brownlee announced that Items C and D are both required to go into Executive Session, and are personnel related.

C. FY 2025 COMMISSIONER PERFORMANCE EVALUATION

D. FY 2026 COMMISSIONER PERFORMANCE EVALUATION PROCESS -- Chair Brownlee announced that under the Texas Open Meetings Act, Texas Government Code, Section 551.074, the Committee would enter Executive Session to deliberate on personnel matters. The Committee entered Executive Session at 1:08 p.m. The Committee returned to open session at 2:30 p.m.

Chair Brownlee entertained a motion to recommend to the full commission approval of the Performance Evaluation of the Commissioner for Fiscal Year 2025. Mr. Shurtz moved to approve the motion as presented. Mrs. Swan seconded the motion, and the motion was unanimously adopted.

Chair Brownlee entertained a motion to recommend to the full Commission approval of the Commissioner Performance Evaluation process for Fiscal Year 2026. Mrs. Swan moved to approve the motion, as presented. Mr. Shurtz seconded the motion, and the motion was unanimously adopted.

D. FUTURE COMMITTEE MEETING DATES – Chair Brownlee announced the next meeting of the Committee has been tentatively scheduled for November 5, 2026.

There being no further business, Chair Brownlee adjourned the meeting at 2:32 p.m.

Karyn Brownlee
Chair

Isabel Velasquez
Recording Secretary

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3. FY 2026 Commissioner performance evaluation and Commissioner remuneration

Background

Commission policy requires an annual performance review of the Commissioner. Accordingly, the Commission will be expecting a recommendation from the committee relating to the FY 2026 performance evaluation.

Recommended motion

I move that the Committee recommend that the Commission approve the proposed FY 2026 performance evaluation and remuneration effective November 1.

4. FY 2027 Commissioner performance evaluation process

Background

Commission policy requires the Commissioner Evaluation Committee to make recommendations to the Commission with respect to the establishment of the Commissioner's performance standards for the year ahead. Accordingly, it is necessary for the Committee to make these recommendations to the Commission. If approved, the performance standards will be effective for the remainder of FY 2027.

Recommended motion

I move that the Committee recommend that the Commission approve the proposed Commissioner performance evaluation process for FY 2027.

5. Future Committee meeting dates

Background

The next regular meeting of the Committee has been tentatively scheduled for November 4, 2027.

6. Adjourn