

**Credit Union Department**  
**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.

**25.5 of the 27.5 authorized FTE positions were filled as of August 31, 2015.**

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 budget is adopted and approved annually by the Credit Union Commission. The budget for the fiscal year 2012 was \$2,814,637; the budget for fiscal year 2013 was \$2,969,435; the budget for fiscal year 2014 was \$3,024,386; the budget for fiscal year 2015 was \$3,503,250; and the budget for fiscal year 2016 is \$3,624,332.**

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, as well as the Deputy Commissioner and Assistant Commissioner/General Counsel.**

**Compensation for the Commissioner is set by a vote of the Credit Union Commission. In 2014, 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 Assistant Commissioner/General Counsel is determined by the Commissioner, Harold E. Feeney. The salary range for these positions is consistent with the classification of the positions (Director V and General Counsel 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 2014, the Credit Union Commission considered the 2014 salaries ranges of Commissioners of the three Finance Commission agencies (Banking - \$225,000; Savings and Mortgage - \$191,250; Consumer Credit - \$190,000). The Commission also considered the 2014 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 2013 “SS-03” pay grade range between a base pay minimum of \$180,000 and a maximum of \$225,000, with a total salary cap of \$260,000. There are no direct correlations between this position and a private sector position. However, the 2012 CUES<sup>1</sup> Executive Compensation Survey Executive Summary reports that the average CEO total compensation for all credit unions reported was \$256,339. The Texas Credit Union League<sup>2</sup> reports that the average base salary for Texas credit union CEOs is \$111,302, while CEOs of credit unions with assets over \$250MM have an average base salary of \$337,438.**

**Deputy Commissioner – The Deputy Commissioner’s minimum qualifications are set by Tex. Fin. Code §15.303; the position is currently classified as Director V, with a B31 salary classification. (B31 minimum- \$111,793, midpoint- \$148,126, maximum- \$184,458). Senior staff at NCUA in the 2013 “SS-02” pay grade range between a base pay minimum of \$160,000 and a maximum of \$200,000, with a total salary cap of \$240,000. There are no direct correlations between this position and a private sector position. However, the 2012 CUES Executive Compensation Survey Executive Summary reports that the median Executive Vice President compensation for all credit unions reported was \$151,456.**

**Assistant Commissioner/General Counsel – The position is currently classified as General Counsel III, with a B27 salary classification. (B27 minimum- \$76,356, midpoint - \$102,747, maximum - \$129,137). Senior staff at NCUA in the 2013 “SS-01” pay grade range between a base pay minimum of \$140,000 and a maximum of \$175,000, with a total salary cap of \$220,000. There are no direct correlations between this position and a private sector position. However, the 2012 CUES Executive Compensation Survey Executive Summary reports that the median Legal Counsel Executive compensation for all credit unions reported was \$169,091.**

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<sup>1</sup> Credit Union Executive Society [www.cues.org](http://www.cues.org)

<sup>2</sup> Now known as Cornerstone Credit Union League. [www.cornerstoneleague.coop](http://www.cornerstoneleague.coop)

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 \$65,590 (Average salary without longevity and benefit replacement pay based on filled positions as of August 31, 2015).**

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>Fiscal Year</b>	<b>Percent Increase (%)</b>
<b>2011</b>	<b>3.9</b>
<b>2012</b>	<b>3.9</b>
<b>2013</b>	<b>3.6</b>
<b>2014</b>	<b>2.6</b>
<b>2015</b>	<b>5.7</b>

<b>Fiscal Year/Funding</b>	<b>Budget Amount</b>	<b>Percent Change (%)</b>
<b>2012</b>	<b>\$2,814,637</b>	<b>5.9</b>
<b>2013</b>	<b>\$2,969,435</b>	<b>5.4</b>
<b>2014</b>	<b>\$3,024,386</b>	<b>1.8</b>
<b>2015</b>	<b>\$3,503,250</b>	<b>15.7</b>
<b>2016</b>	<b>\$3,624,332</b>	<b>3.5</b>