

Office of Consumer Credit Commissioner
Report of Information Regarding Executive Staff Compensation
As Required by HB 12 of the 83rd Legislative Session

In accordance with Section 659.026 of HB 12 of the 83rd Legislative Session, the Department reports the following information regarding executive staff compensation as required by the bill:

1. The number of full-time equivalent employees employed by the agency.

Full-time equivalent employee reports are submitted quarterly to the Texas State Auditor's Office. Quarterly Office of Consumer Credit Commissioner (Agency #466) data may be queried directly from the Texas State Auditor's Office Full-Time Equivalent Employee System at [Texas State Auditor's Office: FTE](#)

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

The Office of Consumer Credit Commissioner was granted Self-Directed, Semi-Independent (SDSI) status by the Legislature in 2009. Therefore the agency budget is set annually by the agency's oversight body, the Finance Commission of Texas.

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.

In fiscal 2010 due to excessive turnover and lagging staff compensation, the Finance Commission undertook a market-based compensation strategy for the agency with an end objective of hiring and retaining a highly qualified staff to effectively discharge the duties of the agency. The salary of the Office of Consumer Credit Commissioner is set by vote of the Texas Finance Commission and the position's minimum qualifications are statutorily set. The Chairman of the Finance Commission during this period was William J. White.

In September 2015 when the last salary adjustment of 2.5% was effective, Commission members considered various factors including, the September 2015 state mandated increase in employee retirement contributions, performance reviews and earnings history of comparable executive compensation information including but not limited to: (i) the State Auditor's Office August 2014 Executive Compensation Report; (ii) a Federal Reserve Bank of Dallas 2015 Bank Officer Survey regarding Chief Executive Officers; (iii) 2015 comparable salary information of the four Deputy Comptrollers of the Office of the Comptroller of the Currency (OCC); and (iv) the 2015 comparable salary information of the six Regional Directors of the Federal Deposit Insurance Corporation (FDIC).

The compensation levels for the senior executive staff, Director of Consumer Protection, General Counsel, and Director of Strategic Communications, Administration and Planning for the OCCC are set by the Commissioner, Leslie L. Pettijohn.

In conjunction with the State of Texas Position Classification Plan (Plan) the senior executive staff salaries are established by the Commissioner and are based on multiple factors which include, but

are not limited to: performance; complexity of work; educational and professional experience required for the position; number of staff supervised; and, where the information is available, salaries for executive staff in similar positions at other state agencies.

4. Whether executive staff are eligible for a salary supplement.

OCCC executive staff is not eligible for salary supplement as described in Texas Government Code, Section 659.0201.

5. The market average for compensation of similar executive staff in the private and public sectors.

Reference the State Classification Team’s, “A Biennial Report on the State’s Position Classification Plan” and “A Classification Study of Exempt Positions.”

<http://www.hr.sao.state.tx.us/Publications/reports.aspx>

In addition, Commissioner Comparisons using market averages unless otherwise indicated for the times discussed in #3 above are:

- i. \$201,321
- ii. \$253,177 plus bonus of \$84,744 (banks with deposit of \$200M)
- iii. \$246,222
- iv. \$237,389

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

Average salary without longevity and BRP was \$51,514.29 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.

Percentage Increase in Compensation for Executive Staff (FY 2011 – FY 2015)

| Fiscal Year | Percentage Increase |
|-------------|---------------------|
| FY 2011 | 0.00% |
| FY 2012 | 7.90% |
| FY 2013 | 8.00% |
| FY 2014 | 0.00% |
| FY 2015 | 2.00% |

Percentage Increase in Legislative Appropriations

| Funding | Amount | Percentage Change |
|-----------------------|-------------|-------------------|
| FY 2009 Appropriation | \$5,802,750 | -1.60% |
| FY 2010 SDSI | \$6,960,173 | 19.90% |
| FY 2011 SDSI | \$6,292,025 | 9.60% |

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|--------------|-------------|-------|
| FY 2012 SDSI | \$6,893,074 | 9.60% |
| FY 2013 SDSI | \$7,383,740 | 7.10% |
| FY 2014 SDSI | \$8,113,123 | 9.90% |
| FY 2015 SDSI | \$9,325,017 | 7.08% |