

Office of Consumer Credit Commissioner
Report of Information Regarding Executive Staff Compensation
September 2019

In accordance with Texas Government Code, 659.026, the Office of Consumer Credit Commissioner (OCCC) reports the following information regarding executive staff compensation as required on the agency's public website.

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

As of August 31, 2019 the OCCC had 81 full-time equivalent employees. OCCC 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. The budget for fiscal 2019 was \$9,638,458 and for fiscal year 2020 is \$8,999,941.

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 Finance Commission and its agencies use a market-based compensation strategy with an end objective of hiring and retaining a highly qualified staff to effectively discharge the duties of the agency. The Finance Commission selects the Consumer Credit Commissioner and the Commissioner serves at the will of the Texas Finance Commission. The salary of the Consumer Credit Commissioner is set by vote of the Texas Finance Commission.

The Chairman of the Finance Commission is Paul Plunket, appointed in November 2018 by Governor Abbott. January 2016, was the last salary adjustment of 3.06%, 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 including the State Auditor's Office Executive Compensation Report, information from the SAO E-Class system, and Comparable 2016 Salary information for the regional directors of the federal Consumer Financial Protection Bureau.

The compensation levels for the senior executive staff, Director of Consumer Protection and General Counsel for the OCCC are set by the Commissioner. Senior executive staff salaries, established by the Commissioner, 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 salaries for executive staff in similar positions at other state and federal agencies. The OCCC since 2010 has continued to implement strategies to

curb turnover and improve staff retention. Challenges continue in maintaining qualified personnel. The OCCC uses compensation targets associated within the financial examiner series of other state financial regulatory agencies and some positions at the federal regulator agencies to address competitive salaries in the examiner series and related Director positions.

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

In addition to the base salary amount, an agency head of one of the Finance Commission agencies who also serves as the Finance Commission’s Executive Director may receive a monthly stipend for performing those duties. The Consumer Credit Commissioner does not presently serve in this capacity and does not receive a salary supplement. Other OCCC executive staff are not eligible for a salary supplement.

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. \$209,516*
- ii. \$208,408*
- iii. \$194,750*
- iv. \$244,645*

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

Average salary without longevity and BRP was \$57,706.62 as of August 31, 2019.

7. The percentage increase in compensation of executive staff for each of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency for each of the five preceding fiscal years.

Percentage Increase in Compensation for Executive Staff (FY 2015 – FY 2019)

Fiscal Year	Percentage Increase
FY 2015	2.00%
FY 2016	3.20%
FY 2017	1.88%
FY2018	0.83%
FY2019	<3.09%>

Percentage Increase in Agency Budget to Agency since Prior Fiscal Year

Funding	Amount	Percentage Change
FY 2016 SDSI	\$9,735,017	6%
FY 2017 SDSI	\$10,157,268	4.3%
FY 2018 SDSI	\$9,408,307	<8%>
FY 2019 SDSI	\$9,638,458	2.4%
FY 2020 SDSI	\$8,999,941	<7.1%>