

Texas Department of Savings and Mortgage Lending
Report of Information Regarding Executive Staff Compensation
As Required by HB 12 of the 83rd Legislative Session
September 2019

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.

52.5 as of August 31, 2019

- 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. Therefore, there are \$0 legislative appropriations made available to the agency for the current state fiscal biennium.

According to the Finance Code, Section 16.003, the agency budget is adopted and approved annually by the Department's policy-making body, the Finance Commission of Texas. The budgeted expenditures were approved as follows:

<i>fiscal year 2018</i>	<i>\$6,537,293</i>
<i>fiscal year 2019</i>	<i>\$6,426,250</i>
<i>fiscal year 2020</i>	<i>\$6,314,977</i>

- 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 year 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 Savings and Mortgage Lending Commissioner is set by vote of the Finance Commission of Texas. The Chairman of the Finance Commission is William J. White.

The last salary adjustment to the Commissioner's salary was made in December 2015. Commission members considered multiple factors, including:

- a) the September 2015 state mandated increase in employee retirement contributions;*
- b) statutory restrictions on eligible candidates for the position as specified in Texas Finance Code 13.002;*
- c) a performance review;*
- d) earnings history of comparable executive compensation information for categories eligible to apply for this position (as specified in a) above) including but not limited to:*
 - i) State Auditor's Office August 2014 Executive Compensation Report;*

- ii) *Federal Reserve Bank of Dallas 2015 Bank Officer Survey regarding Chief Executive Officers of institutions with assets greater than \$200 million;*
- iii) *Texas Community Bank 2015 Compensation Survey compiled by the Texas Bankers Association for institutions with assets between \$250 million and \$500 million;*
- iv) *comparable salary information of the six Regional Directors of the Federal Deposit Insurance Corporation (FDIC);*
- e) *100% stakeholder support for competitive pay in order to maintain quality executives*

The compensation levels for the Deputy Commissioner for the Texas Department of Savings and Mortgage Lending are set by the Commissioner. Beginning in fiscal 2010, to curb turnover and attract and retain qualified individuals in the thrift financial examiner and related director/deputy series, the agency targeted comparable and key positions with the FDIC as a federal counterpart and the Texas Department of Banking (DOB). For positions not related to thrift financial examination, the Texas Department of Banking's, Office of Consumer Credit Commissioner's and statewide salary averages* were used as reasonable benchmarks.*

- 4) Whether executive staff is eligible for a salary supplement.

No.

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

Commissioner comparison using market averages unless otherwise indicated for the items discussed in 3 (d) above are:

- (i) \$201,321*
- (ii) \$253,277 plus bonus of \$84,744 (banks with deposits over \$200M)*
- (iii) \$281,158*
- (iv) \$224,259*

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

Average salary without longevity and BRP was \$63,019 as of September 2019.

- 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 2015 – FY 2019)

<i>Fiscal Year End</i>	<i>Percentage Increase/(Decrease)</i>
<i>FY 2015</i>	<i>6.0%</i>
<i>FY 2016</i>	<i>4.9%</i>
<i>FY 2017</i>	<i>3.6%</i>
<i>FY 2018</i>	<i>8.9%</i>
<i>FY 2019</i>	<i>-4.2%</i>

Percentage Increase in SDSI Budgets

<i>Funding</i>	<i>Amount</i>	<i>Percentage Change</i>
<i>FY 2016 SDSI</i>	<i>\$6,341,615</i>	<i>3.7%</i>
<i>FY 2017 SDSI</i>	<i>\$6,295,452</i>	<i>-0.7%</i>
<i>FY 2018 SDSI</i>	<i>\$6,537,293</i>	<i>3.8%</i>
<i>FY 2019 SDSI</i>	<i>\$6,426,250</i>	<i>-1.7%</i>
<i>FY 2020 SDSI</i>	<i>\$6,314,977</i>	<i>-1.7%</i>

**All salary information for state of Texas agencies has been obtained from the State Auditor's Office Electronic Classification Analysis System (E-Class).*