


Board Resolution 2012-03

- WHEREAS: The Department of Housing and Urban Development (HUD) has established the requirement for Public Housing Agency Boards or equivalent authority to conduct compensation comparability analyses when determining the Chief Executive Officer including Chief Operating Officer, Executive Director or other similarly titled individual's herein referred to as Executive Director compensation levels and certify that such an analysis has been performed; and
- WHEREAS: The Housing Authority of Brackettville, Texas herein referred to as PHA Boards of Commissioners or equivalent authority should explicitly consider comparability in setting or making significant changes to the compensation of PHA Executive Directors; and
- WHEREAS: The Board of Commissioners must conduct a comparability analysis when there is a "significant change" in compensation. Compensation per HUD requirements are defined as:
- * Amounts from IRS Form W-2, box 1 and 1099-MISC box 7
 - * PHA made payments (health insurances, retirement plan, Social Security Trust Fund, Medicare and other insurances & benefits)
 - * Employee made payments & non-cash benefits (pre-taxed benefits usually called cafeteria plan and allowances such as vehicle etc.)
- WHEREAS: The Department of Housing and Urban Development (HUD) has granted the Board of Commissioners the authority to define and establish what determines "Significant Change to Compensation" for the PHA; and
- WHEREAS: The Federal Cost of Living Adjustment rate (COLA) is an accepted standard for determining reasonable changes to Executive Director's compensation.
- WHEREAS: The Housing Authority of Brackettville, Texas accepts the following as the definition of Significant Change in Compensation of PHA Executive Directors. "Any change in compensation, as defined by HUD notices, which fluctuates in excess of the current rate of the Federal Cost of Living Adjustment (COLA) will be considered a significant change in Compensation."

Therefore be it resolved that the Board of Commissioners of the Housing Authority of Brackettville, Texas hereby approves and adopts the above definition "Significant Change in Compensation of PHA Executive Directors" on the 6th day of September, 2012. This Policy will take effect immediately.


Chairperson-Board of Commissioners


Secretary to the Board