

**HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI**  
**3701 Ayers Street**  
**Corpus Christi, Texas 78415**

**Regarding CONTRACT OF EMPLOYMENT Dated April 4, 2024**  
**Addendum Number 1: March 25, 2024**

Whereas, on April 4, 2024, CCHA and its CEO, Gary Allsup, entered into a Contract of Employment; and,

Whereas, Section 5(e) of said Contract provides for an Annual Compensation Review to be completed each March during the term of the Contract; and,

Whereas, Section 5(e) further provides that any changes to the agreement, including Base Salary or Incentive Bonus, be memorialized in a Contract Addendum; and,

Whereas, Section 5(e) further provides that any change in Base Salary be effective April 1<sup>st</sup> of that year; and,

Whereas, Section 5(d) further provides that any change in Annual Incentive Bonus to be payable on the first regular pay day of each April; and,


Whereas, on March 25, 2024, the Board of Commissioners met in Executive Session where Board Chair conferred with fellow Commissioners regarding performance and compensation of the CEO; and,

Whereas, in open-session on March 25, 2025, the Board of Commissioners authorized the Board Chair to meet with the CEO to discuss performance review and to negotiate and execute contract revisions.

Therefore, Pursuant to Sections 5 and 10 of the Agreement CCHA and the CEO and authority granted to the Board Chair, the parties do hereby agree to the following revisions:

1. An increase in Annual Base Salary to \$ 528,074- is approved to be effective April 1, 2025; and,
2. An Annual Incentive Bonus in the Amount of \$ 257,742- is approved to be payable the first regular payday of April (April 10, 2025); and,
3. Nelrod Executive Salary Comparability Study dated March 7, 2025, is accepted by CCHA and incorporated into this Agreement.

Executed by the parties on the date shown below.

 3/28/25  
Gary Allsup, CEO                      Date

 3/28/25  
Cathy Mehne, Board Chair                      Date



# EXECUTIVE SALARY COMPARABILITY STUDY

## EXECUTIVE SUMMARY RESULTS

### This Report is prepared for the following Agency:

Mr. Gary Allsup, President/CEO  
Corpus Christi Housing Authority  
3701 Ayers Street  
Corpus Christi, TX 78415

The AccuWage Division of The Nelrod Company assembled and analyzed pertinent market comparability information from proprietary databases of employee compensation information (i.e., salary and cash incentives-updated quarterly) from government and other public and private sources in or around the agency's jurisdiction to conduct our analysis.

This final Salary Study provides precise up-to-date evaluations of market base pay and bonus/cash incentives to ensure the Agency's annual compensation compares favorably to those provided for similar positions in its specific geographic area. This Top Executives Salary Study did not analyze or determine if proper cost allocation of employee compensation and incentives are being utilized by the Agency. If the above-mentioned Agency uses multiple sources of income (e.g., organization grants, programs etc.) to compensate employees, we strongly suggest that your Agency perform a cost allocation study which meets OMB requirements. The Agency is required to maintain the support documentation provided in the Top Executive Officer(s) Salary Comparability Study within their administrative files and made available for review upon request from the U.S. Department of Urban Housing & Development (HUD).

Base Salary (which includes bonus) of the Top Executive Officer and other covered individuals was reviewed for compliance with PIH Notice 2016-14 and PIH-2019-21, Final 2025 Omnibus Appropriations for HUD's Executive Salary Cap requirements of a maximum base salary not to exceed a Level IV Executive Schedule of \$195,200 for FY 2024. The President/CEO is in compliance. ☒ Yes ☐ No.

### THE NELROD COMPANY

#### AccuWage Salary Study Division

TITLE	Base Salary	Bonus/ Incentives	TOTAL COMPENSATION FOR AGENCY FY	Total Compensation Comparability Range Cash Compensation (Base Salary/Incentives) Profiles (Begin on Page 5)						Meets Local Compensation Range
				Min. Range		Mid. Range		Max. Range		
				Base	Incentives	Base	Incentives	Base	Incentives	
CEO	\$ 630,423	\$ 176,996	\$ 630,423	\$ 305,587	\$ 167,838	\$ 460,165	\$ 257,742	\$ 750,561	\$ 421,518	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Bonus was included in Box 5 Base Salary W-2										
Total Compensation:				\$ 473,424	\$ 717,906	\$ 1,172,079				

Analysis Conducted By: Mellany D. Gaston Date: March 7, 2025  
Mellany D. Gaston, PHR/SHRM-CP

### CORPUS CHRISTI HOUSING AUTHORITY

#### CERTIFICATION OF COMPLIANCE FOR CONDUCTING AN EXECUTIVE SALARY COMPARABILITY STUDY

Pursuant to HUD Notice PIH-2016-14 and PIH-2019-21, Our Agency hereby certifies that the Agency Board has conducted the required compensation comparability analysis for the Top Executive Officer and other covered individuals. Pursuant to guidance provided in said HUD Notice, included is a summary of the annual report to the U. S. Department of Housing and Urban Development (HUD), revised Form HUD-52725 (rev.02/2019) - Schedule of Positions and Compensation and issued in PIH Notice 2019-21. A Salary Comparability Study on Top Executive Officers will be conducted regularly for the above-mentioned employee positions if there is a significant change which we have defined as any compensation change which fluctuates in excess of the current rate of the Federal Cost of Living Adjustment (COLA). Additionally, we have reviewed the above Top Executive employee(s) for compliance with Level IV Executive Schedule limitations.

Cathy Mehne  
Chairperson's Signature

Cathy Mehne  
Chairperson's Name (printed)

3/28/2025  
Date



# EXECUTIVE SALARY COMPARABILITY STUDY

## METHODOLOGY, RESULTS & SUPPORT DOCUMENTATION

### Introduction

HUD's Office of Public and Indian Housing (PIH) issued Notice PIH-2012-14 restricting salaries for Top Executive employees paid with funds from the Section 8 and Section 9 funds (including Moving to Work [MTW] and Capital Funds Program [CFP]) not exceed a salary cap of the GS-Executive Level IV pay grade. For FFY 2012 and FFY 2013, the limitations applied to salaries only. In HUD's FFY 2014 annual appropriations, Congress further expanded the limitation to include not just salaries, but also bonuses paid. On October 3, 2016, HUD issued PIH 2016-14 under the 2016 Appropriations, which retained the same inclusions as the FFY 2015 appropriations and provides guidance to Agencies on the provision in HUD's appropriations that limits the use of Section 8 Tenant-Based Rental Assistance and Section 9 Public Housing Assistance Funds to pay salaries (including any bonuses) to Agency employees, including chief executive officers, other officials, and other employees. The bonus refers to additional taxable compensation that is generally a one-time payment based on performance or meeting performance measures and paid during the Agency's FY. Overtime, benefits (such as retirement, life insurance, medical insurance, or the use of an Agency vehicle) are not included under this rule. On August 2, 2019, Notice PIH 2019-21 was issued providing information and guidance on how PHAs are to use the Form HUD-52725 form to report executive compensation for calendar year 2019 (CY2019).

This rule applies to all Agencies, including Public Housing-only, Section 8-Only, and Moving to Work (MTW) Agencies that:

1. receive appropriations during their fiscal year (FY) for one or more of the following programs: Section 8 (Housing Choice Vouchers [HCV]), Section 9 Capital Fund, and Section 9 Operating Fund; and
2. pay any annual salary (including any bonus) to a covered individual during the Agency's FY that exceeds the annual rate of basic pay for a position at level IV of the Executive Schedule at any time during that FY.
3. This includes PHAs that have converted their entire public housing inventory via the Rental Assistance Demonstration (RAD) Program but still receiving funding sourced from Section 8 or Section 9 funds.

Applicable funds - None of the funds "originating" from Section 8 (HCV) or Section 9 sources under the applicable appropriations act, as well as any other act, may be used to pay the salary (including any bonus) of a covered individual at a rate in excess of the GS Executive Level IV salary cap at the close of the Agency's FY. This includes fees that the Agency has implemented through asset management that originated from Section 8 (HCV) or Section 9 funding.

The rule does not cover independent contractors. Employment contracts are sometimes used to hire top executives but are not usually considered as an Independent Contractor agreement but rather an employment agreement. The determination of whether such an individual is an independent contractor, or an employee depends on the relationship between the Agency and the individual and is based on the Internal Revenue Service (IRS) Guidelines for Independent Contractors vs. Employees.

### Methodology

The methodology utilized to accomplish this analysis is as follows:

#### A. Gather Comparability Information from the Agency

An Executive Salary Comparability Study Questionnaire was completed by affected employees. Approximately three (3) pages of pertinent information for each position reviewed were gathered for analysis including but not limited to the following:

- total number of Full Time Equivalent (FTE) employee's supervised
- a copy of the Agency's current job description(s) (or job summary)
- total annual compensation for the Agency's FY
- source(s) of compensation
- other related information

Additionally, affected staff were briefly interviewed or questioned when further information was needed, or clarification of data provided was necessary.



# EXECUTIVE SALARY COMPARABILITY STUDY

## B. Comparability Analysis Overview

AccuWage uses a proprietary database that has grown so robust it can be considered a census of salaries including incentives. It is based on surveys, compensation data from publicly filed government records, data available via web services, job boards and other new technologies and leased data from other survey vendors.

A trained professional selected comparable position in the database and input said data for analysis. The pertinent market comparability information was matched by the software program and reported according to the compensation analysis requirements. Data was adjusted for geographic area, industry, organization size and operating budget.

The database uses an objective semantic analysis system to match comparable position or titles. This system enables an accurate search of the database based on the Agency's job descriptions. The data search hinges on contextual text mapping, which keys on descriptive words in the Agency job function, related skills, years of experience and number of FTE employees supervised, if applicable. These key words enable the selection of the most accurate benchmark compensation comparable(s).

**Database includes: Local Base - Private and Public Sources such as but not limited to the following:**

- Local Chamber of Commerce(s)
- Private Industry Counsels
- Local Economic Development Board(s)
- HR Management Associations
- Employers' Associations
- Boards of Trade
- Local City & Personnel Offices
- Various Consulting Firms
- Regional & National Survey(s)
- Public Sector Administrators (i.e., military, law enforcement, city/county, state/provincial and federal government pay administrators)
- Local Labor Department(s)
- Corporate HR Professionals

Our AccuWage staff specialist analyzed and identified positions in local area public entities that appear to be comparable to that of the affected employees included in this study. This task was accomplished by comparing the Agency's current job description and the information provided from the Executive Salary Comparability Study Questionnaire(s) with similar comparable positions within the database. Other factors considered were similarity in job titles, pay rates, bonus/cash incentives, duties, responsibilities, skills, knowledge and size of organization (e.g., budget, number of employees etc.).

A data analysis profile including the annual base salary (minimum to maximum range) with annualized salary trends, industry and industry codes, organization size, planning date and annual base salaries & bonus/cash incentives graphs were prepared for the Agency's local area for each employee applicable within this report. These profiles are here-in attached and made part of this report.

Please note charts using years of experience are in three groupings for which the highest is maximum and lowest is minimum. All position comparable(s) fall into the nearest grouping according to their actual years of experience in the specific job classification and/or similar jobs of equal stature and responsibilities.

Charts using budgets and/or number of employees in the organization are also provided in three groupings. The same methodology is used in determining comparable(s) as with experience except based on budget and/or number of employee variables.

# EXECUTIVE SALARY COMPARABILITY STUDY

## C. Agency FY Analysis Results

The following chart is a breakdown of the Total Annual Compensation reported by the Agency's FY within this Executive Salary Comparability Study. Please note that these amounts are based on current compensation amounts for the previous fiscal year and new PHA Plan(s) may differ due to salary, benefits, social security and other changes (see chart below).

Section II: Calendar Year Employee Compensation Data												
Box 1	Box 2	Box 3	Box 4	Box 5	Box 6	Box 7	Box 8	Box 9	Box 10	Box 11	Box 12	Box 13
Employee Last Name	First name, middle initial	Employee Title (Use drop-down list)	Total Compensation as reported on the PHA employee's 2024 IRS Form W-2 (Box 5) (\$)	Base Salary from Section 8 & 9 funds (\$)	Bonus compensation from Section 8 & 9 funds (\$)	Incentive and other compensation from Section 8 & 9 funds (\$)	Base Salary from NON - Section 8 & 9 funds (\$)	Bonus compensation from NON-Section 8 & 9 funds (\$)	Incentive and other compensation from NON-Section 8 & 9 funds (\$)	Total (Boxes 5 through 10)	Completeness Check: (Box 4 = Box 11) Yes/No	If this employee is compensated and reported by more than one PHA, identify all other PHAs below (Use drop down list)
Allsup	Gary	CEO	\$ 630,423	\$ 191,900			\$ 261,527	\$ 176,996		\$ 630,423	YES	

## D. Level IV Executive Schedule Compliance

Highly compensated employee base salary(ies) was reviewed to determine compliance with FY 2019 Omnibus Appropriations and HUD's Executive Salary Cap (PIH 2016-14, 2019-21) requirements which requires the Agency to limit employee's base salaries not to exceed Level IV Executive Schedule which is currently \$195,200 for FYI 2025.

Classification	Wages Subject to HUD's Salary Cap Compensation from Section 8 & 9 Funds	Meets HUD's Executive Salary Cap Requirements
CEO	\$ 191,900	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

### Individual Comparable Positions Profile(s) Compliant with HUD PIH-Notice 2016-14 and PIH-Notice 2019-21 Requirements



**SALARY/WAGE RATE COMPARABILITY SURVEY STUDY**

Prepared for the  
CORPUS CHRISTI HOUSING AUTHORITY

Date Prepared:  
3/7/25

(Box 5 - W2)

CURRENT ANNUAL RATE \$630,422.97

CURRENT HOURLY RATE \$303.09

Bonus (\$176,996 included in Box-5 W2)

Position Classification  
**PRESIDENT/CEO**

**HOURLY/ANNUAL BASE SALARIES**

Sources of Comparability

<b>LOW (ENTRY)</b>	<b>MEAN (MID)</b>	<b>HIGH (MAX)</b>
Wage Rate	Wage Rate	Wage Rate

**Base Annual Salary**

TOP EXECUTIVE	\$284,727.00	\$402,586.00	\$622,733.00
Database Wage Rate	\$136.89	\$193.55	\$299.39
<b>LOW COST HOUSING</b>			
(Weighted 5%)			
TOP EXECUTIVE	\$290,132.00	\$437,938.00	\$715,330.00
Database Wage Rate	\$139.49	\$210.55	\$343.91
<b>PROPERTY MANAGEMENT</b>			
(Weighted 30%)			
TOP EXECUTIVE	\$370,204.00	\$559,956.00	\$918,889.00
Database Wage Rate	\$177.98	\$269.21	\$441.77
<b>REAL ESTATE &amp; DEVELOPMENT</b>			
(Weighted 30%)			
TOP EXECUTIVE	\$266,067.00	\$401,359.00	\$653,821.00
Database Wage Rate	\$127.92	\$192.96	\$314.34
<b>GOVERNMENT SUPPORT SERVICES</b>			
(Weighted 30%)			
TOP EXECUTIVE	\$268,589.00	\$405,193.00	\$660,244.00
Database Wage Rate	\$129.13	\$194.80	\$317.43
<b>NON-PROFIT SERVICES</b>			
(Weighted 5%)			
<b>ANNUAL TOTAL</b>	<b>\$305,586.70</b>	<b>\$460,164.85</b>	<b>\$750,560.85</b>
<b>HOURLY TOTAL</b>	<b>\$146.92</b>	<b>\$221.23</b>	<b>\$360.85</b>

**Annual Incentives**

TOP EXECUTIVE	\$167,638.00	\$256,512.00	\$424,450.00
Database Wage Rate	\$80.60	\$123.32	\$204.06
<b>LOW COST HOUSING</b>			
(Weighted 5%)			
TOP EXECUTIVE	\$84,900.00	\$129,407.00	\$215,725.00
Database Wage Rate	\$40.82	\$62.21	\$103.71
<b>PROPERTY MANAGEMENT</b>			
(Weighted 30%)			
TOP EXECUTIVE	\$250,429.00	\$386,776.00	\$621,851.00
Database Wage Rate	\$120.40	\$185.95	\$298.97
<b>REAL ESTATE &amp; DEVELOPMENT</b>			
(Weighted 30%)			
TOP EXECUTIVE	\$169,169.00	\$258,869.00	\$428,311.00
Database Wage Rate	\$81.33	\$124.46	\$205.92
<b>GOVERNMENT SUPPORT SERVICES</b>			
(Weighted 30%)			
TOP EXECUTIVE	\$162,127.00	\$248,006.00	\$410,583.00
Database Wage Rate	\$77.95	\$119.23	\$197.40
<b>NON-PROFIT SERVICES</b>			
(Weighted 5%)			
<b>ANNUAL TOTAL</b>	<b>\$167,837.65</b>	<b>\$257,741.50</b>	<b>\$421,517.75</b>
<b>GRAND ANNUAL TOTAL</b>	<b>\$473,424.35</b>	<b>\$717,906.35</b>	<b>\$1,172,078.60</b>

**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Base Salaries			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$462,414	\$677,709	\$1,081,217
<b>\$ 125,079,852</b>	<b>\$284,727</b>	<b>\$402,586</b>	<b>\$622,733</b>
\$ 12,507,985	\$222,295	\$306,557	\$463,212

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	<b>LOW COST HOUSING</b> <i>(Organizations that build, rehabilitate, manage and/or provide low cost housing for low-income individuals and families, senior citizens and individuals with disabilities)</i>	
Industry Codes Utilized:	eSIC:1680	
	NAICS:624220	
	usSEC: 1520	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		

Questions Contact:  
Mellany D. Brown, PHR/SHRM-CP, AccuWage Director  
(817) 922-9000 ext. 105, FAX (817) 922-9100 Email: [Mellany@nelrod.com](mailto:Mellany@nelrod.com)  
The Nelrod Company, 3109 Lubbock Avenue, Fort Worth, TX 76109



**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Base Salaries			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$333,272	\$503,584	\$825,460
<b>\$ 125,079,852</b>	<b>\$290,132</b>	<b>\$437,938</b>	<b>\$715,330</b>
\$ 12,507,985	\$242,841	\$366,046	\$595,032

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	PROPERTY MANAGEMENT	
Industry Codes Utilized:	eSIC:6510	
	NAICS:531310	
	usSEC: 6510	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		



## EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Base Salaries			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$535,425	\$816,339	\$1,331,367
<b>\$ 125,079,852</b>	<b>\$370,204</b>	<b>\$559,956</b>	<b>\$918,889</b>
\$ 12,507,985	\$261,144	\$93,877	\$641,308

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	Real Estate & Development	
Industry Codes Utilized:	eSIC:6500	
	NAICS:530000	
	usSEC: 6500	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		

**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Base Salaries			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$368,951	\$558,038	\$915,728
<b>\$ 125,079,852</b>	<b>\$266,067</b>	<b>\$401,359</b>	<b>\$653,821</b>
\$ 12,507,985	\$196,204	\$294,602	\$447,499

Data Specifications		Survey Description
Prepared for:	<b>HOUSING AUTHORITY OF THE CITY OF CORPUS</b>	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
<b>Closest Matching Area:</b>	CORPUS CHRISTI, TEXAS	
<b>Post Office City Name:</b>	CORPUS CHRISTI, TEXAS	
<b>Industry:</b>	<b>GOVERNMENT SUPPORT SERVICES</b>	
<b>Industry Codes Utilized:</b>	eSIC:9100	
	NAICS:920000	
	usSEC:9721	
<b>Planning Date:</b>	3/7/2025	
<b>Database update as of:</b>	2/10/2025	
<b>Printout Date:</b>	3/7/2025	
(items in bold affect salary estimates)		



**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Base Salaries			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$367,187	\$555,342	\$911,280
<b>\$ 125,079,852</b>	<b>\$268,589</b>	<b>\$405,193</b>	<b>\$660,244</b>
\$ 12,507,985	\$195,299	\$293,189	\$475,184

Data Specifications		Survey Description
Prepared for:	<b>HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI</b>	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
<b>Closest Matching Area:</b>	CORPUS CHRISTI, TEXAS	
<b>Post Office City Name:</b>	CORPUS CHRISTI, TEXAS	
<b>Industry:</b>	<b>NON-PROFIT SERVICES</b>	
<b>Industry Codes Utilized:</b>	eSIC:7400	
	NAICS:813219	
	usSEC:8600	
<b>Planning Date:</b>	3/7/2025	
<b>Database update as of:</b>	2/10/2025	
<b>Printout Date:</b>	3/7/2025	
(items in bold affect salary estimates)		

**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
<b>Estimated Survey Mean Annual Incentives</b>			
<b>Revenue</b>	<b>20th Percentile</b>	<b>Survey Mean</b>	<b>90th Percentile</b>
\$ 1,250,798,520	\$369,972	\$565,227	\$909,738
<b>\$ 125,079,852</b>	<b>\$167,638</b>	<b>\$256,512</b>	<b>\$424,450</b>
\$ 12,507,985	\$42,464	\$65,179	\$107,123

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	<b>LOW COST HOUSING</b> <i>(Organizations that build, rehabilitate, manage and/or provide low cost housing for low-income individuals and families, senior citizens and individuals with disabilities.)</i>	
Industry Codes Utilized:	eSIC:1680	
	NAICS:624220	
	usSEC: 1520	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		



**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Incentives			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$149,020	\$230,133	\$374,058
<b>\$ 125,079,852</b>	<b>\$84,900</b>	<b>\$129,407</b>	<b>\$215,725</b>
\$ 12,507,985	\$54,838	\$83,367	\$139,633

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	PROPERTY MANAGEMENT	
Industry Codes Utilized:	eSIC:6510	
	NAICS:531310	
	usSEC: 6510	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		

## EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Incentives			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$663,890	\$996,008	\$1,609,385
<b>\$ 125,079,852</b>	<b>\$250,429</b>	<b>\$386,776</b>	<b>\$621,851</b>
\$ 12,507,985	\$64,431	\$97,983	\$164,585

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	Real Estate & Development	
Industry Codes Utilized:	eSIC:6500	
	NAICS:530000	
	usSEC: 6500	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		



**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**PRESIDENT/CEO**

Title: <b>TOP EXECUTIVE</b>			
Estimated Survey Mean Annual Incentives			
Revenue	20th Percentile	Survey Mean	90th Percentile
\$ 1,250,798,520	\$373,948	\$571,192	\$919,448
<b>\$ 125,079,852</b>	<b>\$169,169</b>	<b>\$258,869</b>	<b>\$428,311</b>
\$ 12,507,985	\$30,527	\$46,910	\$77,031

Data Specifications		Survey Description
Prepared for:	<b>HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI</b>	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
<b>Closest Matching Area:</b>	CORPUS CHRISTI, TEXAS	
<b>Post Office City Name:</b>	CORPUS CHRISTI, TEXAS	
<b>Industry:</b>	<b>GOVERNMENT SUPPORT SERVICES</b>	
<b>Industry Codes Utilized:</b>	eSIC:9100	
	NAICS:920000	
	usSEC:9721	
<b>Planning Date:</b>	3/7/2025	
<b>Database update as of:</b>	2/10/2025	
<b>Printout Date:</b>	3/7/2025	
(items in bold affect salary estimates)		

**The Nelrod Company  
Individual Position Profile**

EXECUTIVE LEVEL POSITION

NEAREST COMPARABLE FOR

**CHIEF EXECUTIVE OFFICER**

Title: <b>TOP EXECUTIVE</b>			
<b>Estimated Survey Mean Annual Incentives</b>			
<b>Revenue</b>	<b>20th Percentile</b>	<b>Survey Mean</b>	<b>90th Percentile</b>
\$ 1,250,798,520	\$365,738	\$559,101	\$900,003
<b>\$ 125,079,852</b>	<b>\$162,127</b>	<b>\$248,006</b>	<b>\$410,583</b>
\$ 12,507,985	\$39,904	\$61,232	\$100,628

Data Specifications		Survey Description
Prepared for:	HOUSING AUTHORITY OF THE CITY OF CORPUS CHRISTI	<b>TOP EXECUTIVE</b> Plans, develops, establishes, and oversees interpretation and implementation of policies and objectives of organization in accordance with board directives and corporation charter. Responsible for the profitability of the entire organization. Holds position of the top executive and principal organization leader in the organization. This position is distinguished from others in that it is the top ranking executive and, in most cases, is the highest paid executive in the organization. Confers with organization officials to plan business objectives, to develop organizational policies to coordinate functions and operations between divisions and departments, and to establish responsibilities and procedures for attaining objectives. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Directs and coordinates formulation of financial programs to provide funding for new or continuing operations to maximize returns on investments, and to increase productivity. Plans and develops industrial, labor, and public relations policies designed to improve company's image and relations with customers, employees, stockholders, and public. Evaluates performance of executives for compliance with established policies and objectives of firm and contributions in attaining objectives. May preside over Board of Directors. May serve as chairman of committees, such as management, executive, engineering, and sales.
Closest Matching Area:	CORPUS CHRISTI, TEXAS	
Post Office City Name:	CORPUS CHRISTI, TEXAS	
Industry:	NON-PROFIT SERVICES	
Industry Codes Utilized:	eSIC:7400	
	NAICS:813219	
	usSEC:8600	
Planning Date:	3/7/2025	
Database update as of:	2/10/2025	
Printout Date:	3/7/2025	
(items in bold affect salary estimates)		

Questions Contact:

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