

# Lending Compensation Survey



Analyzing Mortgage and Commercial  
Loan Officer Compensation

2019-2020

# 20x

## MORE SALARY DATA

**We collect more data in a single year than most financial institutions will in 20 years.** All of this backs our cloud-based salary administration app to deliver your employees accurate, fair, and competitive pay.

**Integrated Compensation Design  
for the Financial Industry**

Schedule a demo at [Balancedcomp.com](https://Balancedcomp.com)





# What's Inside

Methodology	PG. 5
Terminology	PG. 5
Data Breakdown	PG. 6
Mortgage Loan Officer	PG. 9
— Questionnaire Data	
— Salary & Incentive Data	
Commercial Loan Officer	PG. 18
— Questionnaire Data	
— Salary & Incentive Data	
Mortgage Loan Officer Incentive Plan Template	PG. 27
Commercial Loan Officer Incentive Plan Template	PG. 32

# Methodology

The 2019-2020 BalancedComp Lending Survey was created to be applicable for both banks and credit unions across the United States. The survey opened 2/5/2019 and closed 12/31/2019. In that time, we received 53 full and partial respondents. The survey primarily focuses on Mortgage and Commercial Loan Officers.

## Respondents were prompted to answer questions about:

- Mortgage Loan Officer 2018 base pay and additional cash
- Mortgage Loan Officer 2018 Lending Volume
- Mortgage Loan Officer incentive plan questions
- Commercial Loan Officer 2018 base pay and additional cash
- Commercial Loan Officer 2018 year-end individual portfolio holdings
- Commercial Loan Officer years of experience
- Commercial Loan Officer incentive plan/design questions

Data was segmented and grouped differently by title. Salary & incentive data were rounded to the nearest dollar. Respondents were requested to provide data effective 12/31/2018. All variable and base pay data was included. The sample size is provided for each question/graph/table. An insufficient sample size is represented by n/a.

# Terminology

<b>Average</b>	Arithmetic mean of sample distribution
<b>25<sup>th</sup></b>	The point in an ordered distribution at which 25% are below and 75% are above in the sample set
<b>75<sup>th</sup></b>	The point in an ordered distribution at which 75% are below and 25% are above in the sample set
<b>Median</b>	The point in an ordered distribution at which an equal number of values are above and below in the sample set
<b>#</b>	The actual number of employees represented in respondent data for that specific position
<b>Sample Size (n)</b>	The number of financial institutions that responded to the question
<b>Average Bonus</b>	Arithmetic mean of a sample distribution for incentive & commission pay
<b>Number of Employees Receiving Bonus</b>	The total number of employees in that specific position who received a bonus
<b>% of Average Base</b>	The percentage of average base pay reported as incentive pay for a specific position
<b>% of Median Base</b>	The percentage of median base pay reported as incentive pay for a specific position
<b>Median Bonus</b>	The point in an ordered distribution at which an equal number of values are above and below in the sample set for incentive & commission pay
<b>Average TCC</b>	Adding each of the respondent's base and additional cash columns together and then finding the arithmetic mean of the sample
<b>Median TCC</b>	Adding each of the respondent's base and additional cash columns together and then finding the median of the sample

# Data Breakdown



## 53

The 2019-2020 Balancedcomp Lending Compensation Survey had 53 full and partial respondents from across the country

### DATA POINTS

#### Mortgage Loan Officer (MLO)



● Banks ● Credit Unions

### DATA POINTS

#### Commercial Loan Officer (CLO)



● Banks ● Credit Unions

### Respondents (by Organization Type)



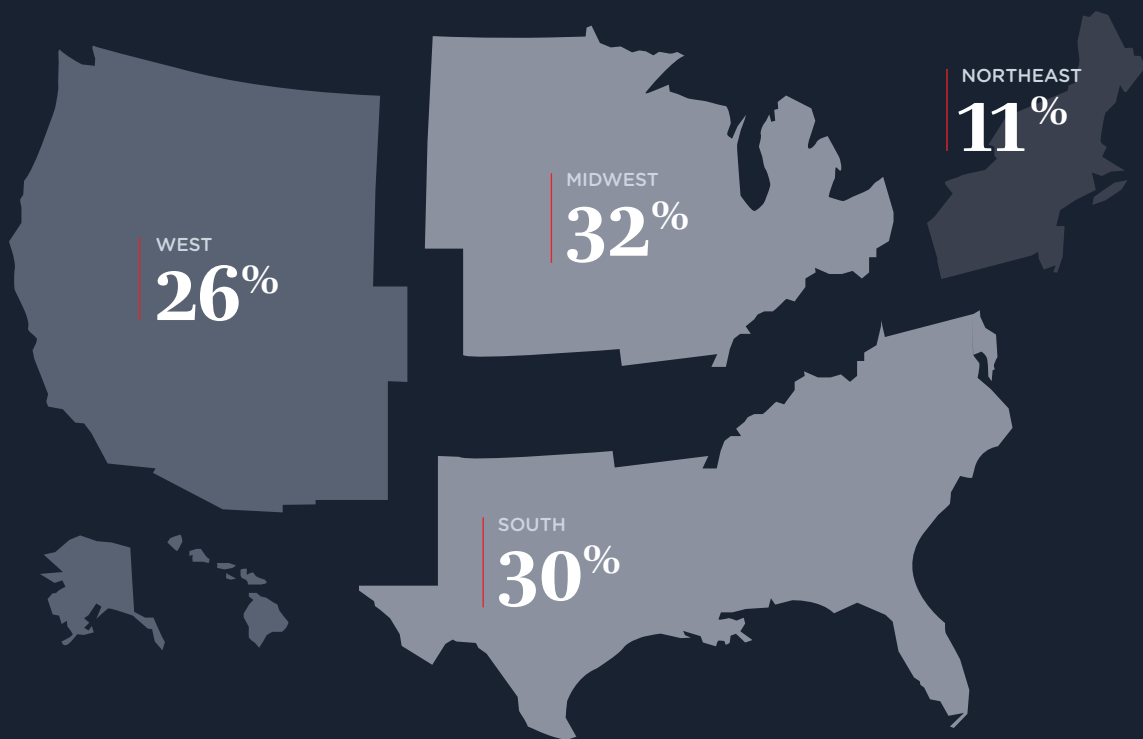
● Banks ● Credit Unions | n=53

### Average Asset Breakdown (by Organization Type)

	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	Average
Banks	\$264,476,000	\$494,273,808	\$1,363,100,500	\$653,836,345
Credit Unions	\$224,421,388	\$490,621,610	\$796,915,236	\$647,064,493
All	\$255,831,150	\$494,273,808	\$934,011,969	\$648,725,513

# Geographic Breakdown

Respondents were asked what state their organization is headquartered. Respondent data was then split up and placed in the appropriate region. The regions were defined as West, Midwest, South, and Northeast.



## MLO Segmented by Loan Volume

	<\$1M	\$1M- \$4.99M	\$5M- \$9.99M	\$10M- \$19.99M	\$20M- \$39.99M	>\$40M
#	26	37	35	44	24	7
25 <sup>th</sup>	\$128,503	\$46,494	\$40,098	\$13,871	\$20,808	\$40,098
Median Salary	\$48,818	\$81,297	\$40,098	\$48,080	\$40,208	\$63,338
75 <sup>th</sup>	\$158,338	\$71,318	\$13,643	\$15,880	\$63,818	\$108,160
Average Salary	\$48,840	\$61,718	\$40,827	\$47,081	\$41,977	\$71,827
Average Bonus	\$4,951	\$5,081	\$19,792	\$44,745	\$70,412	\$118,548
Median Bonus	\$1,308	\$1,483	\$14,128	\$13,305	\$81,208	\$54,448
Number of Employees Receiving Bonus	15	33	27	36	24	6
Average TCC	\$12,718	\$67,798	\$65,005	\$81,811	\$113,188	\$145,758
Median TCC	\$48,818	\$86,217	\$64,478	\$78,635	\$106,188	\$132,987
Average Lending Volume	\$454,893	\$2,754,833	\$6,973,383	\$14,129,898	\$28,232,833	\$63,698,138

## CLO Segmented by Portfolio

	<\$5M	\$5M- \$9.99M	\$10M- \$19.99M	\$20M- \$39.99M	\$40M- \$59.99M	>\$60M
#	18	14	26	30	21	14
25 <sup>th</sup>	\$95,534	\$96,779	\$79,108	\$96,153	\$136,455	\$131,851
50 <sup>th</sup>	\$99,578	\$81,805	\$96,434	\$99,333	\$129,779	\$137,386
75 <sup>th</sup>	\$108,335	\$105,144	\$107,021	\$125,080	\$150,811	\$158,558
Average Salary	\$93,085	\$89,594	\$90,743	\$104,084	\$134,838	\$140,524
Average Bonus	\$5,334	\$5,085	\$5,709	\$14,793	\$28,287	\$24,832
Median Bonus	\$0,118	\$0,080	\$7,346	\$11,175	\$26,376	\$26,508
Number of Employees Receiving Bonus	8	7	13	22	11	8
Average TCC	\$97,689	\$94,996	\$97,093	\$113,731	\$153,308	\$165,649
Average Portfolio	\$1,374,288	\$7,081,848	\$15,128,185	\$30,535,083	\$58,434,838	\$81,813,489
Average Experience	10	11	14	18	19	21
Average % of Base	9.33%	18.72%	9.38%	14.87%	25.82%	17.54%
Median % of Base	7.73%	9.11%	8.38%	11.23%	20.38%	13.68%





125 N. Market  
Suite 1405  
Wichita, KS 67202  
316.927.2668

[balancedcomp.com](http://balancedcomp.com)