



2021-2022

# Salary & Incentive Survey

FOR BANKS &  
CREDIT UNIONS

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## Data Breakdown

In total, there were **397** organizations providing salary/incentive data. A majority of participants did not complete the questionnaire portion of the survey.

**49.9%** of the organizations were banks.

**50.1%** of the organizations were credit unions.

To most efficiently use the sample, salary and incentive data is broken down into seven asset sizes (<\$99.9M, \$100M - \$249.9M, \$250M-\$499.9M, \$500M-\$999.9M, >\$1B, \$1B-\$2.9B, and >\$3B). These asset sizes were segmented into three groups (**banks, credit unions, and all results**). The table below shows the respondent breakdown for each segment and asset size.

### Respondents by Asset Size

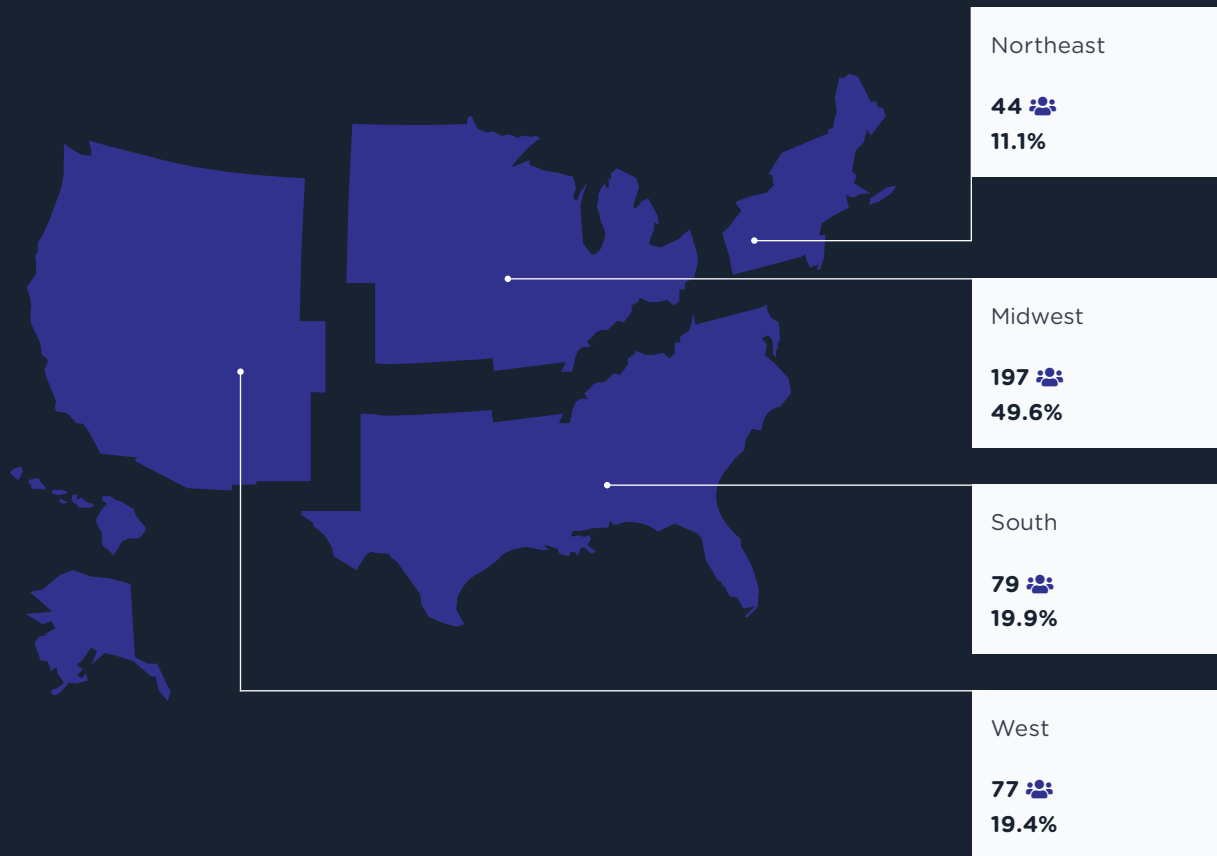
	< \$99.9M	\$100M- \$249.9M	\$250M- \$499.9M	\$500M- \$999.9M	> \$1B	\$1B- \$2.9B	> \$3B
Banks	22	60	50	39	27	-	-
Credit Unions	13	34	46	51	55	-	-
All	35	94	96	90	82	68	14

### Average and Median Asset Size Breakdown (In Millions)

		< \$99.9M	\$100M- \$249.9M	\$250M- \$499.9M	\$500M- \$999.9M	> \$1B	\$1B- \$2.9B	> \$3B
Banks	<i>Average</i>	\$66.51	\$172.87	\$367.09	\$729.05	\$2,392.24	-	-
	<i>Median</i>	\$68.61	\$168.35	\$380.37	\$692.46	\$1,653.66	-	-
Credit Unions	<i>Average</i>	\$71.11	\$170.30	\$356.37	\$686.30	\$2,083.18	-	-
	<i>Median</i>	\$76.12	\$167.12	\$354.26	\$652.93	\$1,571.08	-	-
All	<i>Average</i>	\$68.22	\$171.94	\$361.95	\$704.83	\$2,184.95	\$1,598.29	\$5,034.39
	<i>Median</i>	\$68.78	\$168.35	\$368.57	\$676.24	\$1,634.34	\$1,494.61	\$4,143.73

## Geographic Breakdown

Respondents were asked in 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.



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## Accounting & Finance

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- 69 Accounting Manager
- 70 Accounting Specialist I
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- 126 Compliance Manager
- 127 Compliance Officer
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167	IT Director
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170	Network Administrator
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174	Systems Engineer

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**Investment**

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182	Director of Marketing
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192	Mortgage Loan Processing Supervisor
193	Mortgage Loan Processor
194	Mortgage Loan Servicer
195	Mortgage Loan Underwriter
196	Mortgage Operations Manager
197	Mortgage Sales Manager
198	Secondary Market Coordinator
199	VP/Head of Mortgages

**Project Management**

200	Project Coordinator
201	Project Manager
202	Senior Project Manager



## Teller I

Credit Unions	#	75 <sup>th</sup>	Median	25 <sup>th</sup>	Average	Average Bonus	Bonus % of Average Base	Number of Ees Receiving Bonus
All-Wtd. Average	2,100	\$32,467	\$29,491	\$26,777	\$29,856	\$1,227	4.11%	634
<\$99M	20	\$31,200	\$29,349	\$29,110	\$29,174	\$452	1.55%	5
\$100M-\$249.9M	169	\$30,992	\$28,038	\$24,482	\$27,949	\$831	2.97%	48
\$250M-\$499.9M	298	\$30,269	\$29,120	\$26,499	\$28,662	\$507	1.77%	31
\$500M-\$999.9M	482	\$33,171	\$29,640	\$27,040	\$30,199	\$644	2.13%	113
>\$1B	1,131	\$32,989	\$29,744	\$27,040	\$30,321	\$1,481	4.88%	437

Banks	#	75 <sup>th</sup>	Median	25 <sup>th</sup>	Average	Average Bonus	Bonus % of Average Base	Number of Ees Receiving Bonus
All-Wtd. Average	1,630	\$30,879	\$27,847	\$25,227	\$28,472	\$1,203	4.23%	847
<\$99M	40	\$31,200	\$25,740	\$22,880	\$27,516	\$899	3.27%	33
\$100M-\$249.9M	243	\$29,508	\$26,250	\$23,920	\$27,181	\$1,116	4.10%	198
\$250M-\$499.9M	295	\$30,160	\$27,040	\$24,960	\$27,758	\$812	2.92%	180
\$500M-\$999.9M	310	\$31,828	\$29,133	\$24,960	\$29,223	\$1,258	4.31%	198
>\$1B	742	\$31,200	\$28,267	\$26,000	\$28,917	\$1,568	5.42%	238

Blend	#	75 <sup>th</sup>	Median	25 <sup>th</sup>	Average	Average Bonus	Bonus % of Average Base	Number of Ees Receiving Bonus
All-Wtd. Average	3,730	\$31,699	\$28,796	\$26,114	\$29,251	\$1,213	4.15%	1481
<\$99M	60	\$31,200	\$28,995	\$24,737	\$28,069	\$841	2.99%	38
\$100M-\$249.9M	412	\$30,160	\$27,040	\$24,050	\$27,496	\$1,060	3.85%	246
\$250M-\$499.9M	593	\$30,222	\$28,080	\$25,480	\$28,212	\$767	2.72%	211
\$500M-\$999.9M	792	\$32,365	\$29,463	\$26,608	\$29,817	\$1,035	3.47%	311
\$1B-\$2.9B	1,272	\$33,235	\$29,994	\$27,310	\$30,530	\$1,493	2.72%	513
>\$3B	601	\$30,222	\$27,394	\$26,000	\$28,146	\$1,568	3.47%	162

## Teller II

Credit Unions	#	75 <sup>th</sup>	Median	25 <sup>th</sup>	Average	Average Bonus	Bonus % of Average Base	Number of Ees Receiving Bonus
All-Wtd. Average	679	\$37,509	\$33,907	\$31,312	\$34,491	\$1,612	4.67%	353
<\$99M	-	-	-	-	-	-	-	-
\$100M-\$249.9M	29	\$33,280	\$31,304	\$28,600	\$31,252	\$738	2.36%	20
\$250M-\$499.9M	72	\$34,341	\$31,699	\$27,414	\$31,434	\$1,024	3.26%	25
\$500M-\$999.9M	163	\$35,017	\$32,178	\$30,784	\$32,811	\$784	2.39%	57
>\$1B	415	\$39,333	\$35,152	\$32,386	\$35,908	\$1,928	5.37%	251

Banks	#	75 <sup>th</sup>	Median	25 <sup>th</sup>	Average	Average Bonus	Bonus % of Average Base	Number of Ees Receiving Bonus
All-Wtd. Average	879	\$34,079	\$30,138	\$27,108	\$30,943	\$1,319	4.26%	599
<\$99M	15	\$31,200	\$29,120	\$27,196	\$29,194	\$976	3.34%	13
\$100M-\$249.9M	153	\$32,240	\$29,120	\$26,520	\$29,681	\$1,765	5.95%	136
\$250M-\$499.9M	166	\$33,445	\$29,120	\$27,040	\$30,240	\$1,482	4.90%	81
\$500M-\$999.9M	210	\$34,164	\$30,264	\$26,000	\$30,763	\$1,112	3.62%	134
>\$1B	335	\$35,308	\$31,075	\$28,101	\$32,059	\$1,141	3.56%	235

Blend	#	75 <sup>th</sup>	Median	25 <sup>th</sup>	Average	Average Bonus	Bonus % of Average Base	Number of Ees Receiving Bonus
All-Wtd. Average	1,559	\$35,631	\$31,918	\$28,843	\$32,489	\$1,427	4.39%	952
<\$99M	16	\$31,824	\$29,380	\$27,274	\$29,378	\$976	3.32%	13
\$100M-\$249.9M	182	\$32,396	\$29,442	\$26,808	\$29,931	\$1,633	5.46%	156
\$250M-\$499.9M	238	\$33,862	\$30,160	\$27,290	\$30,601	\$1,374	4.49%	106
\$500M-\$999.9M	373	\$34,549	\$31,616	\$28,080	\$31,658	\$1,014	3.20%	191
\$1B-\$2.9B	645	\$37,627	\$33,280	\$30,243	\$34,193	\$1,555	4.49%	450
>\$3B	105	\$37,190	\$33,280	\$29,266	\$34,164	\$1,445	3.20%	36



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