



2016-2017 SALARY SURVEY

FOR BANKS AND CREDIT UNIONS



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ACKNOWLEDGMENTS

BalancedComp wishes to thank the many hard-working HR professionals who made this survey possible. Without their hours dedicated to compiling this data, there would be no survey.

To all of our wonderful clients, the whole BalancedComp team wishes to express our gratitude. We are grateful you chose us as your trusted partners. It is with great pleasure that we continue to serve you each day.

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LETTER FROM THE CEO

Dear Colleague,

Your job is certainly one that keeps you on your toes! HR's role directly affects the organization's bottom line more than ever. I see the challenges you face everyday when working alongside our more than 160 clients from banks and credit unions. Knowing that our support directly eases many of your pain points and allows you the time to focus on other areas is fuel for our innovations.

Adequately addressing new laws and emerging trends is critical to mitigating any negative impact on the company finances.

- FLSA impact on exempt classifications
- Increased minimum wage
- Acceptance of medical marijuana
- Impact of e-cigarettes
- Wellness program compliance for ADA, FMLA, and GINA
- Text-and-drive prevention
- LGBT and same-sex marriage benefits
- Eliminating the criminal history box

It all complicates your job when it's attached to the top of standard HR operations like recruiting, performance management, and compliance. So who really has time for the annual salary survey analysis, too? I know HR professionals who would rather chair the downsizing committee than update ranges.

At BalancedComp, we relish our role in supplying this part of the total reward proposition and enabling you through better data and hands-on expertise. A single salary survey, even as robust as ours, is only a small piece of a comprehensive salary administration program. Examining for external and internal equity is critical to establishing accurate salary ranges.

While reducing exposure to potential legal risks is crucial, few of HR's functions are as likely to impact the company's bottom line as greatly as your labor budget. Having the right data and expertise to manage this correctly is critical to every person at your company.

Whether you use our survey as one of many to do this work internally or collaborate with us, we are delighted to be a part of your success.

Here to help,

Christie Summervill
Chief Executive Officer

Asset Size and Institution	Number Receiving	75th Percentile	Median	25th Percentile	Average
CREDIT UNIONS AND BANKS					
0 - 100 Million	63	\$25,000	\$22,880	\$20,800	\$23,457
100 Million - 250 Million	283	\$25,459	\$23,920	\$21,736	\$23,890
250 Million - 500 Million	685	\$26,520	\$24,440	\$22,277	\$24,644
500 Million - 1 Billion	1122	\$26,681	\$24,492	\$22,526	\$24,975
> 1 Billion	1778	\$28,246	\$24,960	\$22,880	\$25,801
CREDIT UNIONS					
0 - 100 Million	49	\$25,168	\$22,880	\$20,821	\$23,678
100 Million - 250 Million	219	\$25,054	\$23,837	\$21,320	\$23,627
250 Million - 500 Million	474	\$27,019	\$24,118	\$22,240	\$24,735
500 Million - 1 Billion	744	\$26,395	\$24,679	\$22,880	\$24,967
> 1 Billion	1095	\$28,434	\$25,709	\$23,899	\$26,278
BANKS					
0 - 100 Million	14	\$24,750	\$22,373	\$20,125	\$22,681
100 Million - 250 Million	64	\$26,749	\$24,066	\$21,840	\$24,789
250 Million - 500 Million	211	\$26,000	\$24,960	\$22,360	\$24,439
500 Million - 1 Billion	378	\$27,040	\$24,170	\$22,454	\$24,991
> 1 Billion	683	\$27,000	\$24,045	\$21,965	\$25,037

Asset Size and Institution	Number Receiving	75th Percentile	Median	25th Percentile	Average
CREDIT UNIONS AND BANKS					
0 - 100 Million	13	\$26,166	\$24,440	\$22,880	\$24,417
100 Million - 250 Million	126	\$30,176	\$26,832	\$25,064	\$27,646
250 Million - 500 Million	233	\$32,448	\$28,080	\$26,229	\$29,625
500 Million - 1 Billion	499	\$32,032	\$28,246	\$26,354	\$29,591
> 1 Billion	726	\$31,595	\$28,902	\$26,419	\$29,537
CREDIT UNIONS					
0 - 100 Million	8	\$26,385	\$26,114	\$24,050	\$25,342
100 Million - 250 Million	103	\$29,349	\$26,624	\$24,939	\$27,255
250 Million - 500 Million	132	\$32,293	\$28,153	\$26,603	\$29,636
500 Million - 1 Billion	295	\$32,240	\$28,288	\$26,988	\$30,059
> 1 Billion	309	\$32,011	\$29,806	\$27,498	\$30,217
BANKS					
0 - 100 Million	5	\$24,195	\$23,561	\$21,956	\$22,936
100 Million - 250 Million	23	\$33,020	\$27,872	\$25,927	\$29,397
250 Million - 500 Million	101	\$32,552	\$28,080	\$26,000	\$29,612
500 Million - 1 Billion	204	\$31,720	\$28,132	\$25,438	\$28,913
> 1 Billion	417	\$31,200	\$27,997	\$25,376	\$29,033