Pearl Meyer

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Officer Titling in the Financial Industry



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Officer titles morph over time, both in terms of what a particular level means and what entitlements are offered. To respond to the changing landscape, Pearl Meyer conducted a Quick Poll to assess the situation in real time.

Ninety-two financial institutions participated in the survey, representing a combination of public and private banks and credit unions. The results provide a perspective on how this industry structures job titles, including how participating organizations structure their officer roles, how officer titles are determined, how promotion decisions are made, and what benefits and perks go with each title/role.

As states enact pay equity legislation, officer titling and the accompanying compensation, benefits, and perquisites will require closer scrutiny to ensure there is a systematic and defensible approach to officer titling.

About the Author

Karen advises on executive and board compensation and broad-based program design, including short- and long-term incentives, performance management, and leadership development/coaching.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.