



Pearl Meyer

Top Credit Unions CEO and Senior Executive Total Compensation Survey

The Top Credit Unions CEO and Senior Executive Total Compensation Survey can help you attract and retain top talent.

Top Credit Unions CEO and Senior Executive Total Compensation Survey

Pearl Meyer's Top Credit Union CEO and Senior Executive Total Compensation Survey provides you the depth of data you need to evaluate your top executive compensation practices for 29 top positions at large credit unions.



Comprehensive

- + Over 1,100 Executives
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 29 top positions
- + 88 Credit Unions
- + \$500M - \$55+B in assets
- + Rigorous quality assurance process



Customized

- + Dedicated account manager
- + Online tools for easy data submission and analysis

The Top Credit Unions CEO and Senior Executive Total Compensation Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- + Analyze compensation trends by asset size.
- + Understand what incentives are becoming more widespread.
- + Isolate key pieces of data based on your unique needs.



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- + Short-and long-term incentives
- + Retirement plans
- + Pay practices for credit union executives
- + Total compensation philosophies
- + Severance provisions
- + Employment agreement practices
- + Executive perquisites
- + Total compensation competitiveness

Compensation Data Report			
VICE PRESIDENT (101) Number two position for the credit union. Collaborates with the Chief Executive Officer to develop and implement board-approved business strategies and policies, and to direct all aspects of the credit union. May fill in for the Chief Executive Officer in their absence.			
Effective 6/1/2025	All Institutions	Assets up to \$48	Assets above \$48
er of Institutions	30	17	13
Number of Incumbents	32	17	15
n Assets	\$3,750	\$1,993	\$8,605
ness of Match	99%	100%	96%
Salary			
ge Salary Range Minimum	\$312,461	\$262,479	\$379,104
ge Salary Range-Midpoint	\$423,614	\$345,891	\$527,245
ge Salary Range Maximum	\$534,766	\$429,301	\$675,396
ge Base Salary: All Incumbents	\$456,465	\$366,922	\$557,947
th Pile	\$342,500	\$319,377	\$443,771
th Pile	\$414,386	\$360,774	\$550,211
th Pile	\$545,106	\$385,000	\$680,000
Term Incentives			
nt Eligible for STI	93.8%	88.2%	100.0%
nt Receiving STI	78.3%	70.6%	80.0%
ge Award (Excl \$0)			
th Pile			

Policies, Practices, and Benefits Tables			
Credit Union Survey		All Institutions	
Additional Vacation/Time-Off/ Sabbatical		All	Other Credit Unions
Please indicate the number of Paid Time Off (PTO) days provided per year for your executives:			
# of days		25.8	24.7
Is the executive allowance more than what is provided to regular employees?			
No		33.1%	62.9%
Yes		66.9%	37.1%
Are your executives eligible for a sabbatical?			
No		76.3%	77.8%
Yes		23.7%	22.2%

Access to Detailed Data

88

Participating
Institutions

29

Positions

1.1K+

Executives

Key Data Reported:

- + Base Salary
- + Short-Term Incentives
- + Long-Term Incentives
- + Total Cash/Target/
Direct Compensation

Who Participates?

Join 88 institutions who rely on our in-depth data to make critical compensation decisions.

2025 List of Participants (alphabetical order)

Abound Credit Union	GFA Federal Credit Union	Solarity Credit Union
Advia Credit Union	Great Lakes Credit Union	Sound Credit Union
Affinity Federal Credit Union	Greater Texas Federal Credit Union	St. Anne's Credit Union
All One Credit Union	Greenwood Credit Union	Stanford Federal Credit Union
Altura Credit Union	Greylock Federal Credit Union	State Employees' Credit Union
American Airlines Federal Credit Union	HAPO Community Credit Union	STCU
Amplify Credit Union	Jeanne D'Arc Credit Union	Suffolk Federal Credit Union
Baxter Credit Union	KeyPoint Credit Union	Tower Federal Credit Union
Belco Credit Union	Logix Federal Credit Union	Travis Credit Union
BrightBridge Credit Union	Magnifi Financial	Truliant Federal Credit Union
Canyon View Federal Credit Union	MIDFLORIDA Credit Union	United Federal Credit Union
Carolinas Telco Federal Credit Union	Mission Federal Credit Union	United Heritage Credit Union
Central One Federal Credit Union	MIT Federal Credit Union	United Nations Federal Credit Union
Chartway Credit Union	Municipal Credit Union	Unitus Community Credit Union
Civic Credit Union	NASA Federal Credit Union	University of Wisconsin Credit Union
Columbia Credit Union (WA)	Navigant Credit Union	USALLIANCE Federal Credit Union
Credit Union West	Northwest Federal Credit Union	Utilities Employees Credit Union
Desert Financial	Nusenda Credit Union	Vantage West Credit Union
Dupaco Community Credit Union	NuVision Federal Credit Union	Vibe Credit Union
Eastman Credit Union	OnPoint Community Credit Union	VyStar Credit Union
Educational Systems Federal Credit Union	Oregon Community Credit Union	Washington State Employees Credit Union
Ent Credit Union	Partners Federal Credit Union	Webster First Federal Credit Union
F&A Federal Credit Union	Patelco Credit Union	Westerra Credit Union
FAIRWINDS Credit Union	Pennsylvania State Employees Credit Union	Workers' Credit Union
Financial Partners Credit Union	Premier America Credit Union	
Firefighters First Credit Union	Purdue Federal Credit Union	
First Community Credit Union (MO)	Redwood Credit Union	
First Technology Federal Credit Union	Safe Credit Union	
Founders Credit Union	SchoolsFirst Federal Credit Union	
Fox Communities Credit Union	SECU of Maryland	
GECU	Seven Seventeen Credit Union	
Genisys Credit Union	Sharon & Crescent United Credit Union	



Customized

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

Compensation Data Report			
EXECUTIVE VICE PRESIDENT (101) The number two position for the credit union. Collaborates with the Chief Executive Officer to develop and implement board-approved business strategies and policies, and to direct all aspects of the credit union. May fill-in for the Chief Executive Officer in his or her absence.			
Data Effective 6/1/2025	All Institutions	Assets up to \$4B	Assets above \$4B
Number of Institutions	30	17	13
Total Number of Incumbents	32	17	15
Median Assets	\$3,750	\$1,933	\$8,605
Closeness of Match	99%	101%	96%
Base Salary			
Average Salary Range Minimum	\$312,461	\$262,479	\$379,104
Average Salary Range Midpoint	\$423,614	\$345,891	\$527,245
Average Salary Range Maximum	\$534,766	\$429,301	\$675,000
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25th Ptile	\$342,500	\$319,377	\$379,104
50th Ptile	\$414,386		
75th Ptile	\$500,000		
Short-Term Incentives			
Percent Eligible for STI			
Percent Receiving STI			

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Cost-Effective

We offer an affordable solution to your compensation data needs for a competitive price of just **\$2,195**.

Top Credit Unions CEO and Senior Executive Total Compensation Survey Pricing

No Cost	Survey Submission
\$2,195	Participating Institutions - Survey Report
\$2,690	Participating Institutions - Survey Report plus Non-Executive Survey
\$3,750	Participating Institutions - Survey Report and Special Analysis

Survey Dates

Data Effective Date: 6/1/2026

Submission Due Date: 6/26/2026

Survey Results Published: Week of 8/24/2026

Contact Us

To learn more about our Top Credit Unions CEO and Senior Executive Total Compensation Survey or to participate, please contact our survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email:

survey@pearlmeyer.com or
rhonda.snyder@pearlmeyer.com

By phone:

ask for the survey group from our general number
 508-460-9600 or call Rhonda Snyder, Survey Project
 Manager at 984-258-2409

Dedicated Team of Account Managers



Rebecca Toman
 Vice President,
 Survey Business Unit



Nana Adu
 Survey Account Manager



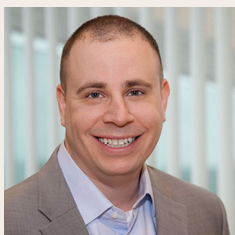
Dan Besser
 Senior Survey
 Account Manager



Matt Donahue
 Survey Account Manager



Jordan Gagnon
 Survey Project Manager



Andrew Guigno
 Survey Operations
 Manager



Jason Dionne
 Associate Account
 Manager



Benji Sheiffer
 Survey Account Manager



Rhonda Snyder
 Survey Project Manager



Veronika Valcheva
 Survey Account Manager

Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

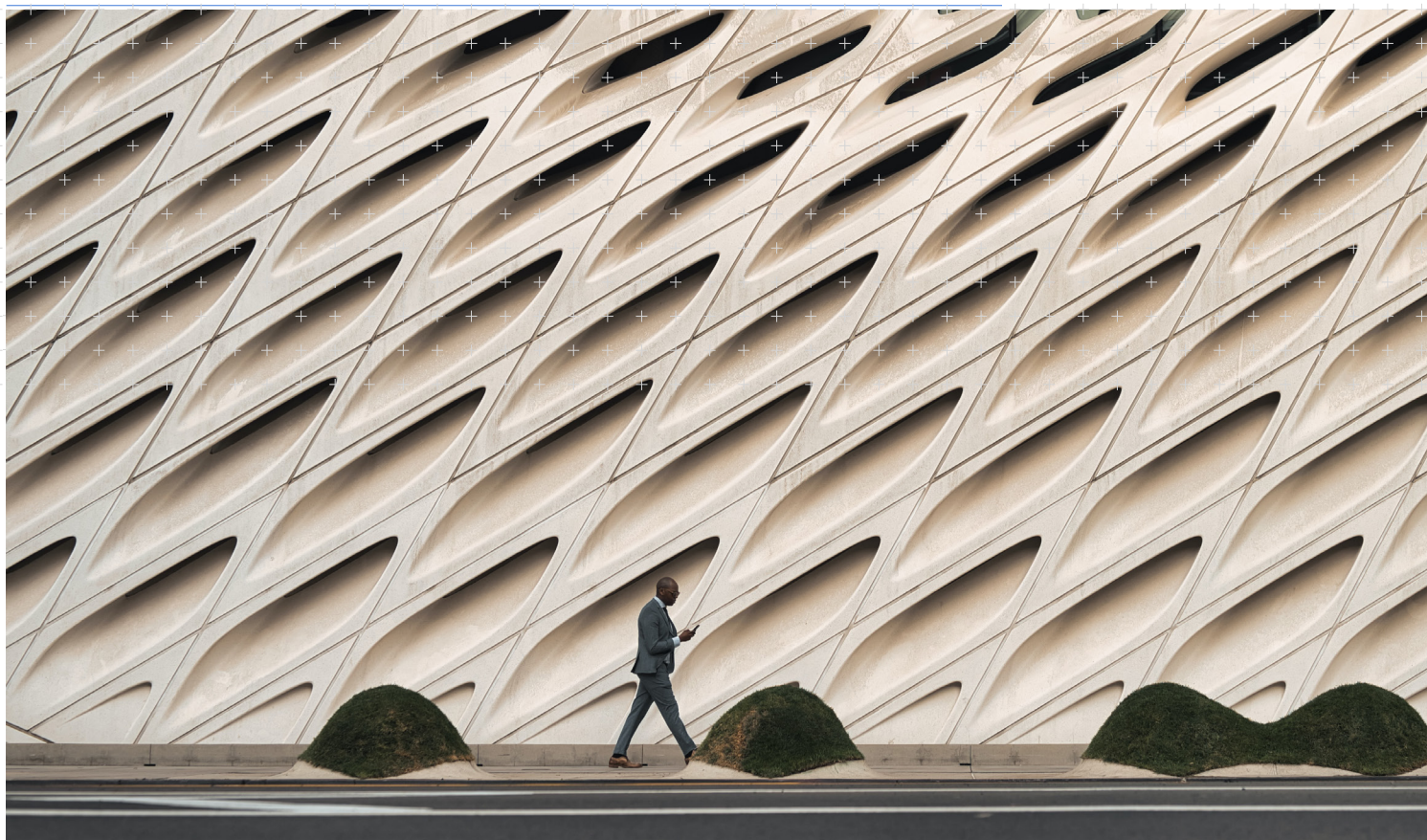
- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all credit unions, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- + All data is reported in summary form only.
- + No data is reported for any job at any level where there are less than five institutions matching.
- + No institution's data will represent more than a 25% weighting for any job.



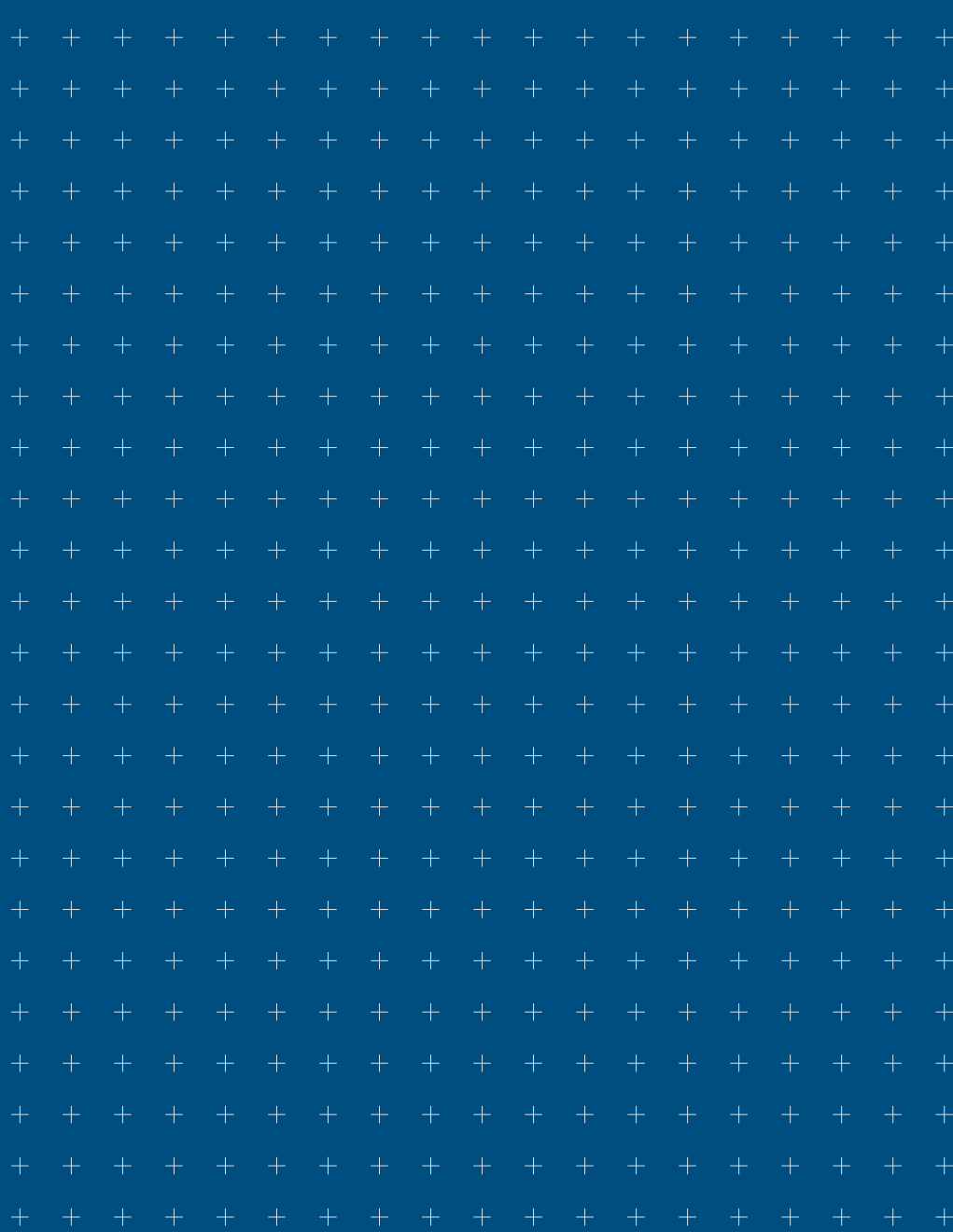
About Pearl Meyer

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.

About Pearl Meyer's Credit Union Compensation Consulting

The credit union (CU) industry has undergone rapid growth as many institutions are effectively competing with traditional commercial banks by providing similar, lower-cost, member-focused services. Extensive M&A activity is also impacting industry expansion. With this growth comes added complexity as CUs become full service financial institutions operating in broader geographies and serving more diverse populations.

Pearl Meyer's experience as trusted compensation advisors to boards and management in both the credit union and banking industries brings the in-depth knowledge and expertise necessary to help you achieve your longterm goals. We partner with you to build strong leadership teams and create pay-for-performance alignment to deliver value to all stakeholders.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

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