

Pearl Meyer

National Banking Compensation Survey

Go beyond the data with the definitive source for banking industry compensation information.

“Our go-to source for competitive market data.”

“Reliable and current data to assist with our compensation planning initiatives.”

“The data I need to be market competitive.”

Enroll Today! Pearl Meyer's National Banking Compensation Survey

For more than 25 years, Pearl Meyer has been the definitive source of banking industry compensation data. Hundreds of institutions rely on us to guide their compensation strategy and decision making each year by working with our senior team of compensation consultants and survey experts.



Comprehensive

- + 300+ Positions
- + 130,00+ Employees
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 625 Institutions
- + \$60M – \$110B+ in assets
- + Rigorous quality assurance process



Customized

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



Cost-effective

- + Complimentary survey submission
- + Participants save over 50% off the survey report purchase price



Comprehensive

We provide one-to-one account support through our dedicated team of senior, banking survey experts. This customized approach helps you go beyond the data to understand how the survey results apply to your organization and its unique compensation needs.

Exclusive Insight

Streamlined Policies and Practices Information – the only industry source of insight into what your peers are doing, including:

- + Short- and long-term incentive plan design
- + Starting hourly rates for branch positions
- + Bank & teller turnover rates
- + Salary structure and merit increase budgets

Salary Structure	Hourly Rate	Annual Salary	Merit Increase
Hourly	\$15.00	\$31,200	3.00%
Hourly	\$16.00	\$33,440	3.00%
Hourly	\$17.00	\$35,680	3.00%
Hourly	\$18.00	\$37,920	3.00%
Hourly	\$19.00	\$40,160	3.00%
Hourly	\$20.00	\$42,400	3.00%
Hourly	\$21.00	\$44,640	3.00%
Hourly	\$22.00	\$46,880	3.00%
Hourly	\$23.00	\$49,120	3.00%
Hourly	\$24.00	\$51,360	3.00%
Hourly	\$25.00	\$53,600	3.00%
Hourly	\$26.00	\$55,840	3.00%
Hourly	\$27.00	\$58,080	3.00%
Hourly	\$28.00	\$60,320	3.00%
Hourly	\$29.00	\$62,560	3.00%
Hourly	\$30.00	\$64,800	3.00%
Hourly	\$31.00	\$67,040	3.00%
Hourly	\$32.00	\$69,280	3.00%
Hourly	\$33.00	\$71,520	3.00%
Hourly	\$34.00	\$73,760	3.00%
Hourly	\$35.00	\$76,000	3.00%
Hourly	\$36.00	\$78,240	3.00%
Hourly	\$37.00	\$80,480	3.00%
Hourly	\$38.00	\$82,720	3.00%
Hourly	\$39.00	\$84,960	3.00%
Hourly	\$40.00	\$87,200	3.00%
Hourly	\$41.00	\$89,440	3.00%
Hourly	\$42.00	\$91,680	3.00%
Hourly	\$43.00	\$93,920	3.00%
Hourly	\$44.00	\$96,160	3.00%
Hourly	\$45.00	\$98,400	3.00%
Hourly	\$46.00	\$100,640	3.00%
Hourly	\$47.00	\$102,880	3.00%
Hourly	\$48.00	\$105,120	3.00%
Hourly	\$49.00	\$107,360	3.00%
Hourly	\$50.00	\$109,600	3.00%
Hourly	\$51.00	\$111,840	3.00%
Hourly	\$52.00	\$114,080	3.00%
Hourly	\$53.00	\$116,320	3.00%
Hourly	\$54.00	\$118,560	3.00%
Hourly	\$55.00	\$120,800	3.00%
Hourly	\$56.00	\$123,040	3.00%
Hourly	\$57.00	\$125,280	3.00%
Hourly	\$58.00	\$127,520	3.00%
Hourly	\$59.00	\$129,760	3.00%
Hourly	\$60.00	\$132,000	3.00%
Hourly	\$61.00	\$134,240	3.00%
Hourly	\$62.00	\$136,480	3.00%
Hourly	\$63.00	\$138,720	3.00%
Hourly	\$64.00	\$140,960	3.00%
Hourly	\$65.00	\$143,200	3.00%
Hourly	\$66.00	\$145,440	3.00%
Hourly	\$67.00	\$147,680	3.00%
Hourly	\$68.00	\$149,920	3.00%
Hourly	\$69.00	\$152,160	3.00%
Hourly	\$70.00	\$154,400	3.00%
Hourly	\$71.00	\$156,640	3.00%
Hourly	\$72.00	\$158,880	3.00%
Hourly	\$73.00	\$161,120	3.00%
Hourly	\$74.00	\$163,360	3.00%
Hourly	\$75.00	\$165,600	3.00%
Hourly	\$76.00	\$167,840	3.00%
Hourly	\$77.00	\$170,080	3.00%
Hourly	\$78.00	\$172,320	3.00%
Hourly	\$79.00	\$174,560	3.00%
Hourly	\$80.00	\$176,800	3.00%
Hourly	\$81.00	\$179,040	3.00%
Hourly	\$82.00	\$181,280	3.00%
Hourly	\$83.00	\$183,520	3.00%
Hourly	\$84.00	\$185,760	3.00%
Hourly	\$85.00	\$188,000	3.00%
Hourly	\$86.00	\$190,240	3.00%
Hourly	\$87.00	\$192,480	3.00%
Hourly	\$88.00	\$194,720	3.00%
Hourly	\$89.00	\$196,960	3.00%
Hourly	\$90.00	\$199,200	3.00%
Hourly	\$91.00	\$201,440	3.00%
Hourly	\$92.00	\$203,680	3.00%
Hourly	\$93.00	\$205,920	3.00%
Hourly	\$94.00	\$208,160	3.00%
Hourly	\$95.00	\$210,400	3.00%
Hourly	\$96.00	\$212,640	3.00%
Hourly	\$97.00	\$214,880	3.00%
Hourly	\$98.00	\$217,120	3.00%
Hourly	\$99.00	\$219,360	3.00%
Hourly	\$100.00	\$221,600	3.00%

Enroll Today!

Commit to participate in our 2025 National Banking Survey today and we'll send you the submission materials when the survey launches in April.

Survey Dates

Data Effective Date: 4/1/2026

Submission Due Date: 6/26/2026

Survey Results Published: Week of 9/14/2026

Access to Detailed Data

625

Participating
Institutions

300+

Positions

130K+

Employees

Key Data Reported:

- + Base Salary
- + Short-Term Incentives
- + Long-Term Incentives
- + Total Cash/Target/Direct Compensation
- + Mortgage Originator Compensation
- + Commercial Loan Officer Compensation
- + Miscellaneous Human Resources Practices



Job Positions

Executive Management

Executive Chairman (Non-CEO)
 Chief Executive Officer
 Chief Operating Officer
 Chief Credit Officer
 Chief Financial Officer
 Chief Lending Officer
 Chief Revenue Officer
 Chief Banking Officer
 Top Regional Banking Executive
 Chief Marketing Officer
 Chief Administrative Officer
 General Counsel
 Chief Risk Officer
 Chief Human Resources Officer
 Top Audit Officer
 Chief Customer Experience Officer
 Chief Information Systems Officer
 Chief Accounting Officer
 Chief Compliance Officer
 Top Analytics Officer

Staff / Administration

Administrative Officer
 Assistant to President
 Corporate Secretary
 Executive Secretary
 Sr. Administrative Assistant
 Administrative Assistant
 General Office Coordinator
 Receptionist
 Head of DE&I
 Human Resources Manager
 HR Business Partner
 Human Resources Generalist
 Human Resources Assistant
 HRIS Manager
 HRIS Administrator
 Recruiting Manager
 Recruiter
 Employee Relations Manager
 Employee Relations Specialist
 Compensation Director/Manager
 Sr. Compensation Analyst
 Compensation Analyst
 Benefits Manager
 Benefits Specialist
 Payroll Manager
 Payroll Specialist
 Training Officer

Training Specialist
 Marketing Manager
 Product Manager
 Digital Channels Product Manager
 Market Researcher
 Data Analyst/Specialist
 Business Intelligence Manager
 Business Intelligence Analyst
 Marketing Specialist/Coordinator
 Social Media Specialist
 Purchasing Manager
 Purchasing Assistant
 Head of Facilities
 Facilities Manager
 Facilities Supervisor
 Facilities Assistant/Custodian
 Sr. Risk Manager
 Risk Manager
 Sr. Risk Analyst
 Risk Analyst
 Sr. Compliance Officer
 Compliance Officer
 Sr. Compliance Specialist
 Compliance Specialist
 Staff Attorney
 Paralegal
 CRA Officer
 Management Trainee
 Quality Control Specialist
 Sr. Bank Secrecy Act (BSA) Officer
 Bank Secrecy Act (BSA) Officer
 Sr. Bank Secrecy Act (BSA) Analyst
 Bank Secrecy Act (BSA) Analyst
 Program/Project Management

Investment / Wealth Management

Top Wealth Management Executive
 Personal Investment Sales Officer (non-commissioned)
 Personal Investment Sales Officer (commissioned)
 Private Banking Officer
 Financial Planner
 Sr. Portfolio Manager
 Portfolio Manager
 Jr. Portfolio Manager

Finance

Top Bank Investment Executive
 Bank Investment Portfolio Manager

Treasurer
 Treasury Operations Manager
 Tax Manager
 Sr. Finance Manager
 Finance Manager
 Sr. Financial Analyst
 Financial Analyst
 Controller
 Assistant Controller
 Accounting Manager
 Accounting Supervisor
 Sr. Staff Accountant
 Staff Accountant
 Accounting Specialist II
 Accounting Specialist I

Audit

Sr. Audit Manager
 Audit Manager
 Sr. Staff Auditor
 Staff Auditor
 Audit Assistant

Business Banking

Top Business Banking Officer
 Business Banking Business Development Officer
 Sr. Business Banking Officer
 Business Banking Officer
 Community Relations Officer
 SBA Loan Manager
 SBA Loan Officer
 SBA Loan Processor II/Closer
 SBA Loan Processor I/Closer
 SBA Credit Analyst
 SBA Underwriter
 SBA Processing Team Leader

Trust

Top Trust Executive
 Sr. Trust Officer
 Trust Officer
 Trust Operations Manager
 Trust New Business Officer
 Trust Administrator
 Trust Department Assistant



Job Positions (contd.)

Operations

Head of Operations
Head of Cash Management / Treasury Management
Head of Digital/Electronic Banking
Operations/Services Manager - Centralized
Group Operations Manager
Operations Officer
Operations Supervisor
Utility Representative
Sr. Operations Coordinator
Operations Coordinator
Security Officer
Fraud Specialist
Cash Management / Treasury Management Officer/Manager
Cash Management / Treasury Management Officer
Cash Management / Treasury Management Representative
Retirement Plans Manager
IRA Specialist
Retirement Plans Coordinator
Digital/Electronic Banking Officer
Digital/Electronic Banking Specialist
ATM Supervisor
ATM Coordinator
Document Imaging Coordinator
Image Processor
Proof Operator
Wire Transfer Coordinator
Mail Coordinator/Courier
Courier

Retail

Top Retail Banking Officer/Manager
Group Branch Administrator
Regional Branch Manager

Branch Manager / Retail

Branch Manager III a
Branch Manager III b
Branch Manager II a
Branch Manager II b
Branch Manager I a
Branch Manager I b
Branch / Sales Center Manager - New Market
Assistant Branch Manager III
Assistant Branch Manager II
Assistant Branch Manager I
High School Branch Manager

Universal Banker I
Universal Banker II
Universal Banker III
Universal Banker IV
Sr. Personal Banker
Personal Banker
Head Teller
Sr. Teller
Teller – Standard
Vault Teller
Sr. Teller/Customer Service Representative
Teller/Customer Service Representative
Interactive Banking Machine (ITM) Specialist
Retail Sales Manager
Retail Manager/Customer Service Manager III
Retail Manager/Customer Service Manager II
Retail Manager/Customer Service Manager I
Deposit Relationship Manager
Deposit Relationship Officer
Branch Operations Officer/Supervisor III
Branch Operations Officer/Supervisor II
Branch Operations Officer/Supervisor I
Assistant Branch Operations Officer/Supervisor
Call Center Manager
Call Center Supervisor
Call Center Specialist
Call Center CSR
Safe Deposit Attendant

Lending

Top Residential Mortgage Lending Executive
Residential Mortgage Loan Officer II (non-commissioned)
Residential Mortgage Loan Officer I (non-commissioned)
Mortgage Loan Officer (commissioned)
Mortgage Loan Originator (in-house/non-commissioned)
Mortgage Operations Manager
Mortgage Underwriter/Processor
Mortgage Loan Processor
Mortgage Closing Coordinator
Sr. Underwriter (residential lending)
Underwriter (residential lending)
Top Consumer Lending Executive
Sr. Consumer Loan Officer
Consumer Loan Officer
Consumer Loan Administrator/Processor
Sr. Loan Processor
Loan Processor

Sr. Mortgage/Consumer Credit Analyst
Mortgage/Consumer Credit Analyst
Jr. Mortgage/Consumer Credit Analyst
Sr. Underwriter (commercial/industrial lending)
Sr. Underwriter (commercial real estate lending)
Sr. Commercial Underwriter Default Underwriter (commercial/industrial lending)
Underwriter (commercial real estate lending)
Underwriter Default
Commercial Underwriting Manager
Regional Commercial Lending Executive
Commercial Team Leader
Sr. Commercial Loan Officer/Relationship Manager (commercial/industrial)
Sr. Commercial Loan Officer/Relationship Manager (commercial real estate)
Sr. Commercial Loan Officer/Relationship Manager Default
Commercial Loan Officer/Relationship Manager (commercial/industrial)
Commercial Loan Officer/Relationship Manager (commercial real estate)
Commercial Loan Officer/Relationship Manager Default
Jr. Commercial Loan Officer/Relationship Manager (commercial/industrial)
Jr. Commercial Loan Officer/Relationship Manager (commercial real estate)
Jr. Commercial Loan Officer/Relationship Manager Default
Sr. Commercial Credit Analyst
Commercial Credit Analyst
Sr. Commercial Loan Portfolio Manager
Commercial Loan Portfolio Manager
Jr. Commercial Loan Portfolio Manager
Commercial/Construction Loan Officer
Sr. Commercial Loan Processor
Commercial Loan Processor
Top Asset-based Lending
Commercial Loan Administrator
Commercial Loan Servicer
Sr. Note/Loan Service Department Manager
Note/Loan Service Department Manager
Note/Loan Documentation Officer/Supervisor
Note/Documentation Specialist
Note/Loan Servicing Coordinator
Loan Servicing Officer
Loan Servicing Supervisor
Loan Servicing Specialist
Lending Sales Manager (Business Development/non-commissioned)



Job Positions (contd.)

Lending (contd.)

Business Development Officer
 Loan Review Officer
 Loan Review Administrator
 Sr. Credit Officer
 Credit Officer
 Credit Operations Manager
 Collections Officer/Manager
 Collector II
 Collector I
 Special Assets Manager
 Special Assets Officer
 Appraisal Manager
 Staff Appraiser
 Lending Generalist
 Secondary Market Officer
 Secondary Market Specialist/Coordinator
 Indirect Lending Officer
 Investor Reporting Specialist
 Trade Finance Manager
 Trade Finance Assistant
 Collateral Valuation Specialist

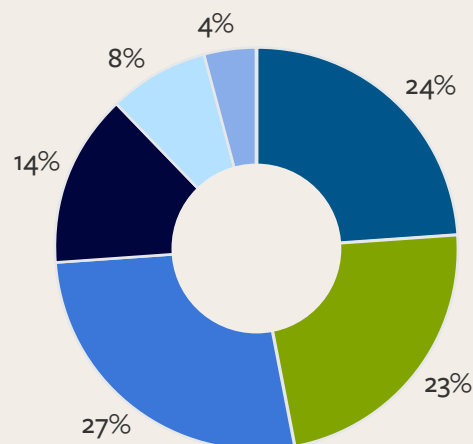
Technology

MIS Manager
 Systems Officer
 Sr. IT Manager
 IT Manager
 Information Security Administrator
 Applications Programmer/Analyst
 Database Analysis
 Technical Program/Project Management
 Core System Manager
 Sr. Technology Generalist
 Technology Generalist
 Network Manager
 Network Specialist
 Information Technology Security Officer
 Systems Analyst
 Business Systems Analyst
 Information Technology Compliance Analyst
 Online/Mobile Banking Manager
 Digital Marketing Manager
 Help Desk Specialist

Credible

Join 625 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent a broad spectrum of financial institutions, including regional and community banks and credit unions across the U.S.

Participant Demographics by Asset Size



2025 List of Participants (alphabetical order)

1st Century Bank
1st Federal Savings Bank of SC
1st Source Bank
AB&T
Abbeville First Bank, SSB
Abound Credit Union
Adams Community Bank
Adirondack Bank
Advia Credit Union
Affinity Federal Credit Union
AgFirst Farm Credit Bank
AgWest Farm Credit
Alerus Financial
All One Credit Union
Alliance Bank Central Texas
Alpine Bank
Altamaha Bank and Trust Company
Altura Credit Union
American Airlines Federal Credit Union
American Bank (NC)
American Bank (TX)
American Bank (Waco, TX)
American Bank of Commerce

American Business Bank
American Riviera Bank
American Savings Bank
Amplify Credit Union
Andover Bank
Androscoggin Bank
Anthem Bank & Trust
Arrow Financial Corporation
Athol Savings Bank
Austin Bank, Texas N.A.
Avidia Bank
BAC Community Bank
Balboa Thrift & Loan Association
Ballston Spa National Bank
Banco Pichincha Miami Agency
Banesco USA
Bangor Savings Bank
Bank of Botetourt
Bank of Canton
Bank of Central Florida
Bank of Clarendon
Bank of Clarke
Bank of Hazlehurst

Bank of Houston
Bank of Madison
Bank of Marin
Bank of New Hampshire
Bank of Newington
Bank of Oak Ridge
Bank of the James
Bank of the Pacific
Bank of the Sierra, Inc.
Bank of the West
Bank of Travelers Rest
Bank of York
Bank OZK
bankESB
BankGloucester
BankNewport
BankSouth
Bar Harbor Bank & Trust
Bath Savings Institution
Baxter Credit Union
BayCoast Bank
Beacon Business Bank
Bellco Credit Union

2025 List of Participants (cont'd)

Benchmark Community Bank	Claremont Savings Bank	Endeavor Bank
Bluestone Bank	Classic City Bank	Ent Credit Union
Brattleboro Savings & Loan Assoc.	Clear Fork Bank National Association	Enterprise Bank
BrightBridge Credit Union	Climate First Bank	Essex Savings Bank
Bristol County Savings Bank	Clinton Savings Bank	EverTrust Bank
Broadstreet Bank	Coastal Heritage Bank	Exchange Bank
Bryant Bank	Cogent Bank	Exchange Bank
Buckeye Community Bank	Colony Bankcorp, Inc.	Extraco Banks, N.A.
Burke & Herbert Financial Services Corp.	Columbia Bank (NJ)	F&A Federal Credit Union
Byline Bancorp Inc.	Columbia Credit Union (WA)	F&M Bank (GA)
C&F Bank	Commerce Bank & Trust	F&M Bank and Trust Company
C&N Bank	Commercial Bank of California	Fairfield County Bank
California Bank of Commerce	Commercial Banking Company	FAIRWINDS Credit Union
CalPrivate Bank	Community Bank & Trust, Waco, Texas	Farm Credit Foundations
Cambridge Savings Bank	Community Bank of Pickens County	Farmers & Merchants Bank - Lafayette
Camden National Corporation	Community Bank of Santa Maria	Farmers & Merchants Bank of Long Beach
Canandaigua National Bank & Trust	Community Bank of The South	Fayette Savings Bank, SSB
Canyon View Federal Credit Union	Community Banking Company of Fitzgerald	FFB Bank
Cape Ann Savings Bank	Community Bankshares, Inc. (GA)	Fidelity Bank (LA)
Cape Cod 5	Community First Bank of Indiana	Fidelity Bank (MA)
Carolinas Telco Federal Credit Union	Community National Bank (TX)	Fieldpoint Private
CB&S Bank, Inc.	Community National Bank (VT)	Financial Partners Credit Union
Centennial Bank (AR)	Community Neighbor Bank	Firefighters First Credit Union
Central Bank (FL)	Community Trust Bancorp, Inc.	First American Bank & Trust
Central One Federal Credit Union	Community West Bancshares	First Bank (FL)
Central State Bank	Connecticut Community Bank, N.A.	First Bank (TX)
Centreville Bank	Consumers National Bank	First Bank (VA)
Century Bank of Florida	Cornerstone Bank (MA)	First Bank Chicago
Chain Bridge Bank, NA	Country Bank for Savings	First Bank of Pike
Charlesbridge MHC	Craft Bank	First Business Bank
Chartway Credit Union	Credit Union West	First Carolina Bank
Chelsea Groton Bank	Cypress Bank	First Colony Bank of Florida
Chesapeake Financial Shares, Inc.	D.L. Evans Bank	First Community Bank (SC)
Chino Commercial Bank, NA	Dallas Capital Bank, National Association	First Community Bank (TX)
ChoiceOne Bank	Dean Bank	First Community Bank of Central Alabama
Ciera Bank	Dedham Institution for Savings	First Community Credit Union (MO)
Citizens Bank & Trust (AL)	Desert Financial	First County Bank
Citizens Bank and Trust (FL)	Dime Bank	First FarmBank
Citizens Bank and Trust Company (VA)	Dogwood State Bank	First Federal Bank (FL)
Citizens Bank of Swainsboro	Douglas National Bank	First Federal Bank (NC)
Citizens Bank of The South	Dupaco Community Credit Union	First Federal Bank Littlefield, Texas
Citizens Business Bank	East Cambridge Savings Bank	First Federal Community Bank, SSB
Citizens Community Bank (GA)	Eastern Bank	First Federal Savings & Loan Association of San Rafael
Citizens First Bank (FL)	Eastern National Bank	First Fidelity Bank (AL)
Citizens National Bank (Cameron, TX)	Eastman Credit Union	First Fidelity Bank (OK)
Citizens National Bank of Bluffton	Edison National Bank	First Financial Bank (AL)
Citizens State Bank (Corrigan, TX)	Educational Systems Federal Credit Union	First Financial Bank (OH)
Citizens Trust Bank	El Dorado Savings Bank, F.S.B.	First Financial Bank (TX)
City National Bank of Florida	Embassy National Bank	First Hope Bank
Civic Credit Union	Empire State Bank	

2025 List of Participants (cont'd)

First National Bank (TX)	Gouverneur Savings & Loan Association	KS Bank, Inc.
First National Bank (VA)	Great Lakes Credit Union	Leader Bank, N.A.
First National Bank Coastal Community	Great Oaks Bank	Ledyard National Bank
First National Bank of Central Texas	Great Southern Bancorp, Inc.	Lee Bank
First National Bank of Coffee County	Greater Texas Federal Credit Union	Legend Bank (TX)
First National Bank of East Texas	Greenfield Cooperative Bank	LifeStore Bank
First National Bank of Griffin	Greenfield Savings Bank	LINKBANK
First National Bank of Hartford	Greenville National Bank	Live Oak Bank
First National Bank of Hereford	Greenwood Credit Union	Locality Bank
First National Bank of Huntsville	Greylock Federal Credit Union	Locus
First National Bank of Livingston, Texas	GSB	Logix Federal Credit Union
First National Bank of Omaha	Guadalupe Bank	Lone Star National Bank
First National Community Bank	Gulf Coast Business Bank	Lowell Five
First Northern Bank of Dixon	Gulfside Bank	M&F Bank
First Port City Bank	HAPO Community Credit Union	Machias Savings Bank
First Sentinel Bank	Harford Bank	Madison County Community Bank
First Southern Bank (AL)	Harmony Bank	Magnifi Financial
First Southern Bank (GA)	Haverhill Bank	Magnolia State Bank
First Southern State Bank	Heritage Bank	Main Street Bank (MA)
First State Bank	Herring Bank	Maine Community Bank
First State Bank (Clute, TX)	Highlands Community Bank	MainStreet Bank (VA)
First State Bank (Louise, TX)	Hilltop Holdings Inc.	Mainstreet Community Bank of Florida
First State Bank of Odem	HNB First Bank	Malaga Bank FSB
First State Bank of Uvalde	Hometown Bank	Marblehead Bank
First Technology Federal Credit Union	HomeTown Bank (TX)	Marine Bank & Trust
FIRSTBANK FLORIDA	HomeTrust Bank	Marion Community Bank
FirstBank Southwest	Horizon Bank	Martha's Vineyard Bank
First-Lockhart National Bank	Independent Bank (MI)	Mascoma Bank
Five Star Bank (NY)	Infinity Bank	Mechanics Bank (OH)
Five Star Bank(CA)	Institution for Savings	Mechanics Cooperative Bank (MA)
Flagship Bank	Integrity Bank & Trust	Merit Bank
Flatirons Bank	Interamerican Bank	Metamora State Bank
Florence Bank	Intercredit Bank, N.A.	Metro City Bank
Florida Capital Bank, N.A.	International Finance Bank	Mid Penn Bank
Founders Credit Union	Intracoastal Bank	Middlesex Federal Savings Bank, F.A.
Four Corners Community Bank	Inwood National Bank	Middlesex Savings Bank
Fox Communities Credit Union	Ion Bank	MIDFLORIDA Credit Union
Franklin Savings Bank (ME)	Isabella Bank	Midland States Bank
Franklin Savings Bank (NH)	Ives Bank	MidSouth Bank
Friend Bank	Jeanne D'Arc Credit Union	Millbury Federal Credit Union
GB Bank Group, Inc.	Jeff Bank	Millennium Bank
GBC International Bank	Jewett City Savings Bank	Minster Bank
GECU	Jonestown Bank and Trust	Mission Federal Credit Union
Genisys Credit Union	Kearny Bank	Mission National Bank
GenoaBank	Kennebec Savings Bank	Mission Valley Bank
Georgia Banking Company	Kennebunk Savings Bank	MIT Federal Credit Union
Georgia First Bank	KeyPoint Credit Union	Monson Savings Bank
GFA Federal Credit Union	Killbuck Savings Bank	Morris Bank
Golden Bank, National Association	Kirkpatrick Bank	Mount Vernon Bank
Golden Valley Bank	Kleberg Bank	Mountain Commerce Bank

2025 List of Participants (cont'd)

Mountain Valley Bank	Palmetto State Bank	Round Top State Bank
MountainOne Bank	Partners Bank	Royal Business Bank
Movement Bank	Partners Federal Credit Union	S&T Bank
Municipal Credit Union	Passumpsic Bank	S3 Shared Service Solutions
Mutual Bancorp	Patelco Credit Union	Saco & Biddeford Savings Institution
NASA Federal Credit Union	Pathfinder Bank	Safe Credit Union
National Bank & Trust	Patriot Bank, N.A.	Sage Capital Bank
National Bank of Middlebury	Peach State Bancshares, Inc.	Salem Co-operative Bank
National Grand Bank	Pendleton Community Bank	Salem Five Bank
National Iron Bank	Pennsylvania State Employees Credit Union	Savers Bank
Naveo Credit Union	Pentucket Bank	Savings Bank of Mendocino County
Navigant Credit Union	Peoples Bank & Trust (GA)	Scale Bank
NBT Financial	Peoples Bank (NC)	SchoolsFirst Federal Credit Union
New Haven Bank	Peoples Bank of Commerce	Seacoast Bank
New Horizon Bank, National Association	Peoples Financial Group, Inc.	Seamen's Bank
New Peoples Bank	Peoples Financial Services Corp.	SECU of Maryland
New Republic Bank	Peoples Independent Bank	Security Federal Bank
New Valley Bank & Trust	PeoplesBank	Security State Bank & Trust
Newburyport Bank	Pineland Bank	Seven Seventeen Credit Union
Newtown Savings Bank	Pinnacle Bank (AL)	Sharon & Crescent United Credit Union
Noblebank & Trust	Pinnacle Bank (CA)	Skowhegan Savings Bank
North Brookfield Savings Bank	Pinnacle Bank (GA)	Skyline National Bank
North Country Savings Bank	Piscataqua Savings Bank	SmartBank
North Easton Savings Bank	Plains State Bank	Solarity Credit Union
North Shore Bank	Planters & Citizens Bank	Solvay Bank
Northeast Georgia Bank	Planters First Bank	Somerset Regal Bank
Northern Bank	Plumas Bank	Sound Credit Union
Northfield Savings Bank	Ponce Bank	South Georgia Banking Company
Northwest Bancshares, Inc.	Powell Valley National Bank	South Shore Bank
Northwest Bank	Premier America Credit Union	Southbridge Credit Union
Northwest Community Bank	Primary Bank	Southeastern Bank
Northwest Federal Credit Union	PrimeSouth Bank	Southern Bancorp, Inc
Norway Savings Bank	Primis Bank	Southern Bank and Trust Company
Nusenda Credit Union	PriorityOne Bank	SouthStar Bank, S.S.B.
NuVision Federal Credit Union	Purdue Federal Credit Union	Southwestern National Bank
Oak Valley Community Bank	Queensborough National Bank & Trust	St. Anne's Credit Union
Oak View National Bank	R Bank	Stafford Savings Bank
OceanFirst Bank	Rabun County Bank	Stanford Federal Credit Union
Old Dominion National Bank	Reading Cooperative Bank	State Bank of India (California)
Old Missouri Bank	Redwood Capital Bank	State Bank of Texas
One Florida Bank	Redwood Credit Union	State Employees' Credit Union
OnPoint Community Credit Union	Relyance Bank, N.A.	State National Bank of Big Spring
Open Bank	Richwood Banking Company	STCU
Opportunity Bank of Montana	Rio Bank	Stellar Bank
Oregon Coast Bank	River City Bank	Suffolk Federal Credit Union
Oregon Community Credit Union	River Run Bancorp	Sugar River Bank
Oriental Bank	RNB State Bank	Summit Bank
Origin Bank	Robertson Banking Company	Summit State Bank
Orrstown Bank	Rockland Trust Company	SunMark Community Bank
Pacific National Bank	Rocky Mountain Bank and Trust	Sunstate Bank

2025 List of Participants (cont'd)

Tasi Bank, Division of Bank of Guam	Torrington Savings Bank	Westfield Bank, FSB (OH)
Taylor Bank	Tower Federal Credit Union	Winchester Co-operative Bank
TC Federal Bank	TransPecos Banks, SSB	Winchester Savings Bank
Terrabank, NA	Travis Credit Union	Winter Hill Bank, FSB
Texana Bank, N.A.	Triad Business Bank	Workers Credit Union
Texas First Bank	Truliant Federal Credit Union	Yampa Valley Bank
Texas Republic Bank	TruPoint Bank	Yoakum National Bank
Texas Security Bank	Trustmark Corporation	
TexasBank	TXN Bank	
The Adirondack Trust Company	U.S. Century Bank	
The American National Bank of Texas	Unified Bank	
The Apple Creek Banking Company	Union Bank	
The Bank of Marion	Union Savings Bank	
The Bank of South Carolina	United Bank	
The Citizens Bank	United Business Bank	
The Citizens Bank of Georgia	United Federal Credit Union	
The City National Bank of Taylor	United Heritage Credit Union	
The Commercial Bank (GA)	United National Bank	
The Conway National Bank	United Nations Federal Credit Union	
The Cooperative Bank	United Security Bank	
The Cooperative Bank of Cape Cod	United Southern Bank	
The Corn City State Bank	Unitus Community Credit Union	
The Exchange Bank of Alabama	University Of Wisconsin Credit Union	
The Farmers Bank of Appomattox	USAA	
The Fidelity Bank (NC)	USALLIANCE Federal Credit Union	
The First Bank & Trust Company	Utilities Employees Credit Union	
The First Bank of Greenwich	Uwharrie Bank	
The First National Bank of Bastrop	Valley State Bank	
The First National Bank of McGregor	ValueBank Texas	
The First National Bank of Mount Dora	Vantage West Credit Union	
The Freedom Bank of Virginia	Vibe Credit Union	
The Hicksville Bank	Vinton County National Bank	
The Lyons National Bank	Virginia National Bank	
The National Bank of Andrews	VyStar Credit Union	
The National Bank of Blacksburg	Wallis Bank	
The Peoples Bank (GA)	Walpole Co-operative Bank	
The Peoples Bank Co.	Washington Savings Bank	
The Pittsfield Cooperative Bank	Washington State Employees Credit Union	
The Pueblo Bank and Trust Company	Watertown Savings Bank	
The Savings Bank (MA)	WB&T Bankshares, Inc.	
The Savings Bank (OH)	Webster First Federal Credit Union	
The Southern Bank Company	Webster Five Cents Savings Bank	
The State Bank and Trust Company	Wells River Savings Bank	
The Union Bank Company	West Alabama Bank & Trust	
The Village Bank	West Central Georgia Bank	
The Washington Trust Company	West Coast Community Bank	
Think Bank	West Shore Bank	
Third Coast Bank, SSB	West Texas National Bank	
Thomaston Savings Bank	Westerra Credit Union	
Thomasville National Bank	Westfield Bank (MA)	



Customized

Our senior team of banking industry and survey experts is one phone call away to walk you through the survey submission process and to help you customize and analyze the data Pearl Meyer provides.

Streamlined, Secure Client Portal

Survey Positions

Define please find a complete list of position descriptions by category. Click on the links to go to the first position of each category. You can also search directly by position name.

Category	Position	Position Name	Position Description
Executive Management	100	Executive Chairman (Non-CEO)	One of the most senior roles in the organization, responsible for the overall strategic direction and performance of the institution.
Executive Management	101	Chief Executive Officer	Responsible for the overall strategic direction and performance of the institution.
Executive Management	102	Chief Operating Officer	Responsible for the day-to-day operations of the institution.
Executive Management	278	Chief Credit Officer	Responsible for the overall credit strategy and performance of the institution.
Executive Management	138	Chief Financial Officer	Responsible for the overall financial strategy and performance of the institution.
Executive Management	203	Chief Lending Officer	Responsible for the overall lending strategy and performance of the institution.

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Introduction - The 2024 National Banking Compensation Survey

This section provides the information necessary to submit incumbent job data and complete the survey. Please click on the following links to go to the section that you wish to view:

- [New for This year!](#)
- [How To Complete Your Submission Materials](#)
- [What To Do Once You Have Completed The Data Worksheet](#)
- [What To Expect After You Have Submitted Your Data Worksheet](#)

Below is a sample of the initial page you will see at Step #5:

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2024 National Banking Compensation Survey Policies & Practices Questionnaire - Submission Process

Below you will find the link and instructions to access the 2024 National Banking Compensation Survey Policies & Practices Questionnaire.

If at any time you should have questions concerning this questionnaire, please contact your Survey Account Manager. Contact information may be found in the Help worksheet.

Directions for Accessing the Policies & Practices Questionnaire:

1. Click [here](#) to access our Client website. Sign in to our website using your login credentials.
2. Click "Submission Materials", which is found in the middle of the webpage under "Resources".
3. On the left side of the "Submission Materials" webpage, locate "National Banking Compensation Survey".
4. On the right side of the webpage, across from "National Banking Compensation Survey", click "Policies and Practices".
5. The "Policies and Practices" link will take you to the webpage sampled below. Click "here" on the website to begin the questionnaire when ready.

Cost-Effective

We offer an affordable solution to your banking compensation data needs for a competitive price of just \$550.

Northern New England Banking Survey Pricing

No Cost	Survey Submission
\$550	Participating Institutions
\$1,495	Non-Participating Institutions

Participating institutions receive over 50% off

Contact Us

To learn more about our National Banking Compensation Survey or to enroll, please reach us:

By email:

survey@pearlmeyer.com

By phone:

508-460-9600

Or contact Jordan Gagnon;

jordan.gagnon@pearlmeyer.com; 508-630-1501

To learn more about our banking compensation consulting services:

Go to: www.pearlmeyer.com/banking

Or email: banking@pearlmeyer.com

Dedicated Team of Account Managers



Rebecca Toman

Vice President,
Survey Business Unit



Nana Adu

Survey Account Manager



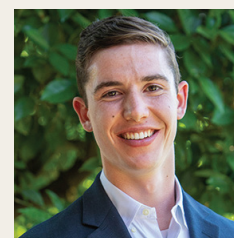
Dan Besser

Senior Survey
Account Manager



Jason Dionne

Associate Account
Manager



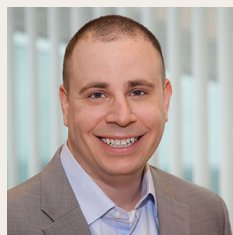
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Survey Account Manager



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Survey Project Manager



Andrew Guigno

Survey Operations
Manager



Benji Sheiffer

Survey Account Manager



Rhonda Snyder

Survey Project Manager



Veronika Valcheva

Survey Account Manager

You May Also Be Interested In

Pearl Meyer has a suite of banking surveys in addition to our National Banking Survey.

State Reports

- + Alabama
- + California
- + Connecticut
- + Florida
- + Georgia
- + Massachusetts
- + New York
- + Ohio
- + Texas
- + Virginia

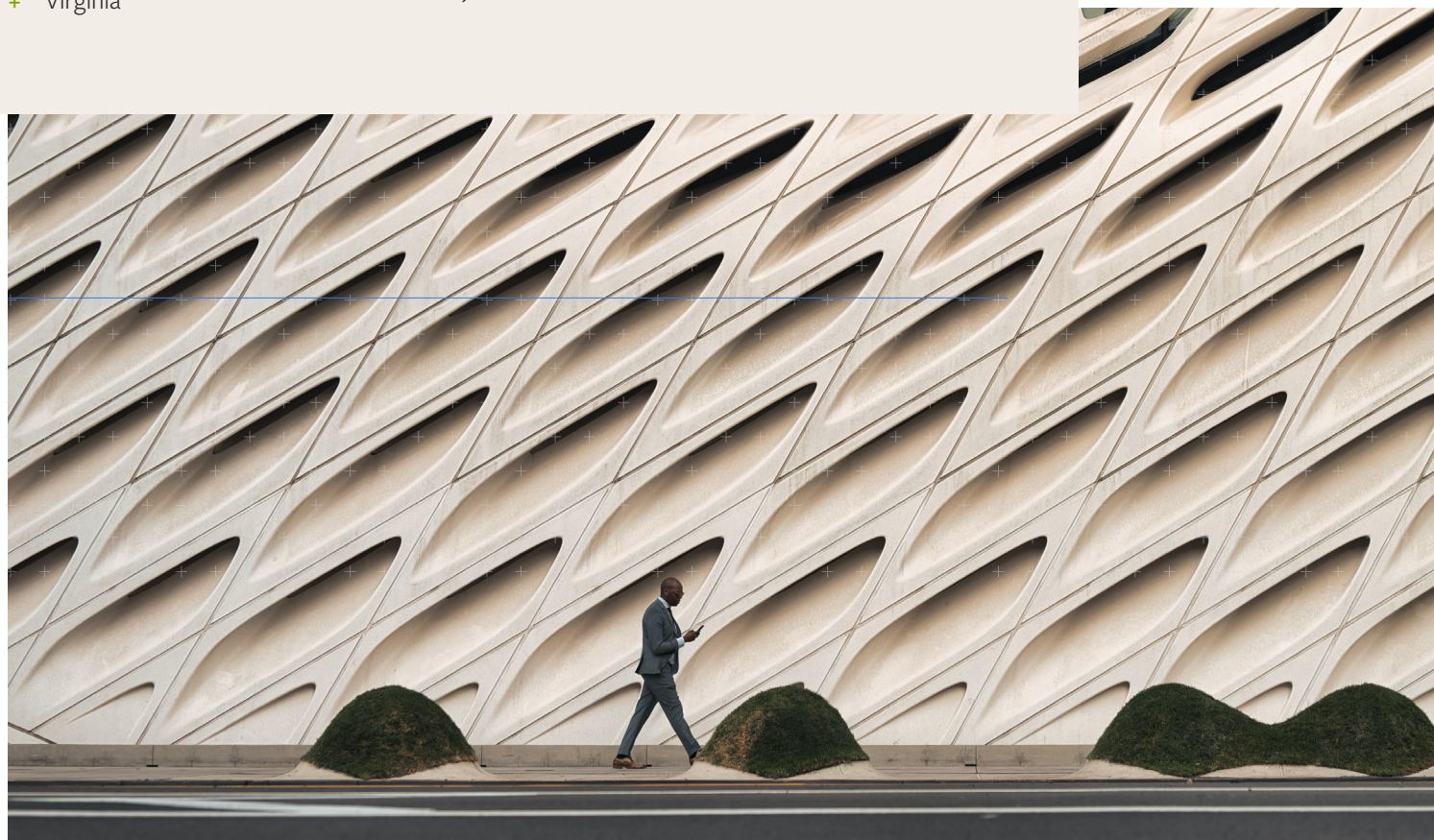
Regional reports

- + Northeast (CT, MA, ME, NH, NY, RI, and VT)
- + Northern New England (ME, NH, and VT)
- + Banks of the Carolinas
- + South Atlantic (AL, FL, GA, NC, SC, and VA)

National Report (U.S. based)

Banking Board of Director Survey

Banking Benefits and Human Resources Policies Survey



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.

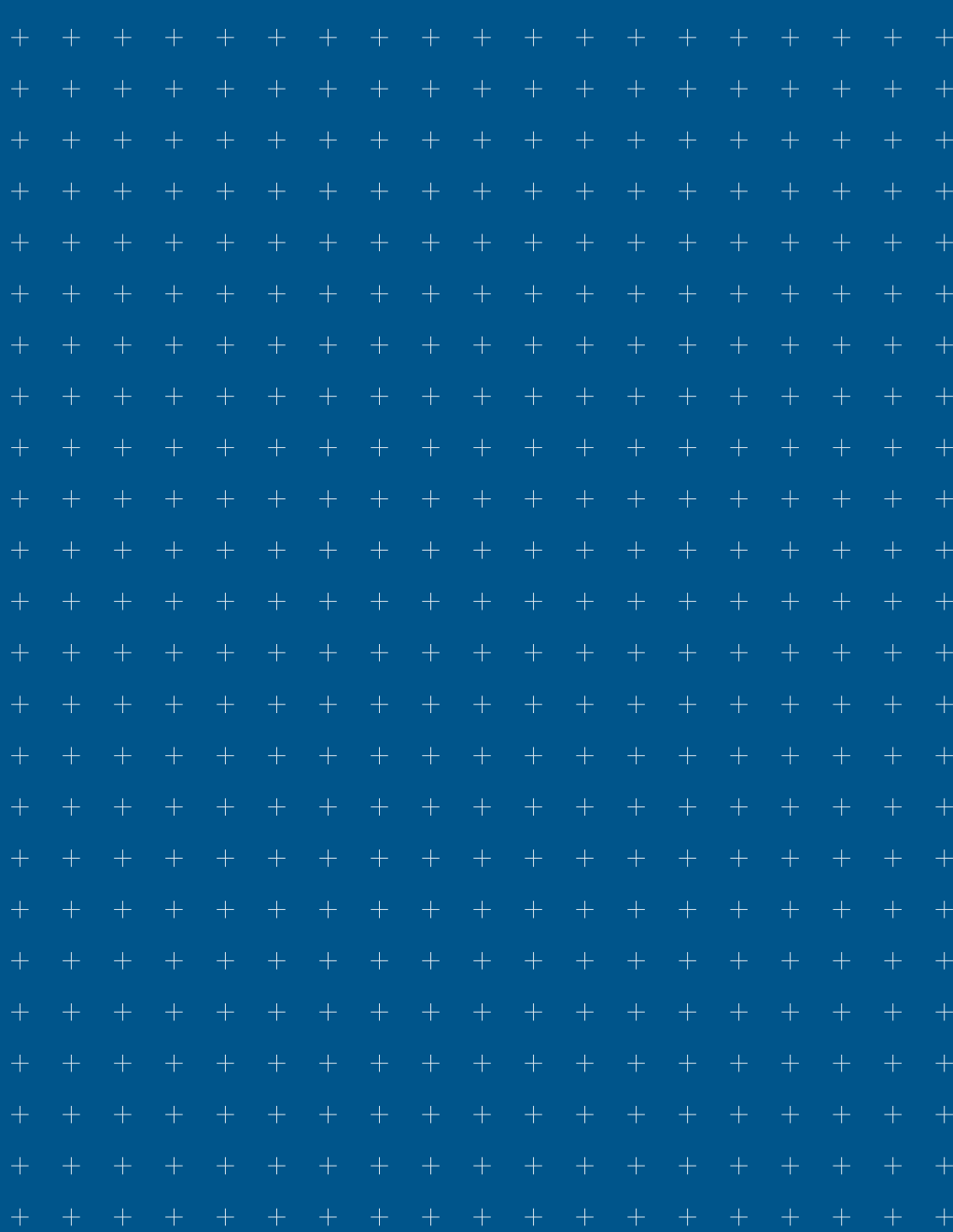
About Pearl Meyer's Banking Compensation Consulting

Pearl Meyer's National Banking Team has in-depth and diverse experience, based on long-term client relationships. We understand the business, regulatory and talent challenges of the industry and the ways in which compensation can play a role. Our work starts by studying your institution's business strategy, leadership approach, and ownership structure. We take the time to listen to your compensation objectives and desired outcomes. Risk mitigation, regulatory compliance and governance are built into the design process. We use this process with the intent of developing compensation plans that achieve results and create a competitive advantage for your business

Pearl Meyer's Banking Survey Suite

Pearl Meyer has been managing surveys specific to the banking industry for 25 years. Using the most advanced programming and algorithms to ensure confidentiality and accuracy, the banking survey suite includes the Banking Compensation Survey, the Banking Benefits and Human Resources Policies Survey, and the Banking Board of Directors' Survey.

- + **Banking Compensation Survey** data can be obtained in the following ways to offer you the most relevant targeted and industry-wide data:
 - + **Single state reports** for Alabama, California, Connecticut, Florida, Georgia, Massachusetts, New York, Ohio, Texas and Virginia.
 - + **Regional report for the Northeast** (that includes CT, MA, ME, NH, NY, RI, and VT), and a regional report for the Northern New England (that includes ME, NH, and VT), the Banks of the Carolinas, and the South Atlantic Region (that includes AL, FL, GA, NC, SC, and VA).
 - + **National banking report** that offers compensation information from banks throughout the country.
- + **Banking Board of Director Survey** provides the most relevant information available on board of directors' compensation and governance practices.
- + **Banking Benefits and Human Resources Policies Survey** is the definitive source for the most current information on benefits programs and human resources policies including PTO programs, health and dental insurance, flexible spending accounts, and short- and long-term disability plans.



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

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