



**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 prerequisites
- + Total compensation competitiveness

**Compensation Data Report**

VICE PRESIDENT (101)

For two positions for the credit union. Collaborates with the Chief Executive Officer to develop and implement board-business strategies and policies, and to direct all aspects of the credit union. May fill-in for the Chief Executive Officer in absence.

Effective 6/1/2022	All Institutions	Second 100 (Assets up to \$2.75B)	Top 100 (Assets above \$2.75B)
Institutions	30	8	22
Per of Incumbents of Match	34	8	26
	96%	97%	92%
<b>Salary</b>			
Salary Range Minimum	\$291,022		\$309,925
Salary Range Midpoint	\$371,720	\$291,917	\$399,886
Salary Range Maximum	\$473,197		\$509,847
Base Salary, All Incumbents	\$403,380	\$321,165	\$428,679
Target	\$340,000	\$284,685	\$379,427
Min	\$392,765	\$320,075	\$428,038
Max	\$458,200	\$366,213	\$499,501
<b>Incentives</b>			
Eligible for STI	94.1%	87.5%	96.2%
Eligible for LTI			
Eligible for DTI			
Eligible for EOP			

**Policies, Practices, and Benefits Tables**

Credit Union Survey	All Institutions		
	All	CEO	Other Senior Executives
Additional Vacation/Time-Off/ Sabbatical			
Please include 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	53.1%	46.9%	62.9%
Yes	46.9%	53.1%	37.1%
Are your executives eligible for a sabbatical?			
No	76.3%	77.6%	77.6%
Yes	23.7%	22.4%	22.4%

## 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.

### 2024 List of Participants (alphabetical order)

Abound Credit Union	Genisys Credit Union	SECU of Maryland
Advantis Credit Union	GFA Federal Credit Union	Sharon & Crescent United Credit Union
Advia Credit Union	Greater Texas Federal Credit Union	Solarity Credit Union
Affinity Federal Credit Union	Greenwood Credit Union	St. Mary's Credit Union
Affinity Plus Credit Union	Greylock Federal Credit Union	Stanford Federal Credit Union
American Airlines Federal Credit Union	Hanscom Federal Credit Union	State Employees' Credit Union
Ascend Federal Credit Union	HAPO Community Credit Union	STCU
Baxter Credit Union	Harborstone Credit Union	Tower Federal Credit Union
Belco Credit Union	Jeanne D'Arc Credit Union	Travis Credit Union
Broadview Federal Credit Union	Leominster Credit Union	Truliant Federal Credit Union
Canvas Credit Union	Local Government Federal Credit Union	TwinStar Credit Union
CapEd Credit Union	Logix Federal Credit Union	UFirst Credit Union
Carolinas Telco Federal Credit Union	Merrimack Valley Credit Union	United Federal Credit Union
Central One Federal Credit Union	Metro Credit Union	United Nations Federal Credit Union
Chartway Credit Union	Mission Federal Credit Union	Unitus Community Credit Union
Coastal1 Credit Union	MIT Federal Credit Union	University of Wisconsin Credit Union
CoastHills Federal Credit Union	Municipal Credit Union	USALLIANCE Federal Credit Union
Columbia Credit Union (WA)	NASA Federal Credit Union	Utilities Employees Credit Union
Commonwealth Credit Union	Navigant Credit Union	Vantage West Credit Union
Desert Financial	Numerica Credit Union	VyStar Credit Union
Dupaco Community Credit Union	Nuvision Federal Credit Union	Washington State Employees Credit Union
Eastman Credit Union	Oregon Community Credit Union	Webster First Federal Credit Union
Educational Systems Federal Credit Union	Pacific Service Credit Union	Westerra Credit Union
Elements Financial Federal Credit Union	Partners Federal Credit Union	Workers' Federal Credit Union
Ent Credit Union	Patelco Credit Union	
F&A Federal Credit Union	Pennsylvania State Employees Credit Union	
Fairwinds Credit Union	Premier America Credit Union	
Firelands Federal 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	Sandia Laboratory Federal Credit Union	
GECU	SchoolsFirst Federal 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.

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 6/1/2022	All Institutions	Second 100 (Assets up to \$2.75B)	Top 100 (Assets above \$2.75B)
Number of Institutions	30	8	22
Total Number of Incumbents	34	8	26
Closeness of Match	96%	97%	95%
<b>Base Salary</b>			
Average Salary Range Minimum	\$291,022		\$309,925
Average Salary Range Midpoint	\$371,720	\$291,917	\$399,886
Average Salary Range Maximum	\$479,197		\$509,647
Average Base Salary, All Incumbents	\$403,380	\$321,155	\$428,679
25th Ptile	\$340,000	\$294,685	\$373,427
50th Ptile	\$392,785	\$320,075	\$426,038
75th Ptile	\$498,200	\$356,213	\$499,500
<b>Short-Term Incentives</b>			
Percent Eligible for STI	94.1%	87.5%	
Percent Receiving STI	91.2%	87.5%	
Average Award (Excl \$0)	\$131,802	\$71,000	
25th Ptile	\$76,967		

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: 6/1/2025  
 Submission Due Date: 6/27/2025  
 Survey Results Published: Week of 8/25/2025

## 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](mailto: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](mailto:survey@pearlmeyer.com) or  
[rhonda.snyder@pearlmeyer.com](mailto:rhonda.snyder@pearlmeyer.com)

**By phone:**

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



**Rebecca Toman**  
Vice President,  
Survey Business Unit



**Nana Adu**  
Associate Account  
Manager



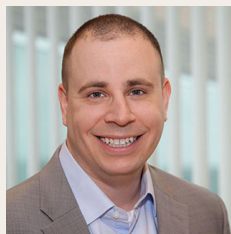
**Dan Besser**  
Senior Survey  
Account Manager



**Matt Donahue**  
Survey Account Manager



**Jordan Gagnon**  
Survey Project Manager



**Andrew Guigno**  
Survey Operations  
Manager



**Benji Sheiffer**  
Survey Account Manager



**Rhonda Snyder**  
Senior Survey  
Account 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:

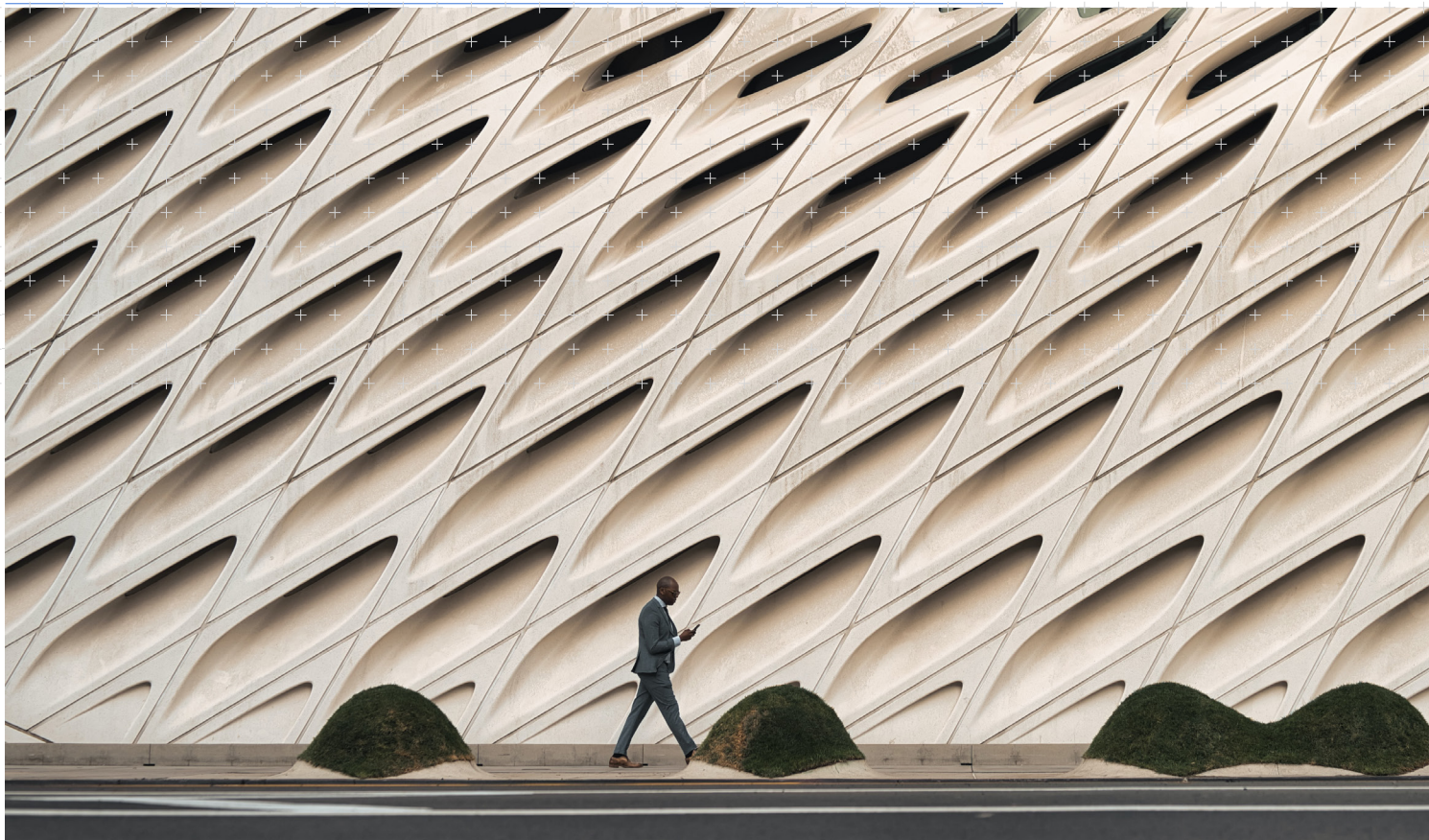
- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

### 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 banks, 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 four institutions matching.
- + No institution's data will represent more than a 25% weighting for any job.



[pearlmeyer.com](https://www.pearlmeyer.com) 

## 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.

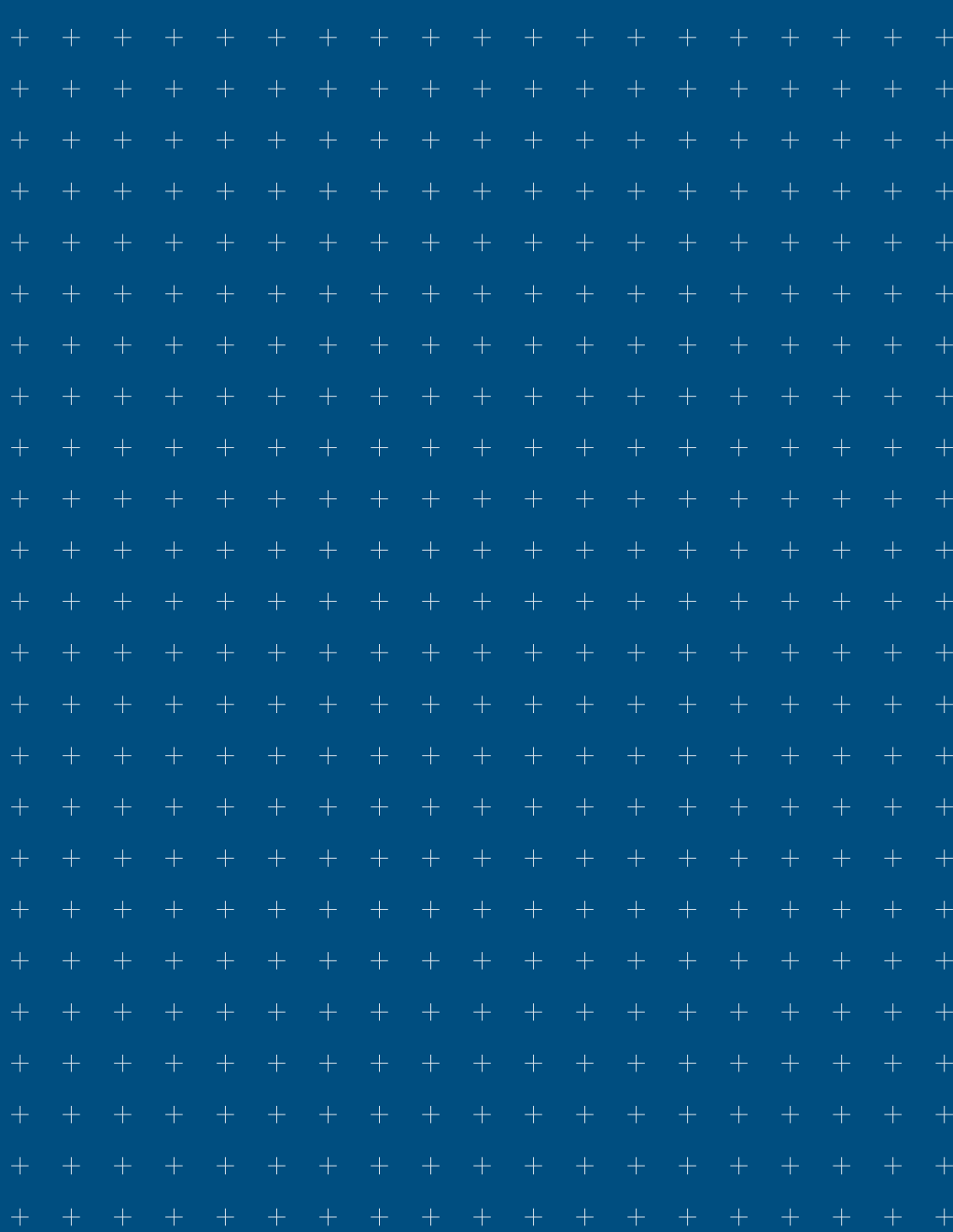
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## About Pearl Meyer's Credit Union Compensation Consulting

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](http://www.pearlmeyer.com) or  
contact us at (212) 644-2300.

# Pearl Meyer

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