



Pearl Meyer

**2025
Northeast Banking
Compensation Survey**

The Northeast Banking Compensation Survey can help you attract and retain top talent.



Pearl Meyer's Northeast Banking Compensation Survey

The Northeast Banking Compensation Survey, was created exclusively for banks in Maine, New Hampshire, Massachusetts, Rhode Island, New York, Connecticut and Vermont who were looking for the most up-to-date and accurate compensation data for this specific region. The report provides you with the most relevant benchmarking data to ensure your compensation mix is competitive enough to attract and retain the best talent.



Comprehensive

- + 300+ Positions
- + 36,00+ Employees
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 177 Institutions
- + \$125M – \$21.2B in assets
- + Rigorous quality assurance process



Customized

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



Cost-effective

- + Free Participation
- + Participants save over 50% off the survey report purchase price

The Northeast Banking 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.



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 Clerk
 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/Clerk
 Training Officer

Training Specialist
 Marketing Manager
 Product Manager
 Digital Channels Product Manager
 Market Researcher
 Data Analyst/Specialist
 Marketing Specialist/Coordinator
 Social Media Specialist
 Purchasing Manager
 Purchasing Assistant/Clerk
 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
 Compliance Specialist
 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
 Acctg/Bookkeeping Clerk II
 Acctg/Bookkeeping Clerk I
 Bookkeeping Generalist

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

Operations

Head of Operations
 Head of Cash Management / Treasury Management
 Head of Digital/Electronic Banking
 Operations/Services Manager - Centralized
 Group Operations Manager



Job Positions (contd.)

Operations (contd.)

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/Clerk
 Digital/Electronic Banking Officer
 Digital/Electronic Banking Specialist
 ATM Supervisor
 ATM Coordinator/Clerk
 Document Imaging Coordinator
 Image Processor
 Proof Operator
 Wire Transfer Clerk
 Mail Clerk/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
 Indirect Lending Officer

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 Clerk
 Loan Servicing Officer
 Loan Servicing Supervisor
 Loan Servicing Clerk
 Lending Sales Manager (Business
 Development/non-commissioned)
 Business Development Officer
 Loan Review Officer
 Loan Review Administrator



Job Positions (contd.)

Lending (cont'd)

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
Investor Reporting Specialist
Trade Finance Manager
Trade Finance Assistant
Collateral Valuation Specialist

Technology

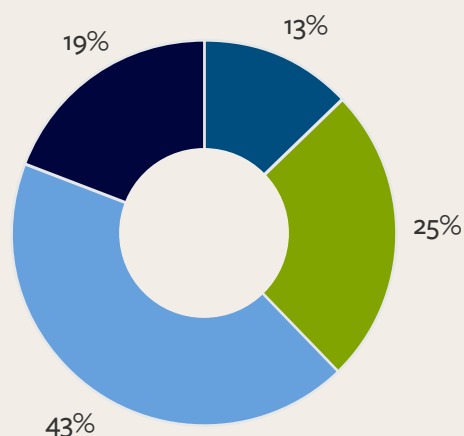
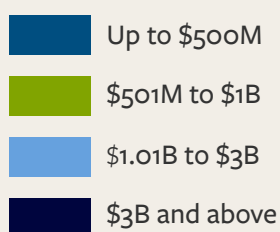
MIS Manager
Systems Officer
Sr. IT Manager
IT Manager
Information Security Administrator
Applications Programmer/Analyst
Database Analysis
Technical Program/Project Management
Core System Manager
Sr. Technology Generalist
Technology Generalist
Network Manager
Network Specialist
Information Technology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

Online/Mobile Banking Manager
Digital Marketing Manager
Help Desk Specialist
Computer Operator

Credible

Join 177 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent both mutual and private banks and credit unions across Maine, New Hampshire, Vermont, Rhode Island, Massachusetts, Connecticut, and New York.

Participant Demographics by Asset Size



2024 List of Participants (alphabetical order)

- | | | |
|-----------------------------|-----------------------------------|----------------------------------|
| Abington Bank | Bristol County Savings Bank | Dedham Institution for Savings |
| Adams Community Bank | Broadview Federal Credit Union | Dime Bank |
| Adirondack Bank | Brookline Bancorp | Dime Community Bank |
| Alden State Bank | Cambridge Savings Bank | Eagle Bank |
| Androscoggin Bank | Camden National Corporation | East Cambridge Savings Bank |
| Arrow Financial Corporation | Canandaigua National Bank & Trust | Eastern Bank |
| Athol Savings Bank | Cape Ann Savings Bank | Eastern Connecticut Savings Bank |
| Avidia Bank | Cape Cod 5 | Empire State Bank |
| Bangor Savings Bank | Central One Federal Credit Union | Fairfield County Bank |
| Bank of Burlington | Centreville Bank | Fidelity Bank (MA) |
| Bank of Canton | Chelsea Groton Bank | Fieldpoint Private |
| Bank of New Hampshire | Claremont Savings Bank | First County Bank |
| bankESB | Clinton Savings Bank | First IC Bank |
| BankFive | Coastal Heritage Bank | First National Bank (ME) |
| BankGloucester | Coastal Credit Union | Florence Bank |
| BankNewport | Columbia Bank (NJ) | Franklin Savings Bank (ME) |
| BankProv | Community National Bank (VT) | Franklin Savings Bank (NH) |
| Bar Harbor Bank & Trust | Connecticut Community Bank, N.A. | GFA Federal Credit Union |
| Bath Savings Institution | Cornerstone Bank (MA) | Gorham Savings Bank |
| BayCoast Bank | Country Bank for Savings | Greenfield Cooperative Bank |
| Bluestone Bank | Dean Bank | Greenfield Savings Bank |

2024 List of Participants (cont'd)

Greenwood Credit Union	Needham Bank	The Cooperative Bank of Cape Cod
Greylock Federal Credit Union	New Valley Bank & Trust	The First Bank of Greenwich
GSB	Newburyport Bank	The Lyons National Bank
Hanscom Federal Credit Union	Newtown Savings Bank	The Pittsfield Cooperative Bank
HarborOne Bank	North Brookfield Savings Bank	The Savings Bank (MA)
Haverhill Bank	North Country Savings Bank	The Village Bank
Hometown Bank	North Easton Savings Bank	The Washington Trust Company
Institution for Savings	North Shore Bank	Thomaston Savings Bank
Ion Bank	Northern Bank	Tioga State Bank
Jeanne D'Arc Credit Union	Northfield Savings Bank	Torrington Savings Bank
Jeff Bank	Northwest Bancshares, Inc.	Union Bank
Jewett City Savings Bank	Northwest Community Bank	Union Savings Bank
Katahdin Trust Company	Norway Savings Bank	United Nations Federal Credit Union
Kearny Bank	OceanFirst Bank	USALLIANCE Federal Credit Union
Kennebec Savings Bank	OneLocal Bank	Wakefield Co-operative Bank
Kennebunk Savings Bank	Orange Bank & Trust Company	Walpole Co-operative Bank
Leader Bank, N.A.	Partners Bank	Washington Savings Bank
Ledyard National Bank	Passumpsic Bank	Watertown Savings Bank
Lee Bank	Pathfinder Bank	Webster First Federal Credit Union
Leominster Credit Union	Patriot Bank, N.A.	Webster Five Cents Savings Bank
Lowell Five	Pentucket Bank	Wells River Savings Bank
Machias Savings Bank	PeoplesBank	Westfield Bank (MA)
Main Street Bank (MA)	Piscataqua Savings Bank	Winchester Co-operative Bank
Maine Community Bank	Ponce Bank	Winchester Savings Bank
Marblehead Bank	Reading Cooperative Bank	Windsor Federal Bank
Martha's Vineyard Bank	Rockland Trust Company	Winter Hill Bank, FSB
Mascoma Bank	Rollstone Bank & Trust	Woodsville Guaranty Savings Bank
Mechanics Cooperative Bank (MA)	Saco & Biddeford Savings Institution	Workers' Credit Union
Merrimack Valley Credit Union	Salem Co-operative Bank	
Metro City Bank	Salem Five Bank	
Metro Credit Union	Savers Bank	
Middlesex Savings Bank	Savings Bank of Danbury	
Milford Federal Bank	Seamen's Bank	
Millbury National Bank	Sharon & Crescent United Credit Union	
MIT Federal Credit Union	Skowhegan Savings Bank	
Monson Savings Bank	Solvay Bank	
MountainOne Bank	South Shore Bank	
National Bank of Middlebury	St. Mary's Credit Union	
National Grand Bank	Stafford Savings Bank	
National Iron Bank	StonehamBank	
Naveo Credit Union	Sugar River Bank	
Navigant Credit Union	The Adirondack Trust Company	
NBT Bank, N.A.	The Cooperative Bank	

If you are a community bank or credit union we strongly encourage your participation to increase the depth of the survey data while providing you with key insights into compensation trends in your region.



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.

Variables	Excel	PDF & Excel	Variables	Excel	PDF & Excel
Number of Institutions		✓	Average Award Excl \$0 Awards		✓ (% ^{ble} in Excel)
Total Number of Incumbents		✓	Average STI Excl \$0 Awards as % of Base		✓ (% ^{ble} in Excel)
Average Asset Size		✓	Target Bonus Award, % Base		✓ (% ^{ble} in Excel)
Median Asset Size		✓	Number of Incumbents Reporting Target		✓
Closeness of Match		✓	Average Total Target Cash Compensation	✓	
Base Salary:			Total Cash Compensation:		✓ (90 th is in Excel only)
Average Salary Range Min/Mid/Max		✓	Average Total Cash Compensation (25 th , 50 th , 75 th , and 90 th Percentiles)		
Hourly Average Salary Range Min/Mid/Max	✓		Long-Term Incentives:		
Number of Incumbents Non Bonus Eligible	✓		Percent Eligible for LTI		✓
Average Base Salary Non Bonus Eligible	✓		Percent Receiving LTI		✓
Hourly Average Base Salary Non Bonus Eligible	✓		LTI Award Value All Forms Incl 0	✓	
Number of Incumbents Bonus Eligible	✓		LTI Award Value All Forms Excl 0	✓ (% ^{ble} in Excel)	
Average Base Salary Bonus Eligible	✓		LTI Value as % of Base Excl 0	✓	
Hourly Average Base Salary Bonus Eligible	✓		Option Value Excl 0	✓	
Number of Incumbents Public Institutions		✓	RS Value Excl 0	✓	
Average Base Salary Public Institutions		✓	All Other Value Excl 0	✓	
Hourly Average Base Salary Public Institutions	✓		Total Compensation:		
Number of Incumbents Private Institutions		✓	Total Target Compensation	✓ (% ^{ble} in Excel)	
Average Base Salary Private Institutions		✓	Total Direct Compensation	✓ (% ^{ble} in Excel)	
Hourly Average Base Salary Private Institutions	✓		Rewards:		
Average Base Salary All Incumbents (25 th , 50 th , 75 th , and 90 th Percentiles)		✓ (90 th is in Excel only)	Stock Options (ISO and NQSO)	✓	
Hourly Average Base Salary All Incumbents (25 th , 50 th , 75 th , and 90 th Percentiles)	✓		Stock Appreciation Rights (SARS)	✓	
Short-Term Incentives:			Restricted Stock Plan	✓	
Percent Eligible for STI		✓	Phantom Synthetic Stock Plan	✓	
Percent Receiving STI		✓	Cash	✓	
			Other Long Term Incentives	✓	

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.

Survey Dates

Data Effective Date: 4/1/2025

Submission Due Date: 5/23/2025

Survey Results Published: Week of 8/11/2025

Contact Us

To learn more about our Virginia Banking Compensation Survey or to participate, please contact the 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
jordan.gagnon@pearlmeyer.com

By phone:

ask for the survey group from our general number 508-460-9600 or call Jordan Gagnon, Banking Survey Project Manager, at 508-630-1501



Rebecca Toman
 Vice President,
 Survey Business Unit



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 Associate Account
 Manager



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 Senior Survey
 Account Manager



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 Survey Account Manager



Jordan Gagnon
 Survey Project Manager



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 Survey Operations
 Manager



Alexander Pasternack
 Associate Account
 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 institutions data will represent more than a 25% weighting for any job.

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

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.

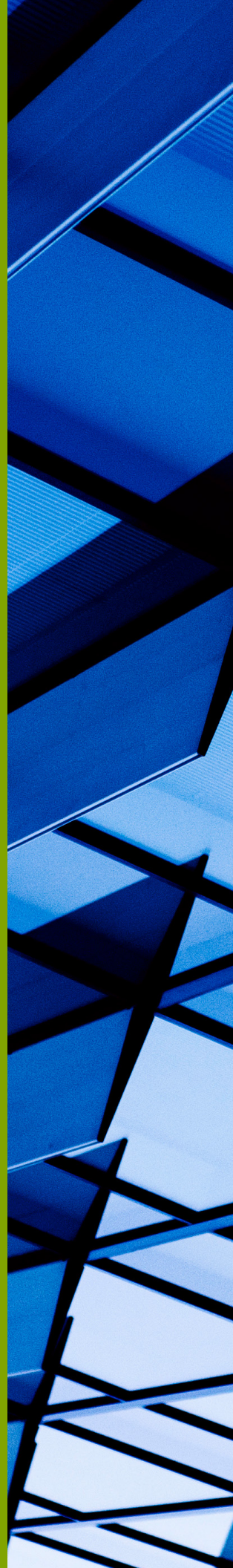
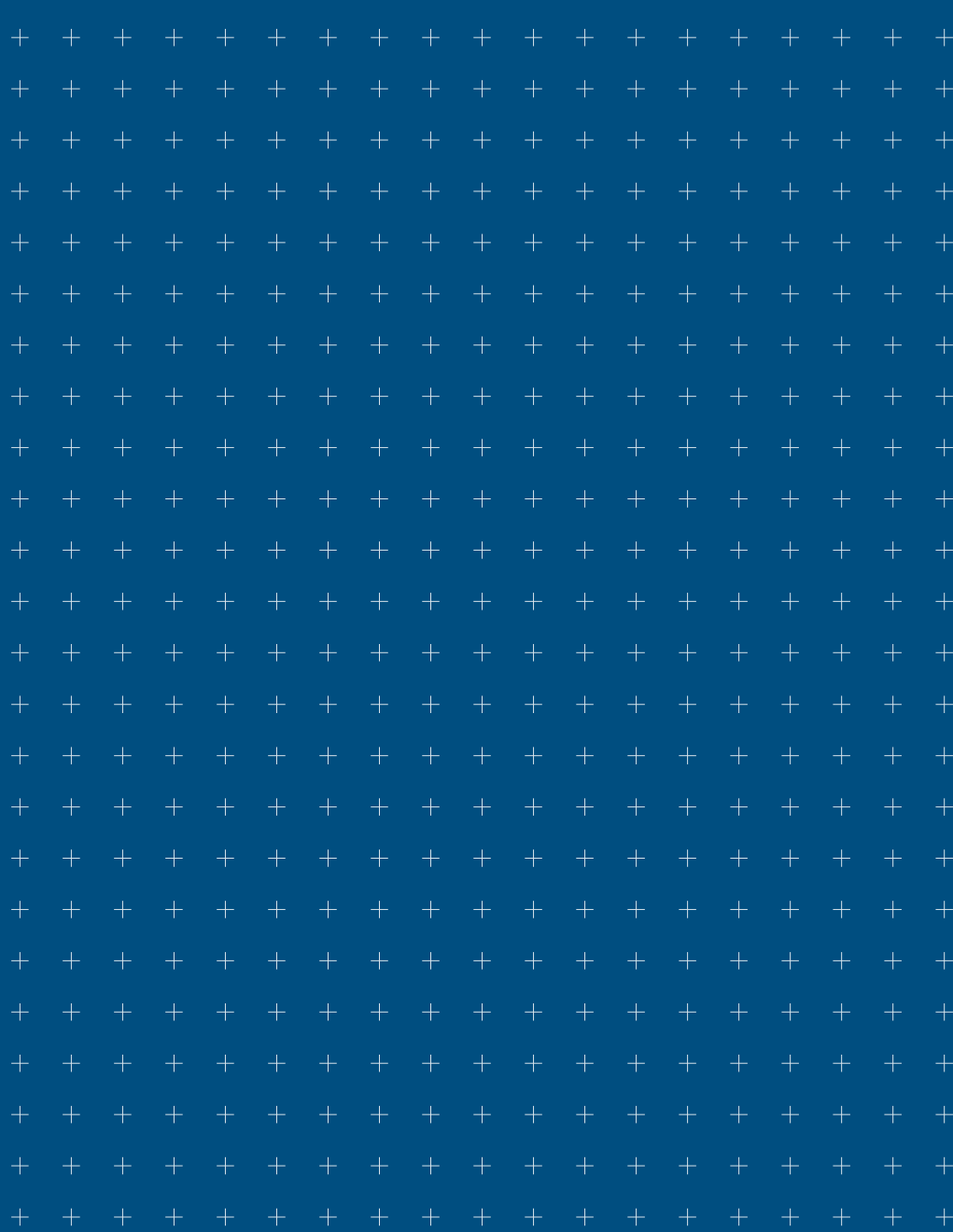
About Pearl Meyer's Banking Compensation Consulting

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, MA, RI, CT, ME, VT, NH, and NY), and a regional report for the Northern New England (that includes NH, ME, VT), the Banks of the Carolinas, and the South Atlantic Region (that includes AL, VA, NC, SC, GA, and FL).
 - + **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.

Pearl Meyer

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