

# 2022 Headcount Audit



BalancedComp is proud to provide this information on average headcount per department comparing credit unions and banks, as it cannot be found anywhere else. This data is based on our client database of over 50,000 employee records. It may vary from organization to organization based on their key strategies.

## Number of Employees

	\$50M-\$100M		\$100M-\$200M		\$200M-\$400M		\$400M-\$600M		\$600M-\$1B		\$1B-\$2B		\$2B-\$4B		\$4b+	
	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank
Accounting	2.00	–	3.20	1.50	4.70	2.50	5.43	2.89	7.11	5.63	7.78	6.53	10.23	10.83	16.33	13.00
IT	0.42	–	1.40	–	3.70	2.30	5.90	2.56	8.68	6.88	15.72	8.59	24.85	16.00	24.50	32.00
HR	0.17	–	0.64	–	1.73	1.00	2.47	1.67	3.05	2.69	4.06	3.82	6.15	7.33	10.67	9.33
Training	0.17	–	0.16	–	0.82	0.20	1.43	0.33	2.14	0.75	3.84	0.88	5.31	4.00	7.67	4.67
Marketing	0.67	–	0.88	1.00	2.11	0.50	2.87	1.33	3.78	2.56	7.28	2.47	10.31	5.83	17.67	10.67
Risk	0.58	–	0.80	–	1.95	2.20	2.90	3.22	5.22	6.75	7.84	9.29	10.77	19.17	26.33	22.33
ML	0.08	–	0.76	1.00	1.50	2.10	2.47	2.11	3.38	4.00	4.88	3.41	8.15	7.33	17.67	17.33
CLO	–	–	0.08	1.50	0.32	4.30	0.50	4.78	0.89	5.50	1.69	9.41	2.69	20.83	11.67	24.33

## Headcount Audit (Credit Unions)

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4b+
Avg # of Employees	21	40	75	107	159	254	392	748
Avg # Supervisors	4	9	17	25	33	50	67	87
Avg Non-Exempt %	71.84%	69.30%	68.42%	66.85%	67.28%	68.33%	73.17%	72.49%
Avg Exempt %	16.73%	21.94%	24.39%	26.82%	27.75%	28.37%	24.66%	33.42%
Avg Executive %	11.43%	8.76%	7.20%	6.33%	4.97%	3.30%	2.17%	1.74%
Avg # of direct reports to CEO	4	7	7	6	8	7	7	10

## Headcount Audit (Banks)

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4b+
Avg # of Employees	—	20	54	86	154	220	389	782
Avg # Supervisors	—	4	12	21	37	46	82	149
Avg Non-Exempt %	—	55.00%	62.96%	59.25%	63.17%	54.93%	59.84%	63.17%
Avg Exempt %	—	25.00%	27.19%	33.51%	31.08%	39.93%	37.80%	35.17%
Avg Executive %	—	20.00%	9.85%	7.24%	5.75%	5.14%	2.36%	1.66%
Avg # of direct reports to CEO	—	5	6	8	9	8	13	8