

Credit Union Incentive Pay



2023 | All Asset Sizes

Exempt

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
Accounting Manager	7.14%	7.02%	6.79%	6.88%	6.11%	5.98%	5.73%	5.92%	5.43%	5.37%	5.14%	4.82%	6.03%
Branch Manager I	8.19%	7.62%	7.93%	7.10%	7.04%	6.62%	6.85%	6.65%	6.97%	6.97%	5.74%	5.66%	6.95%
Branch Manager II	9.16%	8.61%	8.83%	8.33%	7.71%	7.21%	7.33%	7.21%	6.84%	6.47%	5.89%	5.98%	7.46%
Call Center Manager	9.16%	9.38%	7.84%	7.52%	8.06%	7.74%	6.41%	6.25%	6.01%	5.73%	5.61%	5.22%	7.08%
Collections Manager	10.43%	10.19%	9.57%	9.37%	7.94%	7.81%	7.14%	7.10%	6.44%	6.34%	6.13%	6.25%	7.89%
Commercial Loan Manager	26.50%	24.19%	24.99%	24.20%	17.20%	16.14%	16.93%	16.31%	13.32%	13.02%	12.96%	12.36%	18.18%
Commercial Loan Officer I	12.67%	12.12%	11.69%	11.29%	10.59%	9.89%	8.74%	8.50%	8.01%	7.78%	6.97%	6.82%	9.59%
Commercial Loan Officer II	15.40%	14.63%	14.49%	14.79%	13.37%	12.90%	12.81%	12.69%	12.43%	12.86%	12.23%	12.05%	13.39%
Compliance Manager	8.49%	8.47%	8.07%	7.87%	7.13%	6.85%	6.49%	6.38%	5.74%	5.67%	3.59%	3.47%	6.52%
Compliance Officer	7.81%	7.46%	6.53%	6.25%	5.58%	5.06%	5.13%	5.03%	5.06%	4.98%	4.95%	4.94%	5.73%

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
Controller	16.13%	16.16%	11.87%	11.77%	9.42%	8.89%	7.91%	7.97%	7.23%	7.16%	6.86%	6.76%	9.84%
Credit Analyst	6.93%	6.23%	6.06%	5.79%	5.92%	5.59%	6.20%	6.02%	6.00%	6.56%	5.40%	5.96%	6.06%
Credit Manager	14.13%	14.13%	12.03%	11.78%	8.48%	8.39%	8.26%	8.36%	8.56%	8.67%	6.62%	6.43%	9.65%
HR Manager	10.37%	9.54%	8.67%	8.15%	7.73%	7.09%	7.06%	6.51%	5.98%	5.78%	5.91%	5.79%	7.38%
Internal Auditor	6.37%	6.12%	5.98%	5.65%	5.03%	4.85%	4.58%	4.59%	4.55%	4.43%	4.59%	4.65%	5.12%
IT Director	12.69%	12.39%	10.71%	10.27%	10.47%	10.25%	9.73%	9.34%	8.52%	7.69%	9.02%	9.41%	10.04%
Marketing Manager	9.71%	8.95%	8.09%	7.42%	7.76%	7.00%	7.79%	7.03%	7.85%	7.02%	5.55%	5.79%	7.50%
Regional Branch Manager	11.56%	11.35%	10.91%	10.94%	9.38%	9.25%	8.88%	8.41%	8.48%	7.98%	7.55%	7.11%	9.32%
Training Manager	10.16%	10.11%	8.01%	8.00%	5.98%	5.69%	5.79%	5.49%	5.73%	5.29%	5.23%	5.27%	6.73%
VP Consumer Lending	11.63%	11.92%	10.51%	9.93%	10.15%	9.35%	9.31%	8.44%	8.13%	7.52%	7.47%	7.35%	9.31%
Average Exempt	10.00%	9.74%	8.73%	8.41%	7.64%	7.27%	7.09%	6.86%	6.68%	6.45%	5.96%	5.93%	7.56%

Non-Exempt

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
Assistant Branch Manager I	6.75%	6.58%	6.79%	6.62%	6.12%	6.61%	6.07%	6.32%	5.86%	6.01%	5.03%	5.18%	6.13%
Call Center Rep	6.86%	6.32%	7.93%	5.95%	5.00%	4.48%	4.93%	4.50%	4.95%	4.76%	4.85%	4.76%	5.27%
Collector	8.78%	8.30%	8.83%	7.31%	6.95%	7.38%	6.49%	6.63%	5.56%	5.89%	5.14%	5.23%	6.77%
Compliance Specialist	6.69%	6.36%	7.84%	5.93%	5.49%	4.91%	5.02%	4.93%	4.99%	5.21%	4.86%	4.51%	5.42%
Consumer Loan Officer	11.44%	10.85%	9.57%	10.14%	9.50%	9.51%	7.29%	7.31%	7.02%	7.26%	6.96%	7.13%	8.77%
Consumer Loan Processor	6.67%	6.91%	24.99%	6.29%	6.14%	6.47%	5.46%	5.15%	4.04%	4.12%	3.96%	3.93%	5.47%
CSR	7.06%	6.75%	11.69%	5.91%	5.68%	5.16%	5.09%	4.93%	4.99%	4.87%	4.14%	4.68%	5.49%
Executive Secretary	7.70%	7.86%	14.49%	6.82%	6.06%	6.59%	5.21%	5.48%	5.19%	5.24%	4.74%	4.42%	6.02%
Head Teller	5.96%	5.83%	8.07%	5.49%	5.31%	5.16%	4.82%	4.51%	4.52%	4.52%	4.51%	4.53%	5.05%
Help Desk Specialist	6.93%	6.92%	6.53%	6.78%	5.35%	5.31%	5.34%	5.29%	—	—	—	—	6.05%

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
HR Generalist	6.86%	6.52%	6.66%	6.14%	5.43%	5.31%	5.39%	5.19%	5.13%	4.98%	3.76%	3.75%	5.43%
Marketing Specialist	6.71%	6.72%	6.51%	6.72%	6.19%	6.57%	5.81%	6.27%	5.30%	5.24%	5.84%	5.66%	6.13%
Mortgage Loan Officer (Mostly Commissioned)	433.94%	431.42%	400.15%	400.15%	180.20%	180.20%	146.49%	146.49%	112.78%	112.78%	—	—	254.46%
Mortgage Loan Officer (Mostly Salary)	31.98%	31.79%	38.59%	37.71%	29.77%	29.99%	30.39%	30.30%	35.19%	35.15%	26.97%	26.85%	32.06%
Mortgage Loan Processor	7.95%	7.04%	7.58%	7.48%	6.95%	7.56%	6.30%	6.13%	6.42%	6.25%	5.12%	5.00%	6.65%
Mortgage Underwriter	7.82%	7.95%	7.58%	7.39%	6.98%	6.59%	5.95%	5.57%	4.77%	4.16%	4.96%	4.85%	6.21%
Network Administrator (Network Mgr)	6.66%	6.31%	6.07%	6.10%	5.15%	5.36%	4.52%	4.53%	4.48%	4.47%	4.52%	4.98%	5.26%
Systems Admin	6.98%	6.73%	6.69%	6.26%	—	—	—	—	—	—	—	—	6.67%
Teller	4.65%	4.93%	4.64%	4.60%	4.28%	4.42%	4.00%	4.44%	3.73%	4.06%	3.54%	3.24%	4.21%
Trainer	6.46%	6.28%	6.11%	5.92%	4.85%	4.93%	5.05%	4.81%	5.06%	4.36%	4.20%	4.08%	5.18%
Universal Banker	6.85%	6.72%	6.55%	6.78%	5.63%	6.15%	5.00%	5.02%	4.51%	4.62%	4.54%	4.48%	5.57%
Average Non-Exempt	7.15%	6.94%	6.70%	6.56%	5.95%	6.03%	5.43%	5.39%	5.09%	5.06%	4.75%	4.73%	5.88%

C-Suite Executive

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
CEO	29.59%	27.29%	27.29%	25.04%	18.58%	17.10%	15.43%	15.27%	13.76%	12.67%	12.37%	12.27%	18.77%
Chief Financial Officer	23.95%	24.30%	24.30%	18.14%	13.85%	13.12%	12.13%	11.58%	8.77%	8.71%	8.05%	7.86%	14.07%
Chief Operations Officer	24.03%	24.25%	24.25%	18.06%	12.56%	12.96%	11.83%	11.29%	10.10%	9.75%	8.36%	7.94%	14.10%
Head of Lending	24.53%	22.86%	22.86%	16.19%	13.58%	13.10%	12.02%	11.29%	10.48%	10.07%	9.06%	8.59%	14.00%
Average C-Suite Executive	24.17%	23.80%	23.80%	17.46%	13.33%	13.06%	11.99%	11.39%	9.78%	9.51%	8.49%	8.13%	14.06%

Executive

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
Head of HR	21.38%	21.51%	14.56%	15.25%	12.14%	12.26%	11.28%	11.17%	8.62%	8.64%	6.83%	6.82%	12.54%
Head of IT	20.37%	20.26%	15.40%	15.34%	10.67%	10.50%	10.41%	10.22%	10.26%	10.21%	7.17%	7.19%	12.33%
Reg. Lending President	28.94%	22.82%	22.34%	20.30%	19.99%	18.92%	18.92%	18.19%	15.81%	15.89%	13.70%	13.61%	19.12%
Top Marketing Officer	23.58%	23.25%	15.42%	14.86%	10.72%	10.29%	9.76%	9.09%	8.92%	8.50%	7.65%	7.01%	12.42%
VP of Branch Operations	14.34%	14.06%	14.39%	14.24%	11.59%	10.81%	10.90%	10.06%	9.58%	9.00%	8.62%	7.59%	11.27%
Average Executive	21.72%	20.38%	16.42%	16.00%	13.02%	12.56%	12.25%	11.75%	10.64%	10.45%	8.80%	8.44%	13.54%