

2023

# 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
<b>Accounting</b>	1.93	–	3.04	1.00	4.14	2.71	5.52	3.31	5.66	4.25	6.97	6.40	8.63	11.14	14.25	14.00
<b>Collections</b>	0.93	–	1.36	–	2.77	–	3.55	0.25	5.55	0.81	7.44	1.20	14.79	1.00	32.75	6.67
<b>Compliance, Audit &amp; Risk</b>	0.43	–	0.64	0.75	1.91	3.14	3.03	4.38	4.89	6.94	7.74	10.75	10.00	21.29	25.00	27.67
<b>HR</b>	0.14	–	0.68	0.25	1.58	1.29	2.52	1.69	3.13	2.75	4.90	3.80	6.05	7.14	14.50	9.00
<b>Training</b>	0.07	–	0.24	–	0.86	0.14	1.69	0.38	1.92	0.75	3.49	1.25	4.58	3.43	11.25	8.00
<b>IT</b>	0.64	–	1.36	0.50	3.40	2.57	5.72	2.92	8.37	5.75	13.79	8.35	25.11	20.00	35.67	38.00
<b>Marketing</b>	0.57	–	1.16	0.75	2.44	0.57	3.59	0.85	4.50	2.75	7.46	2.95	8.68	6.14	16.25	12.00
<b>Mortgage Loan Officers</b>	0.57	–	0.76	0.50	1.58	2.14	1.86	2.69	2.87	2.63	3.28	3.65	7.16	6.14	16.00	17.33
<b>Commercial Loan Officers</b>	–	–	0.12	1.75	0.35	4.86	0.72	5.85	0.74	5.00	0.90	8.50	2.58	17.71	10.25	31.33

## Credit Unions

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4b+
Avg # of Employees	20	38	72	110	161	233	365	805
Avg # Supervisors	4	10	16	26	34	46	65	147
Avg Non-Exempt %	68.09	67.80	68.88	67.34	67.61	66.12	70.94	72.01
Avg Exempt %	21.38	23.56	24.49	27.03	27.05	30.44	26.73	26.58
Avg Executive %	10.53	8.64	6.63	5.64	5.35	3.44	2.33	1.43
Avg # of direct reports to CEO	5	6	7	6	8	9	8	6

## Banks

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4b+
Avg # of Employees	–	22	64	93	152	214	367	823
Avg # Supervisors	–	6	14	23	38	46	75	135
Avg Non-Exempt %	–	49.28	62.09	59.12	60.15	58.25	57.04	65.79
Avg Exempt %	–	34.78	27.75	33.89	34.02	36.55	39.96	32.61
Avg Executive %	–	15.94	10.16	7.00	5.83	5.20	3.00	1.60
Avg # of direct reports to CEO	–	5	7	6	7	7	10	6