



2024 Credit Union Incentive Pay

All Asset Sizes

Exempt

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Accounting Manager	8.69%	8.65%	7.18%	7.37%	6.51%	6.56%	6.66%	6.16%	5.99%	5.95%	5.33%	5.50%	4.54%	4.49%	6.40%
Branch Manager I	8.63%	8.72%	8.68%	8.58%	8.20%	8.15%	7.82%	7.33%	7.33%	6.85%	7.00%	6.85%	6.11%	6.09%	7.60%
Branch Manager II	10.36%	10.37%	9.64%	9.62%	8.93%	8.88%	8.11%	8.24%	7.53%	7.63%	6.84%	6.87%	5.86%	5.87%	8.20%
Call Center Manager	8.61%	8.56%	8.42%	8.25%	7.74%	7.43%	7.34%	6.96%	6.11%	6.25%	5.16%	5.37%	5.14%	5.05%	6.88%
Collections Manager	11.40%	11.73%	10.17%	10.39%	9.33%	9.48%	8.49%	8.17%	7.69%	7.51%	6.89%	7.14%	6.73%	6.90%	8.72%
Commercial Loan Manager	24.68%	25.07%	24.34%	25.46%	23.24%	24.20%	18.35%	18.08%	16.57%	15.94%	13.57%	13.32%	12.52%	12.65%	19.14%
Commercial Loan Officer I	18.19%	17.24%	14.37%	12.40%	12.25%	11.50%	10.54%	10.39%	9.50%	8.91%	8.71%	8.01%	7.98%	7.60%	11.26%
Commercial Loan Officer II	17.39%	17.46%	15.76%	15.59%	14.48%	14.39%	13.58%	13.37%	13.75%	12.81%	13.03%	12.43%	11.09%	11.05%	14.01%
Compliance Manager	11.08%	11.15%	8.25%	8.48%	7.52%	7.97%	7.11%	6.99%	6.93%	6.59%	6.68%	6.48%	—	—	7.94%
Compliance Officer	10.00%	9.91%	7.85%	7.94%	6.71%	6.62%	5.84%	5.81%	5.57%	5.58%	5.39%	5.05%	5.02%	5.00%	6.59%

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Consumer Loan Manager	12.00%	11.57%	10.71%	10.67%	9.98%	9.93%	9.69%	9.43%	8.97%	8.95%	8.20%	8.03%	7.44%	7.57%	9.51%
Controller	18.24%	17.81%	15.44%	15.33%	11.55%	11.04%	8.52%	8.40%	7.70%	7.80%	6.92%	7.19%	6.60%	6.74%	10.66%
Credit Analyst	7.90%	8.31%	6.53%	6.59%	6.65%	6.06%	5.49%	5.60%	5.47%	5.55%	5.60%	5.76%	5.42%	5.60%	6.18%
Credit Manager	15.92%	16.67%	13.60%	13.96%	11.36%	12.04%	9.60%	9.44%	8.90%	8.31%	7.17%	7.22%	6.52%	6.52%	10.52%
HR Manager	10.64%	9.42%	9.68%	9.31%	8.01%	7.63%	6.28%	6.02%	5.86%	5.97%	5.37%	5.78%	5.22%	5.79%	7.21%
Internal Auditor	6.11%	6.18%	5.67%	6.12%	5.63%	5.67%	4.85%	4.61%	4.73%	4.59%	4.67%	4.56%	4.22%	4.07%	5.12%
IT Director	11.14%	11.43%	10.86%	10.79%	9.03%	9.84%	8.12%	8.38%	7.44%	7.16%	6.16%	5.91%	5.78%	5.81%	8.42%
Marketing Manager	11.63%	11.57%	8.71%	8.98%	7.41%	7.14%	6.62%	6.71%	6.27%	6.27%	5.91%	5.83%	4.80%	4.59%	7.32%
Regional Branch Manager	12.17%	12.17%	11.37%	11.45%	10.48%	10.87%	10.44%	10.41%	9.31%	8.64%	9.10%	8.30%	6.43%	6.33%	9.82%
Training Manager	9.19%	9.15%	8.82%	8.48%	7.72%	7.63%	6.73%	7.07%	6.58%	6.79%	6.44%	6.52%	5.04%	5.25%	7.24%
Average Exempt	10.81%	10.79%	9.50%	9.55%	8.40%	8.41%	7.51%	7.40%	6.96%	6.85%	6.40%	6.37%	5.68%	5.73%	7.90%

Non-Exempt

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Assistant Branch Manager I	6.77%	7.47%	7.36%	7.27%	6.79%	6.86%	6.53%	6.56%	6.06%	6.20%	5.76%	5.93%	5.40%	5.17%	6.44%
Call Center Rep	6.34%	5.60%	5.94%	5.91%	5.42%	5.28%	4.65%	5.00%	4.36%	4.68%	4.11%	4.76%	4.14%	4.15%	5.02%
Collector	12.42%	12.72%	8.17%	8.54%	7.80%	7.73%	7.61%	7.17%	6.93%	6.59%	6.17%	6.27%	5.99%	6.27%	7.88%
Compliance Specialist	9.29%	9.53%	7.66%	7.51%	6.13%	5.93%	5.31%	5.16%	5.25%	5.17%	5.13%	5.02%	5.02%	4.89%	6.22%
Consumer Loan Officer	11.37%	11.16%	10.92%	10.96%	10.78%	10.48%	9.91%	9.51%	7.92%	7.62%	7.60%	7.61%	7.05%	7.13%	9.29%
Consumer Loan Processor	7.10%	7.62%	7.14%	7.14%	6.64%	6.44%	6.44%	6.44%	5.43%	5.30%	4.52%	4.51%	4.12%	4.24%	5.93%
CSR I/MSR I	7.07%	7.07%	7.17%	6.88%	6.29%	6.54%	5.49%	5.61%	5.22%	5.01%	5.03%	4.93%	4.68%	4.41%	5.81%
Executive Secretary	6.73%	6.73%	6.87%	6.80%	6.63%	6.80%	6.06%	6.12%	5.72%	5.92%	5.63%	5.50%	4.95%	4.91%	6.10%
Head Teller	6.51%	6.59%	6.24%	6.15%	6.14%	5.94%	5.77%	5.35%	5.43%	5.27%	5.21%	5.00%	5.23%	5.08%	5.71%
Help Desk Specialist	5.80%	5.85%	6.09%	5.87%	5.47%	5.50%	4.67%	4.94%	4.08%	4.02%	3.95%	3.96%	3.53%	3.53%	4.80%

Position	\$4B-\$8B		\$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.	Avg.	Med.	
HR Generalist	6.17%	6.27%	6.36%	6.32%	6.25%	6.27%	5.64%	5.84%	5.06%	5.19%	4.44%	4.33%	3.88%	3.75%	5.41%
Marketing Specialist	6.63%	6.65%	6.47%	6.48%	6.07%	6.33%	5.97%	5.99%	5.83%	5.80%	5.35%	5.27%	5.22%	5.41%	5.96%
Mortgage Loan Officer (Mostly Commissioned)	298.04%	299.19%	298.04%	299.19%	281.78%	283.55%	163.51%	165.97%	147.76%	146.49%	136.53%	141.23%	—	—	221.77%
Mortgage Loan Officer (Mostly Salary)	40.98%	40.99%	36.97%	37.04%	36.06%	37.17%	29.64%	29.88%	26.71%	27.34%	24.88%	26.36%	21.83%	21.19%	31.22%
Mortgage Loan Processor	8.81%	9.08%	7.81%	7.96%	7.69%	7.53%	7.60%	7.49%	7.25%	7.32%	7.29%	7.32%	6.25%	6.22%	7.54%
Mortgage Underwriter	9.78%	9.78%	8.05%	8.05%	7.06%	7.04%	6.71%	6.64%	5.97%	6.06%	5.10%	5.22%	4.92%	4.92%	6.81%
Network Administrator (Network Mgr)	6.83%	6.93%	5.69%	5.55%	5.26%	5.54%	5.28%	5.25%	4.56%	4.52%	4.14%	4.03%	4.03%	4.03%	5.12%
Systems Administrator	5.92%	6.22%	6.22%	6.21%	6.15%	6.21%	5.28%	5.53%	5.34%	5.52%	4.98%	5.52%	4.34%	4.34%	5.55%
Teller	4.99%	4.84%	4.94%	4.84%	4.44%	4.49%	4.17%	4.31%	4.09%	4.17%	3.94%	3.78%	3.31%	3.24%	4.25%
Trainer	6.36%	6.27%	6.16%	6.00%	5.48%	5.46%	5.08%	4.89%	4.74%	4.73%	4.33%	4.35%	3.49%	3.70%	5.07%
Universal Banker	7.78%	7.50%	7.05%	6.95%	6.55%	6.71%	6.35%	6.43%	6.14%	6.36%	6.02%	6.36%	5.25%	5.14%	6.47%
Average Non-Exempt	7.51%	7.57%	6.96%	6.91%	6.48%	6.48%	6.03%	6.01%	5.55%	5.55%	5.19%	5.25%	4.78%	4.76%	6.07%

C-Suite Executive

Position	\$4B-\$8B		\$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.	Avg.	Med.	
CEO	36.16%	36.27%	27.04%	27.00%	22.82%	22.52%	17.54%	17.12%	15.15%	15.35%	13.56%	13.38%	11.60%	11.71%	20.52%
Chief Financial Officer	26.24%	26.34%	21.32%	21.94%	16.98%	17.15%	12.93%	13.12%	11.55%	11.58%	9.53%	9.28%	8.05%	8.05%	15.29%
Chief Lending Officer	25.19%	24.64%	20.67%	20.57%	15.86%	15.56%	13.47%	13.17%	11.30%	11.51%	10.00%	10.07%	9.69%	9.37%	15.08%
Chief Operating Officer	23.56%	23.93%	22.20%	22.36%	18.32%	18.27%	13.88%	13.56%	12.65%	12.62%	11.02%	11.64%	9.62%	9.01%	15.90%
Average C-Suite Executive	25.00%	24.97%	21.39%	21.62%	17.05%	16.99%	13.43%	13.28%	11.84%	11.90%	10.18%	10.33%	9.12%	8.81%	15.42%

Executive

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Head of HR	21.85%	22.17%	20.10%	20.75%	14.68%	14.90%	11.97%	12.27%	10.98%	11.06%	9.59%	9.37%	6.65%	6.91%	13.80%
Head of IT	27.45%	26.20%	21.11%	20.37%	15.92%	15.35%	12.70%	12.54%	10.72%	10.30%	10.41%	10.07%	8.92%	8.35%	15.03%
Head of Marketing	22.70%	21.95%	20.27%	20.73%	14.41%	14.02%	12.38%	12.67%	10.24%	9.70%	9.59%	9.41%	8.76%	9.20%	14.00%
Reg. Lending President (Market President)	26.15%	24.34%	22.87%	22.35%	19.49%	19.91%	19.15%	19.69%	16.61%	17.74%	13.78%	14.80%	13.25%	13.66%	18.84%
VP of Branch Operations	14.30%	14.00%	13.45%	14.06%	12.95%	13.07%	11.88%	11.39%	10.19%	10.76%	9.31%	9.29%	6.83%	6.85%	11.31%
Average Executive	22.49%	21.73%	19.56%	19.65%	15.49%	15.45%	13.62%	13.71%	11.75%	11.91%	10.53%	10.59%	8.88%	8.99%	14.60%