

2024 Headcount Audit



BalancedComp proudly presents exclusive data comparing average departmental headcounts in credit unions and banks, drawn from our client database of over 50,000 employee records. Note that this data excludes organizations with zero employees in a department from the departmental average calculation.

Number of Employees

	\$50M-\$100M		\$100M-\$200M		\$200M-\$400M		\$400M-\$600M		\$600M-\$1B		\$1B-\$2B		\$2B-\$4B		\$4B-\$8B	
	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank	CU	Bank
Accounting & Finance	2.25	–	3.50	1.33	5.11	3.00	6.38	3.86	8.49	5.50	10.26	7.00	14.42	10.13	15.50	13.40
Branch Ops and Retail	7.15	–	15.75	7.00	29.97	19.80	41.29	31.77	58.80	42.22	76.45	68.23	121.84	122.63	217.75	221.75
Call Center	–	–	4.47	–	5.36	–	10.19	4.75	13.79	4.30	21.88	6.00	33.05	18.40	92.75	25.25
Collections	1.63	–	2.05	–	3.30	–	4.79	1.00	6.61	1.75	9.33	3.11	14.94	1.00	43.33	6.00
Compliance, Audit & Risk	1.00	–	1.47	2.00	1.97	3.40	3.47	3.93	5.77	5.59	9.13	8.95	11.89	19.63	19.25	26.00
HR	1.00	–	1.10	–	1.61	1.25	2.81	1.86	3.16	2.44	5.45	3.59	7.16	5.71	10.00	9.20
Training	–	–	1.13	–	1.50	1.00	1.65	1.33	2.42	1.63	3.91	1.44	4.67	2.60	10.75	4.40
IT	1.67	–	1.96	–	3.81	2.40	6.16	3.45	8.53	4.94	15.08	8.35	25.58	16.75	42.00	26.40
Marketing	1.14	–	1.48	1.00	2.32	1.50	3.23	1.36	4.37	2.19	7.05	3.10	10.05	6.13	13.00	9.20
Mortgage Loan Officers	1.33	–	1.38	2.00	2.04	2.33	1.90	3.73	3.53	3.64	3.40	4.20	7.13	7.00	20.75	10.25
Commercial Loan Officers	1.00	–	1.00	2.50	1.50	5.00	1.14	5.18	1.81	6.00	2.06	8.47	4.91	9.29	5.67	24.33

Credit Unions

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4B-\$8B
Avg # of Employees	18	38	72	103	158	232	365	529
Avg # Supervisors	4	9	16	24	34	47	67	86
Avg Non-Exempt %	64.43	67.19	68.03	66.85	66.74	64.83	64.51	70.10
Avg Exempt %	24.16	24.26	25.65	27.39	28.13	31.17	32.77	28.11
Avg Executive %	11.41	8.55	6.32	5.76	5.13	4.00	2.72	1.79
Avg # of direct reports to CEO	4	5	7	6	7	8	8	7

Banks

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4B-\$8B
Avg # of Employees	–	18	57	86	134	199	308	781
Avg # Supervisors	–	4	14	22	33	43	66	152
Avg Non-Exempt %	–	59.46	57.73	57.23	56.82	58.77	52.25	63.12
Avg Exempt %	–	27.03	32.36	35.92	36.31	35.92	44.39	35.68
Avg Executive %	–	13.51	9.91	6.85	6.87	5.31	3.35	1.20
Avg # of direct reports to CEO	–	4	7	6	8	8	9	12