

2025 Headcount Audit



BalancedComp proudly presents exclusive data comparing average departmental headcounts in credit unions and banks, drawn from our client database of over 60,000 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	2.33	–	3.58	1.75	5.03	3.00	5.74	3.89	7.45	5.05	9.35	6.71	11.91	10.09	18.75	11.50
Branch Ops and Retail	8.00	–	16.58	5.33	27.94	24.00	42.13	33.11	53.74	42.27	83.47	71.58	120.22	122.09	250.25	266.67
Call Center	–	–	3.94	–	6.11	8.00	9.55	4.29	12.79	5.18	22.76	6.27	31.70	17.00	89.50	22.60
Collections	1.63	–	1.83	–	3.52	–	4.83	1.00	5.74	1.33	9.78	2.50	15.18	3.00	40.00	6.00
Compliance, Audit & Risk	1.00	–	1.59	1.33	2.09	2.86	3.47	4.00	8.95	6.27	9.40	9.67	10.74	19.73	22.75	22.17
HR	2.00	–	1.24	–	1.74	1.33	2.39	1.59	3.27	2.73	5.34	3.79	6.43	5.91	12.50	8.50
Training	1.00	–	1.13	–	1.39	1.00	1.60	1.20	2.22	1.78	3.64	1.69	4.95	3.57	13.75	4.67
IT	1.86	–	2.00	2.00	3.94	2.86	5.74	3.19	8.86	5.00	15.65	8.83	29.35	17.00	49.75	27.83
Marketing	1.25	–	1.52	1.00	2.41	1.00	3.24	1.46	4.51	2.40	6.81	3.32	9.43	5.82	15.50	8.67
Mortgage Loan Officers	1.33	–	1.40	1.00	1.83	2.33	2.20	2.92	3.06	2.67	3.45	4.76	6.44	10.33	20.75	8.00
Commercial Loan Officers	1.00	–	1.00	2.33	1.43	3.67	1.89	4.36	2.30	5.56	2.17	8.50	5.07	11.11	7.00	27.00

Credit Unions

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4B-\$8B
Avg # of Employees	20	36	71	101	147	238	355	555
Avg # Supervisors	5	9	15	23	34	46	66	87
Avg Non-Exempt %	63.58	67.4	69.14	66.16	64.89	65.59	64.11	70.36
Avg Exempt %	25.17	23.26	24.23	27.87	29.99	30.26	32.79	27.57
Avg Executive %	11.26	9.34	6.63	5.97	5.11	4.15	3.1	2.07
Avg # of direct reports to CEO	4	6	7	6	7	8	8	9

Banks

	\$50M-\$100M	\$100M-\$200M	\$200M-\$400M	\$400M-\$600M	\$600M-\$1B	\$1B-\$2B	\$2B-\$4B	\$4B-\$8B
Avg # of Employees	–	23	52	84	131	202	316	673
Avg # Supervisors	–	3	11	19	31	43	67	126
Avg Non-Exempt %	–	60.00	56.29	59.48	58.85	58.92	51.84	62.68
Avg Exempt %	–	31.43	33.73	33.61	35.14	36.17	44.44	35.83
Avg Executive %	–	8.57	9.98	6.90	6.01	4.91	3.71	1.49
Avg # of direct reports to CEO	–	4	6	6	7	8	9	8