

2009 Community Bankers of Wisconsin Compensation Survey

Published: April 2009

Next Publication: April 2010

For pricing and further information contact either:

MRA – The Management Association
N19 W24400 Riverwood Drive
Waukesha, WI 53188
(262) 696-3508
bonni@mranet.org

Community Bankers of Wisconsin
455 County Road M, Suite 101
Madison, WI 53719
(608) 833-4229
rick@communitybankers.org

Confidential Survey Report

This survey is provided with the understanding that the information will:

- *remain strictly confidential*
 - *be restricted to authorized personnel only*
 - *not be used in collective bargaining or grievance proceedings*
 - *protect, completely, organizational identity*
-

Table of Contents

	Page
Introduction	
Executive Summary	v
Survey Profile.....	vi
Region Map.....	vii
List of Participating Banks.....	viii
Survey Methodology	x
Statistical Parameters	xii
Definitions of Survey Terms.....	xiii
Applying Compensation Data	xiv
Section A: Incentive Compensation Practices	
Variable Pay for Executives	xv
Variable Pay for Non-Executives	xv
Incentive-based Cash Bonus for Executives	xvi
Incentive-based Cash Bonus for Non-Executives.....	xvii
Section B: General / Merit Salary Increases in 2008	xviii
Section C: Benefits	
Employee Health Insurance Coverage	xxi
Spouse / Family Health Insurance Coverage	xxi
Percent of Premiums Paid by Bank	xxi
Section D: Board Members	
Compensation.....	xxii
Deferred Compensation.....	xxii
Health Insurance Coverage	xxii
Retirement Age	xxii
Section E: Related Industries Compensation Data	
Chief Executive Officer	xxiii
Chief Financial Officer.....	xxiii
Customer Service Representative	xxiii
Collector.....	xxiv
Clerical	xxiv
Section F: Wage & Salary Data – by Position	
Breakouts by Asset Size, Number of FTEs, and Geographic Area	1 - 82
Section G: Index of Job Positions	83 - 84

Table of Contents *(continued)*

Job Seq. No.	Administration	Page
10.01	CEO (Owner).....	1
	CEO (Non-Owner):	
10.02	Assets UNDER \$150 million	2
10.03	Assets \$150M - \$500M	3
10.04	Assets OVER \$500 million.....	4
	EVP (Executive Vice President):	
10.05	Assets UNDER \$150 million	5
10.06	Assets \$150M - \$500M	6
10.07	Assets OVER \$500 million	7
10.08	Controller	8
10.09	CFO.....	9
10.10	Executive Administrative Assistant.....	10
	Department Head:	
10.11	Human Resource	11
10.12	Compliance	12
10.13	Auditing	13
10.14	Loan Review	14
10.15	Administrative Assistant	15
10.16	Assistant Auditor	16
10.17	Clerk / Typist	17
10.18	Compliance Officer.....	18
10.19	Human Resource Assistant.....	19
10.20	Receptionist / Secretary	20
	 Operations	
11.01	Chief Operations Officer.....	21
11.02	Operations Officer	22
	Branch Managers:	
11.03	Assets UNDER \$10 million	23
11.04	Assets \$10M - \$25M.....	24
11.05	Assets OVER \$25 million.....	25
11.06	Assistant Branch Manager	26
11.07	Head Teller / Teller Supervisor.....	27
11.08	Human Resources Officer	28
	Department Supervisors:	
11.09	Customer Service Reps	29
11.10	Data Processing.....	30
11.11	Network Administrators.....	31
11.12	Personal Bankers.....	32
11.13	Personal Banker (Non-Lending).....	33
11.14	Accounting Assistant – Senior.....	34
11.15	Accounting Assistant – Junior	35

Table of Contents *(continued)*

Job Seq. No.	Operations <i>(continued)</i>	Page
11.16	Accounting / Bookkeeping Assistant	36
11.18	Computer Processor	37
11.19	Computer Programmer / Specialist	38
11.20	Customer Service Rep – New Accounts	39
11.21	Customer Service Rep – Specialized	40
11.22	Data Entry Clerk	41
11.23	Executive Secretary / Administrative Assistant	42
11.24	Teller – Senior (Full-time)	43
11.25	Teller – Senior (Part-time)	44
11.26	Teller – Junior (Full-time)	45
11.27	Teller – Junior (Part-time)	46
11.28	Janitor	47
11.29	Messenger (on-staff)	48
11.30	Operations Assistant	49
11.31	Proof Clerk	50
11.32	Safe Deposit Clerk / Vault Attendant	51
Lending		
12.01	Chief Lending Officer	52
	Department Managers:	
12.02	Agriculture Loan	53
12.03	Collections / Workouts	54
12.04	Commercial Loan	55
12.05	Consumer Loan	56
12.06	Real Estate Loan	57
12.07	Agribusiness Loan Officer	58
12.08	Commercial Loan Officer – Senior	59
12.09	Commercial Loan Officer – Junior	60
12.10	Consumer Loan Officer	61
12.11	Credit Analyst	62
12.12	Loan Review Officer	63
12.13	Personal Banker	64
12.14	Residential Real Estate Loan Officer – Senior	65
12.15	Residential Real Estate Loan Officer – Junior	66
12.16	Residential Real Estate Loan Underwriter	67
12.17	Collector	68
12.18	Loan Officer	69
12.19	Loan Processor	70
12.20	Loan Secretary	71
12.21	Personal Banker (Lending)	72

Table of Contents *(continued)*

Job Seq. No.	Other Banking Services	Page
13.01	Business Development Officer	73
13.02	Insurance Agent	74
13.03	Insurance – Customer Service Rep	75
13.04	Investment Officer	76
13.05	Investment Center – Customer Service Rep	77
13.06	Marketing Officer	78
13.07	Trust Department Head	79
13.09	Trust Officer – Senior	80
13.10	Trust Officer – Junior	81
13.11	Trust Assistant	82