

The background of the entire page is an aerial photograph of a dry, cracked landscape. The ground is a mix of light and dark blue tones, with intricate, vein-like patterns of white and light blue cracks crisscrossing the surface. The overall effect is one of a parched, textured terrain.

Pearl Meyer

2024 Banking Benefits and Human Resources Policy Survey

The definitive source for the most current information on benefits programs and human resources policies including PTO programs, health and dental insurance, flexible spending accounts, and short- and long-term disability plans.



Pearl Meyer's Banking Benefits and Human Resources Policy Survey

The Banking Benefits and Human Resources Policies Survey is produced every other year and provides the most comprehensive benefits and personnel policy information for financial institutions. It is the definitive source for information on officer and non-officer, full and part-time benefits programs, and human resource practices and policies.

Specific Topics Covered Include:

- + Allowed Absences (PTO programs, vacation, sick days, holidays, etc.)
- + Health (medical, dental, vision) and Wellness plans
- + Flexible spending accounts
- + Short- and long-term disability benefits
- + Life insurance
- + Retirement plans (401(k), ESOP, defined benefit plans, etc.)
- + Work life benefits
- + Retiree benefits
- + Payroll and institution costs
- + Prevalence and select design information on executive benefits (SERPs, supplemental benefits, employment agreements change-in-control agreements, deferred compensation arrangements, and perquisites)



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

Online Questionnaire

The screenshot displays the Pearl Meyer 2017 National Banking Compensation Survey interface. It is divided into several sections:

- 1. Please enter your e-mail address:** A field for email input.
- 2. Please provide the following information:** Fields for Reporting Institution, State Association, and Headquarters.
- 3. Total Assets as of April 1, 2017:** A field for entering assets in millions, with a note that \$600,300,000 is entered as 600.3.
- 4. Indicate structure of the parent institution:** Radio buttons for Stock (Publicly Traded, OTCBB, Private), Hybrid, and Other.
- Base Salary Programs:** Questions 11, 12, 13, 14, and 15 regarding salary increases for different employee groups (Executive/Officers, Officers, Non-Officers/Exempt, Non-Officer/Non-Exempt) and the effective date of 2017 Common Rate increases.
- Total Incentive Plans:** A detailed table with columns for 'All Employees' and 'Incentive Plans' (Short-Term, Long-Term, Other) across various metrics like 'All Employees', 'Short-Term', 'Long-Term', and 'Other'.

The Banking Benefits and Human Resources Policies Survey addresses all aspects of benefits and personnel policy information:

- + Paid time off
- + Vacation
- + Sick days
- + Paid holidays
- + Personal days
- + Bereavement leave
- + Weather emergency days
- + Short term disability
- + Family medical leave
- + Long term disability
- + Health and medical insurance
- + Dental insurance
- + Vision care
- + Reimbursement accounts
- + Life insurance
- + Long term care
- + Defined benefit pension plan
- + Defined contribution retirement plan
- + Qualified profit sharing plan
- + Employee stock ownership plan
- + Education assistance
- + Human Resources policies and practices
- + Benefits and payroll costs
- + Turnover statistics
- + Benefits for retired employees
- + Severance programs



Who Participates?

Our participants represent public, private, and mutual banks as well as credit unions across the country.

2024 List of Participants

- Abound Credit Union*
- Affinity Federal Credit Union*
- Alpine Bank*
- American Pride Bank*
- Ascend Federal Credit Union*
- Athol Savings Bank
- Avidia Bank*
- Banc of California
- BanESCO USA*
- Bank First
- Bank of Botetourt*
- Bank of Canton*
- Bank of Clarke*
- Bank of Newington
- Bank of Oak Ridge*
- Bank of the Sierra*
- Bank of Travelers Rest
- bankESB*
- BankGloucester*
- BankNewport
- BankProv*
- BankSouth
- Bankwell Financial Group Inc*
- BankWest*
- Bar Harbor Bank & Trust*
- BayCoast Bank
- Benchmark Community Bank*
- BlueHarbor Bank*
- Bluestone Bank*
- Bristol County Savings Bank
- Brookline Bancorp, Inc
- Byline Bank*
- CalPrivate Bank
- Cambridge Savings Bank*
- Carter Bank & Trust*
- Centennial Bank (AR)*
- Central One Federal Credit Union*
- Centreville Bank*
- Century Bank of Georgia*
- Chartway Credit Union*
- Chelsea Groton Bank*
- Chesapeake Bank*
- Citizens and Farmers Bank
- Citizens Bank & Trust (FL)*
- Citizens Bank and Trust Company (VA)
- Citizens Bank of Swainsboro*
- Citizens First Bank (FL)*
- City National Bank of Florida*
- Claremont Savings Bank
- Clinton Savings Bank*
- Coastal Credit Union*
- Colony Bank*
- Comerica*
- Commercial Bank of California
- Community Bank & Trust - West Georgia*
- Community Bank of Pickens County*
- Community Banking Company of Fitzgerald*
- Community Trust Bancorp, Inc.*
- ConnectOne Bank
- Core Bank*
- Cornerstone Bank (MA)
- Country Bank for Savings
- Craft Bank*
- Cullman Savings Bank*
- Dean Bank*
- Dedham Institution for Savings*
- Desjardins Bank, N.A.
- Dime Bank*
- Dogwood State Bank
- Douglas National Bank
- Edison National Bank
- Enterprise Bank & Trust*
- ESL Federal Credit Union
- Essex Savings Bank*
- EverTrust Bank
- Fairfield County Bank*
- Fairwinds Credit Union*
- Firelands Federal Credit Union*
- First Bank & Trust Company*
- First Business Bank*
- First Chatham Bank
- First Community Bank (VA)*
- First County Bank*
- First FarmBank*
- First Federal Bank (AL)*
- First Federal Bank (FL)*
- First Federal Savings & Loan Association of San Rafael*
- First National Bank (ME)
- First National Bank (VA)*
- First National Bank and Trust (AL)*
- First National Bank of Griffin*
- First National Bankers Bankshares, Inc.
- First Southern Bank (AL)*
- FirstBank Florida
- Flagship Bank*
- Flagstar Bank
- Florida Capital Bank*
- Four Corners Community Bank*
- Franklin Savings Bank (NH)*
- Genisys Credit Union*
- Georgia Community Bank*
- Georgia First Bank*
- Georgia's Own Credit Union*
- Georgia's Own Credit Union*
- GFA Federal Credit Union*
- Gorham Savings Bank*
- Great Lakes Credit Union
- Great Oaks Bank
- Greenfield Cooperative Bank
- Greylock Federal Credit Union*
- Guilford Savings Bank
- Gulf Coast Business Bank*
- HarborOne Bank*
- Haverhill Bank
- Highlands Community Bank*
- Hilltop Bank*
- Homestreet Bank
- HomeTrust Bank
- Independence Bank of Kentucky*
- Institution for Savings*
- International Finance Bank*
- Intracoastal Bank*
- Ion Bank*
- Jewett City Savings Bank*
- Kennebec Savings Bank*
- KeyPoint Credit Union*
- KS Bank, Inc.*
- Ledyard National Bank
- Lee Bank*
- LifeStore Bank*
- Local Bank*
- Local Government Federal Credit Union*
- Lowell Five Bank*
- M&F Bank*
- Main Street Bank (MA)*
- MainStreet Bank (VA)*
- Manasquan Bank*



Credible (continued)

2024 List of Participants (alphabetical order)

Marblehead Bank*	Pineland Bank*	Tandem Bank*
Marine Bank & Trust*	Pinnacle Bank (CA)	The Adirondack Trust Company
Marion Community Bank*	Piscataqua Savings Bank*	The Bank of Marion
Mascoma Bank	Planters & Citizens Bank*	The Bank of South Carolina*
Mechanics Cooperative Bank (MA)*	Planters First Bank*	The Commercial Bank*
Meriwest Credit Union*	Plumas Bancorp*	The Conway National Bank*
Middlesex Savings Bank*	PrimeSouth Bank	The Cooperative Bank
Midwest BankCentre*	Primis Bank*	The Cooperative Bank of Cape Cod*
Millennium Bank	Publix Employees Federal Credit Union*	The Farmers Bank of Appomattox*
Monson Savings Bank*	Queensborough National Bank & Trust	The Fidelity Bank (NC)*
New Hampshire Mutual Bancorp*	Ridgewood Savings Bank	The Lyons National Bank
New Peoples Bank*	River City Bank (CA)*	The Pittsfield Cooperative Bank
New Republic Bank*	Rocky Mountain Bank and Trust*	The Washington Trust Company*
Newtown Savings Bank*	Rollstone Bank & Trust*	Thomaston Savings Bank*
Nicolet National Bank	Royal Business Bank*	Torrington Savings Bank*
North Country Savings Bank*	Saco & Biddeford Savings Institution	Touchstone Bank*
North Shore Bank*	Salem Co-operative Bank*	Trustmark Bank*
North State Bank	Sandy Spring Bank*	U.S. Century Bank*
Northfield Savings Bank*	Savings Bank of Danbury	Union Bank
Northwest Bank (PA)*	Seacoast National Bank	Union Savings Bank
Norway Savings Bank*	Seamen's Bank*	United Federal Credit Union*
Nusenda Credit Union	Seamen's Bank*	Utilities Employees Credit Union*
Oak Valley Community Bank	SECU of Maryland	Uwharrie Capital Corp*
Oak View National Bank*	Security National Bank of Omaha	Valley State Bank
OneLocal Bank*	Sharon & Crescent United Credit Union	Vantage Bank (TX)*
OneSouth Bank*	Skowhegan Savings Bank*	Virginia National Bank*
Opportunity Bank of Montana*	Skyline National Bank	Walpole Co-operative Bank*
Oriental Bank*	SMBC Manubank*	Waterfall Bank*
Origin Bancorp*	Solvay Bank	Watertown Savings Bank*
Pacific National Bank	South Georgia Banking Company	WB&T Bankshares, Inc.
Passumpsic Savings Bank	STCU*	Webster First Federal Credit Union
Pathfinder Bank*	StonehamBank*	Webster Five Cents Savings Bank*
Peoples Bank (NC)*	Sugar River Bank	West Shore Bank*
Peoples Bank (OH)*	Summit Community Bank	Winchester Co-operative Bank*
Peoples Bank (WA)*	Summit State Bank	Winter Hill Bank*

* Denotes an institution that also participated in the Executive Benefits portion of this survey.

If you are a community bank or credit union we strongly encourage your participation to increase the depth of the survey data while providing you with key insights into employee benefits trends.

Customized

Looking for a snapshot into the benefits practices of your peers? Look no further than our comprehensive and objective benefits report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in a PDF file. All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Cost-Effective

We offer an affordable solution to your banking compensation data needs for a competitive price of just \$695.

Banking Benefits and Human Resources Policy Survey Pricing

No Cost	Survey Submission
\$695	Participating Institutions
\$1,495	Non-Participating Institutions

Participating institutions receive 50% off

Contact US

To learn more about our Banking Benefits and Human Resources Policy Survey please contact the survey group at survey@pearlmeyer.com or your dedicated Account Manager.

By email: survey@pearlmeyer.com

By phone: 508-460-9600

Or contact Jordan Gagnon;

jordan.gagnon@pearlmeyer.com

508-630-1501

Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Associate Account
Manager



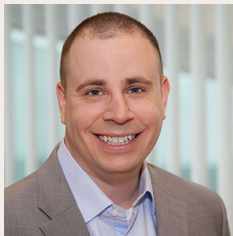
Dan Besser
Senior Survey
Account Manager



Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Senior Survey
Account Manager



Veronika Valcheva
Survey Account Manager

Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all banks, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- + All data is reported in summary form only.
- + No data is reported for any job at any level where there are less than four institutions matching.
- + No institution's data will represent more than a 25% weighting for any job.

You May Also Be Interested In

Pearl Meyer has a suite of banking compensation surveys in addition to our Banking Benefits and Human Resources Policies Survey.

State Reports

- + Alabama
- + California
- + Connecticut
- + Florida
- + Georgia
- + Massachusetts
- + New York
- + Ohio
- + Texas
- + Virginia

Regional reports

- + Northeast (MA, RI, CT, ME, VT, NH, and NY)
- + Northern New England (NH, ME, and VT)
- + Banks of the Carolinas (NC and SC)
- + South Atlantic (AL, FL, GA, NC, SC, and VA)

National Report (U.S. Based)

Banking Board of Director Survey

Banking Benefits and Human Resources Policies Survey



[pearlmeyer.com](https://www.pearlmeyer.com) 

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

[pearlmeyer.com/banking](https://www.pearlmeyer.com/banking) 

Pearl Meyer's Banking Compensation Consulting

Pearl Meyer's National Banking Team has in-depth and diverse experience, based on long-term client relationships. We understand the business, regulatory and talent challenges of the industry and the ways in which compensation can play a role.

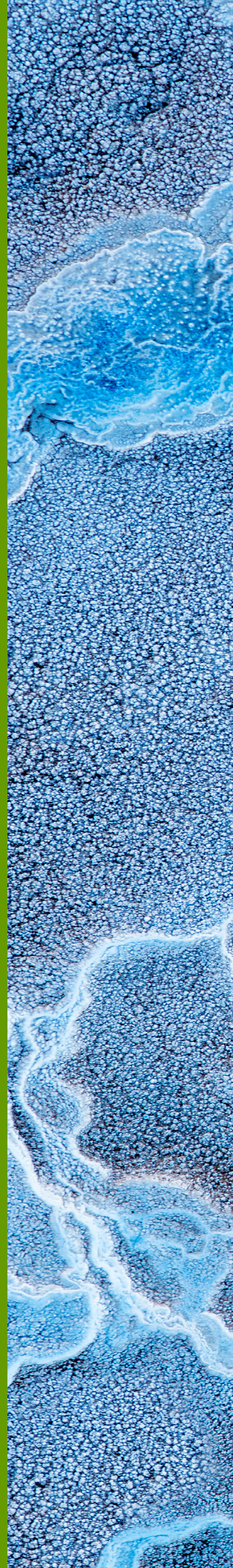
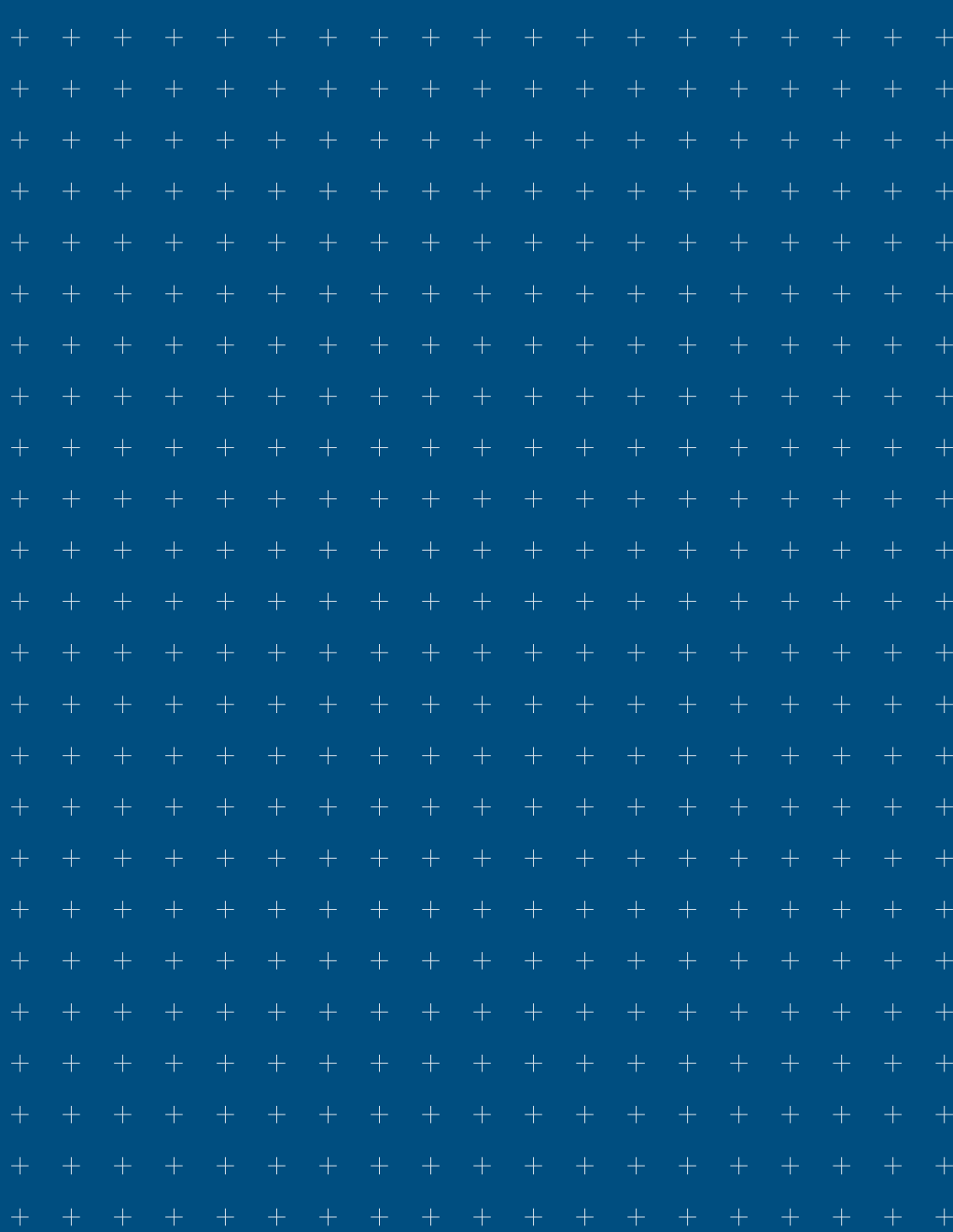
Our work starts by studying your institution's business strategy, leadership approach, and ownership structure. We take the time to listen to your compensation objectives and desired outcomes. Risk mitigation, regulatory compliance and governance are built into the design process. We use this process with the intent of developing compensation plans that achieve results and create a competitive advantage for your business.

[pearlmeyer.com/salary-surveys/salary-survey-portfolio/banking](https://www.pearlmeyer.com/salary-surveys/salary-survey-portfolio/banking) 

Pearl Meyer's Banking Survey Suite

Pearl Meyer has been managing surveys specific to the banking industry for 25 years. Using the most advanced programming and algorithms to ensure confidentiality and accuracy, the banking survey suite includes the Banking Compensation Survey, the Banking Benefits and Human Resources Policies Survey, and the Banking Board of Directors' Survey.

- + Banking Compensation Survey data can be obtained in the following ways to offer you the most relevant targeted and industry-wide data:
 - Single state reports for Alabama, California, Connecticut, Florida, Georgia, Massachusetts, New York, Ohio, Texas, and Virginia
 - Regional report for the Northeast (that includes MA, RI, CT, ME, VT, NH and NY), a regional report for Northern New England (that includes NH, ME and VT, a regional report for the Banks of the Carolinas and a South Atlantic report (that includes AL, GA, FL, NC, SC, VA)
 - National banking report that offers compensation information from banks throughout the country.
- + Banking Board of Director Survey provides the most relevant information available on board of directors' compensation and governance practices.
- + Banking Benefits and Human Resources Policies Survey is the definitive source for the most current information on benefits programs and human resources policies including PTO programs, health and dental insurance, flexible spending accounts, and short- and long-term disability plans.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

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