



# Credit Union Salary Survey Report 2017/2018

## CONTACT INFORMATION

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## 2017/2018 Salary Survey Report Summary

### Introduction

HR Performance Solutions is pleased to present the results of the 2017/2018 Compease Credit Union Salary Survey Report.

HR Performance Solutions invited 703 credit unions to participate in the survey. Email notifications and reminders were sent throughout the process to encourage participation. In addition, our Product Support team contacted clients to request their participation and answer any questions about the survey position matching process. This year, a total of 645 credit unions participated, resulting in a 92 percent overall participation rate. This great response rate helps make this survey a valuable resource. The survey data was pulled in an electronic file format from the online Compease systems. The responses were carefully reviewed and credit unions were contacted for additional information or clarification if required.

*Participants were requested to submit data with pay rates effective May 2017.*

Data was collected and analyzed according to a number of parameters, across all credit unions and by the following asset categories:

\$0-\$10M	\$70M-\$100M	\$600M-\$1B
\$10M-\$20M	\$100M-\$200M	\$1B-\$2B
\$20M-\$30M	\$200M-\$300M	\$2B and above
\$30M-\$50M	\$300M-\$400M	
\$50M-\$70M	\$400M-\$600M	

### Regional Participation

In order to meet client requests, we have provided regional data. Below is the listing of regional groupings:

East Region: CT, D.C., DE, MA, MD, ME, NH, NJ, NY, PA, RI, VA, VT, WV

South Region: AL, AR, FL, GA, KY, LA, MS, NC, OK, P.R., SC, TN, TX

Midwest Region: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI

West Region: AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

## Data Submitted

A total of 49,512 usable data points were submitted this year. Each credit union participant was classified by asset size and geographic region. Due to outliers, mismatched information, or erroneous data as compared to other submissions, 8 percent of the data received was eliminated.

## Salary Data

The following nationwide statistics are reported for each of the job titles:

Base Salary	The annual base salary excludes variable pay, bonus, incentives, commissions, etc.
No. Co.	The number of responding credit unions.
No. EEs	The total number of incumbents that match the survey job.
Low	The lowest base salary reported.
Average	The average of all base salary rates reported.
Highest	The highest base salary reported.
25th Percentile	25 percent of base pay distribution would be below this salary level and 75 percent base pay would be above.
50th Percentile	50 percent of base pay distribution would be below this salary level and 50 percent base pay would be above.
75th Percentile	75 percent of base pay distribution would be below this salary level and 25 percent base pay would be above.

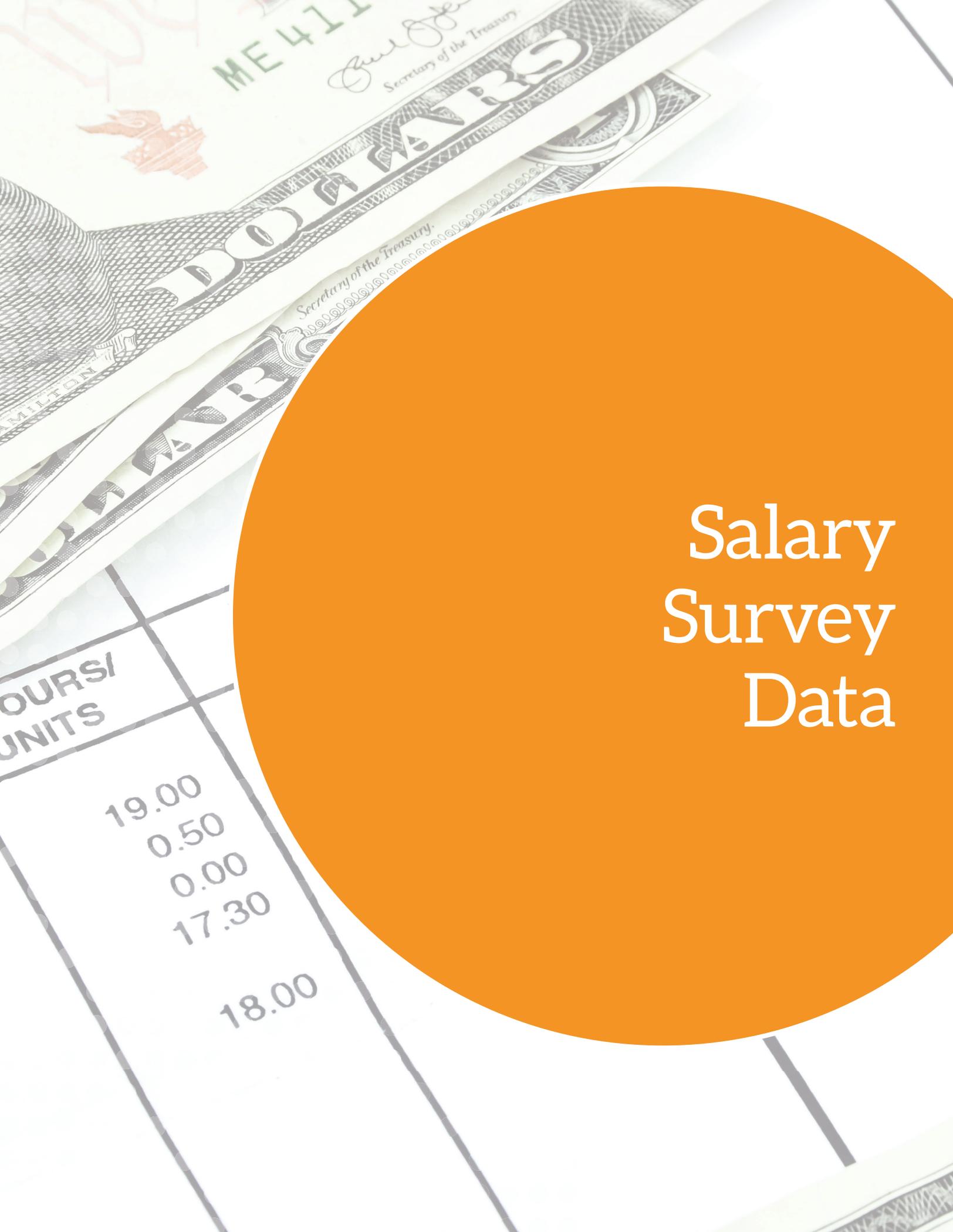
## Confidentiality

When there are less than five organizations reporting matches to a particular survey job, the calculated survey values for the job have been suppressed. For every survey statistic presented in the report, no organization represents more than 25 percent of the sample size that is the basis for the statistic.

Salary data is reported by each of the asset sizes provided there is sufficient data to report. The reporting of survey results is intended to follow the Safe Harbor Guidelines published by the U.S. government.

## Conclusion

We appreciate your participation with our survey, and any comments, suggestions and ideas are always welcome to enhance the survey. Data has been collected and collated for 88 jobs specific to the credit union industry.



# Salary Survey Data

COURS/  
UNITS

19.00  
0.50  
0.00  
17.30  
18.00

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## 2017/2018 Compease Credit Union Survey

**Job Title: Accountant Entry**

**Job Code: 105**

Non-management employees who are newly qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists in preparation of income statements and balance sheets, consolidated statements and various other accounting statements and reports. Analyzes minor financial reports and records, making recommendations to senior staff relative to the accounting of reserves, assets, and expenditures. Reviews and verifies the accuracy of journal entries and accounting classifications assigned to various records.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	113	179	32,406	45,052	58,178	40,716	44,720	48,901
<b>Asset Size Categories</b>								
Under 30m	1	1	***	****	***	***	***	***
30 to 50m	1	2	***	***	***	***	***	***
50 to 70m	3	3	***	***	***	***	***	***
70 to 100m	4	4	***	***	***	***	***	***
100 to 200m	19	24	40,310	45,975	52,000	42,983	47,081	49,821
200 to 300m	8	10	39,146	42,124	47,819	39,395	41,080	43,971
300 to 400m	18	22	32,406	43,165	55,370	38,220	42,682	47,113
400 to 600m	18	31	35,589	43,529	52,541	38,927	43,909	47,788
600m to 1.0b	13	30	37,128	43,968	53,144	40,175	43,846	47,506
1.0b to 2.0b	21	40	37,856	46,769	57,949	43,997	47,289	49,941
2b+	7	12	41,538	49,135	58,178	42,843	50,908	52,754
<b>Geographic Regions</b>								
East	28	37	32,406	45,242	54,579	41,787	44,533	48,925
South	33	51	34,778	44,395	53,144	39,208	43,638	49,847
Midwest	23	39	36,608	43,663	57,421	40,415	43,306	47,642
West	29	52	37,128	46,604	58,178	42,838	46,498	50,003

## 2017/2018 Compease Credit Union Survey

**Job Title:** Accountant Intermediate

**Job Code:** 110

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Prepares income statements and balance sheets, consolidated statements and various other accounting statements and reports. Analyzes financial reports and records, making recommendations relative to the accounting of reserves, assets, and expenditures. Reviews and verifies the accuracy of journal entries and accounting classifications assigned to various records.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	100	154	36,941	50,273	71,864	45,640	49,669	54,613
<b>Asset Size Categories</b>								
30 to 50m	2	2	***	***	***	***	***	***
50 to 70m	3	4	***	***	***	***	***	***
70 to 100m	4	4	***	***	***	***	***	***
100 to 200m	11	11	36,941	45,423	56,650	39,697	45,656	49,353
200 to 300m	10	14	43,514	49,256	57,849	45,958	49,504	52,125
300 to 400m	12	25	39,874	50,108	59,675	47,470	50,000	52,978
400 to 600m	24	38	37,648	47,651	57,512	43,342	46,925	51,610
600m to 1.0b	15	23	44,346	52,274	66,661	46,623	52,668	55,128
1.0b to 2.0b	12	18	45,448	51,437	57,958	48,511	51,202	54,677
2b+	7	15	45,835	59,467	71,864	52,960	59,654	67,683
<b>Geographic Regions</b>								
East	22	31	38,834	49,823	61,901	44,814	49,678	54,873
South	28	46	36,941	48,039	56,763	45,063	47,871	52,307
Midwest	21	28	38,106	48,739	59,740	45,630	47,485	51,793
West	29	49	37,440	53,530	71,864	46,758	52,790	58,947

## 2017/2018 Compease Credit Union Survey

**Job Title:** Accountant Senior

**Job Code:** 115

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Prepares income statements and balance sheets, consolidated statements and various other accounting statements and reports. Involved in complex analysis of financial reports and records, making recommendations relative to the accounting of reserves, assets, and expenditures. Conducts special studies and develops or recommends accounting methods and procedures. Instructs or assigns work to Bookkeepers and Accounting Clerks engaged in general accounting activities. Coordinates accounting matters with other departments.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	58	78	43,680	60,784	85,010	52,458	61,431	66,663
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	2	2	***	***	***	***	***	***
100 to 200m	11	11	44,500	56,688	72,800	50,015	57,408	61,388
200 to 300m	2	2	***	***	***	***	***	***
300 to 400m	6	6	47,528	56,014	65,045	48,807	56,939	61,888
400 to 600m	4	6	***	***	***	***	***	***
600m to 1.0b	14	22	46,966	60,096	79,373	51,547	60,502	65,630
1.0b to 2.0b	12	15	54,782	63,657	70,096	606,715	62,130	68,095
2b+	6	13	48,256	64,753	85,010	51,958	66,248	71,781
<b>Geographic Regions</b>								
East	10	12	47,008	59,361	80,101	51,225	59,968	65,401
South	25	30	43,680	58,800	72,883	53,621	57,512	66,607
Midwest	5	9	47,736	59,886	72,800	51,958	62,046	63,860
West	18	27	46,966	63,398	85,010	57,773	62,067	66,737

## 2017/2018 Compease Credit Union Survey

**Job Title: Accounting Clerk**

**Job Code: 120**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Supports the financial management and operations of the credit union through maintenance of accounting records and reports. Performs accounting duties of moderate complexity in accordance with standard procedures and under moderate supervision. Duties may include the following: Reconciles bank accounts, posts to and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, monthly and annual reports, etc. Verifies accuracy, completeness and consistency of accounting information received. Codes documents in accordance with accounts listing. Records disbursements, expenses and other payments.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	251	530	21,840	33,889	45,760	30,893	33,353	37,315
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	3	5	***	***	***	***	***	***
50 to 70m	8	11	23,920	31,335	37,502	27,321	32,240	35,143
70 to 100m	12	17	27,040	32,731	38,480	30,846	32,552	34,965
100 to 200m	63	103	22,610	31,846	42,120	29,234	31,699	34,320
200 to 300m	35	61	27,040	35,701	45,344	32,157	35,630	39,270
300 to 400m	29	51	22,381	33,927	45,760	29,567	32,864	37,502
400 to 600m	38	83	27,560	34,672	42,432	31,200	34,070	37,773
600m to 1.0b	28	89	24,960	33,641	41,018	31,200	32,552	36,192
1.0b to 2.0b	25	75	27,601	33,986	41,517	31,200	34,070	36,390
2b+	9	34	29,266	37,715	45,261	33,930	37,949	42,054
<b>Geographic Regions</b>								
East	52	97	22,381	34,682	45,760	31,616	33,987	38,002
South	70	157	22,610	33,238	45,136	30,139	32,885	36,442
Midwest	72	150	21,840	33,511	45,344	30,160	32,562	37,310
West	57	126	26,000	34,539	44,840	31,226	34,164	37,502

## 2017/2018 Compease Credit Union Survey

**Job Title:** Accounting Clerk Senior

**Job Code:** 125

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Supports the financial management and operations of the credit union through maintenance of accounting records and reports. Performs a wide variety of advanced accounting work under minimum supervision. Directs and checks work of junior level accounting clerks. Duties may include the following: Performs duties similar to Accounting Clerk. Prepares reports on complex budget on income and expenditure records; prepares special reports exercising considerable initiative in arranging details to obtain end objectives.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	135	238	26,770	40,340	52,645	36,733	39,936	43,878
<b>Asset Size Categories</b>								
30 to 50m	2	2	***	***	***	***	***	***
50 to 70m	8	12	27,082	34,887	47,611	29,536	33,478	38,085
70 to 100m	5	5	40,394	42,985	45,677	41,662	41,746	45,448
100 to 200m	23	29	32,136	39,640	49,067	36,192	39,354	42,536
200 to 300m	14	22	30,306	38,755	47,757	35,526	37,814	41,678
300 to 400m	16	24	29,370	39,600	50,710	35,334	40,196	44,060
400 to 600m	12	22	30,326	39,789	49,254	37,066	39,146	44,049
600m to 1.0b	24	54	35,152	41,932	51,938	38,683	40,862	44,372
1.0b to 2.0b	24	54	32,178	40,852	50,170	37,107	40,134	43,836
2b+	7	14	35,173	43,705	52,645	37,898	43,378	49,358
<b>Geographic Regions</b>								
East	25	42	27,082	40,146	50,710	37,726	39,468	43,576
South	41	66	26,770	39,019	50,170	35,792	39,416	42,115
Midwest	33	59	29,370	40,889	51,938	36,712	40,893	45,240
West	36	71	32,136	41,236	52,645	37,440	40,560	44,325

## 2017/2018 Compease Credit Union Survey

**Job Title:** Accounting Manager

**Job Code:** 130

Responsible for the credit union's financial records, reports, and accounting system. Prepares, or directs preparation of, reports which summarize and forecast credit union business activity and financial position in areas of income, expenses, and earnings, based on past, present, and expected operations. Ensures that all accounting policies and procedures are in accordance with generally accepted accounting principles. May direct investment activities.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	217	272	41,080	79,137	155,650	65,442	79,209	90,725
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	4	5	***	***	***	***	***	***
70 to 100m	7	7	45,635	60,181	75,064	52,808	60,054	67,450
100 to 200m	38	40	42,853	63,089	83,774	55,137	61,755	70,806
200 to 300m	26	29	45,390	65,689	87,804	56,955	59,569	80,000
300 to 400m	22	26	63,170	74,477	95,000	66,228	74,338	80,593
400 to 600m	35	43	54,155	81,034	108,493	73,899	81,597	88,938
600m to 1.0b	39	57	58,198	87,306	118,142	77,303	87,071	95,722
1.0b to 2.0b	33	43	54,000	91,503	128,000	74,366	86,393	109,038
2b+	11	20	52,520	100,951	155,650	80,923	96,262	120,535
<b>Geographic Regions</b>								
East	52	65	50,000	79,882	128,000	68,878	78,000	85,804
South	63	78	42,853	76,890	120,501	63,502	75,764	92,775
Midwest	49	61	41,080	76,429	155,650	62,388	75,013	84,606
West	53	68	45,012	83,433	135,850	67,833	82,331	95,649

## 2017/2018 Compease Credit Union Survey

**Job Title:** Accounting Supervisor

**Job Code:** 135

Supervises the daily operations of the Accounting Department; prepare financial reports, including annual plan and operating budgets; ensure complete, accurate, and timely completion of financial and accounting records for the credit union.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	118	142	37,918	61,264	88,563	53,738	60,420	68,407
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	4	4	***	***	***	***	***	***
100 to 200m	24	27	37,918	54,528	70,550	48,943	55,661	58,874
200 to 300m	17	17	43,680	59,356	77,330	50,606	59,176	64,418
300 to 400m	10	10	45,760	60,554	75,296	53,909	61,699	62,708
400 to 600m	18	22	43,000	60,780	77,000	54,245	61,146	67,502
600m to 1.0b	15	23	50,773	67,484	80,185	60,500	66,206	75,312
1.0b to 2.0b	19	25	48,900	65,572	84,444	58,901	65,588	70,020
2b+	7	10	52,062	45,407	88,563	58,479	64,065	70,819
<b>Geographic Regions</b>								
East	31	35	48,886	61,157	80,976	55,024	58,500	65,637
South	34	39	37,918	58,078	79,039	50,690	57,500	64,416
Midwest	26	30	42,848	60,961	88,863	53,477	60,955	69,822
West	27	38	45,344	64,872	84,444	57,460	64,743	74,492

## 2017/2018 Compease Credit Union Survey

**Job Title:**        **ACH Coordinator**

**Job Code:**    **140**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

To supervise equipment and activities of the ACH operation.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	92	127	27,310	39,392	55,162	35,152	38,854	42,723
<b>Asset Size Categories</b>								
30 to 50m	2	2	***	***	***	***	***	***
50 to 70m	5	6	32,448	37,738	41,600	36,878	37,866	39,541
70 to 100m	2	3	***	***	***	***	***	***
100 to 200m	19	24	27,310	36,626	45,094	33,186	36,254	40,799
200 to 300m	10	14	28,080	38,516	48,755	34,180	38,147	41,834
300 to 400m	10	12	33,738	40,962	46,966	38,376	39,614	45,802
400 to 600m	14	17	32,614	40,488	50,502	36,691	40,310	43,264
600m to 1.0b	7	9	32,760	39,716	53,914	34,320	38,834	42,515
1.0b to 2.0b	18	24	33,946	42,450	52,837	36,821	42,453	47,195
2b+	5	16	27,851	38,670	55,162	32,744	37,898	42,796
<b>Geographic Regions</b>								
East	25	34	27,310	39,102	52,872	35,308	39,239	42,099
South	29	38	27,851	38,764	50,627	36,296	38,324	42,333
Midwest	17	24	27,934	40,342	55,162	34,694	41,340	45,802
West	21	31	29,640	39,744	53,914	34,840	39,229	43,607

## 2017/2018 Compease Credit Union Survey

**Job Title:**            **Administrative Assistant**

**Job Code:**    **205**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Provides administrative support to staff, enabling them to focus on core responsibilities of their jobs. Duties may include the following: Provides confidential administrative support to members of management and staff. Composes letters and memoranda from dictation, verbal direction, written documents and files; edits written communication from word processing documents. Coordinates meetings and makes travel and lodging arrangements. Screens incoming mail, publications and other correspondence. Maintains daily appointment calendars. Prepares or assists in the preparation of assigned reports.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	111	175	24,710	36,752	56,555	32,240	35,547	40,310
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	3	3	***	***	***	***	***	***
70 to 100m	6	8	26,894	31,710	40,109	28,631	31,834	33,342
100 to 200m	16	16	24,710	35,564	45,760	31,808	33,800	41,413
200 to 300m	14	16	28,080	35,652	44,554	32,214	34,590	38,842
300 to 400m	8	11	27,768	35,521	45,490	31,990	35,422	38,626
400 to 600m	14	23	29,120	36,173	46,301	32,469	36,005	40,071
600m to 1.0b	19	35	27,706	35,778	47,528	31,470	36,088	38,605
1.0b to 2.0b	22	46	27,560	36,902	46,717	33,862	36,858	38,948
2b+	9	17	29,390	44,733	56,555	32,219	46,426	54,475
<b>Geographic Regions</b>								
East	18	33	28,080	35,403	51,730	31,283	33,696	38,626
South	40	68	24,710	36,670	47,528	33,270	36,390	40,352
Midwest	31	35	26,894	36,207	56,555	31,772	34,965	40,591
West	22	39	29,120	38,525	55,682	32,791	37,107	42,255

## 2017/2018 Compease Credit Union Survey

**Job Title:** Assistant Branch Manager

**Job Code:** 601

Directs and schedules resources needed to meet the needs of the credit union. Conducts performance reviews for tellers, schedules training, and manages overall performance.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	212	1,229	28,517	47,748	69,175	42,640	47,476	52,000
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	4	7	***	***	***	***	***	***
70 to 100m	4	5	***	***	***	***	***	***
100 to 200m	42	85	28,517	39,287	50,898	34,872	38,667	44,075
200 to 300m	21	45	36,150	44,847	54,500	40,000	44,637	50,000
300 to 400m	24	103	36,421	44,908	55,699	39,926	44,823	48,925
400 to 600m	28	139	35,003	43,750	53,123	40,716	43,680	46,197
600m to 1.0b	37	258	32,926	47,482	61,835	41,954	47,237	52,797
1.0b to 2.0b	37	381	35,526	48,732	61,831	45,000	48,589	52,000
2b+	14	205	42,500	55,250	69,175	49,379	55,203	60,861
<b>Geographic Regions</b>								
East	58	263	29,723	47,430	67,829	42,865	46,904	50,887
South	56	335	29,432	46,320	67,704	42,453	46,500	50,218
Midwest	50	221	28,517	46,152	62,726	40,284	46,176	50,569
West	48	410	32,240	49,980	69,175	44,205	49,440	55,902

## 2017/2018 Compease Credit Union Survey

**Job Title:** ATM Coordinator

**Job Code:** 145

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

To balance ATM transactions by verifying member checks and cash against the ATM machine transaction summary. Adjusts accounts with member input errors. Balances transaction totals for each assigned ATM machine. Prepares and forwards items to proof department. Notifies ATM service and maintenance of any machine malfunction. May prepare periodic ATM activity reports.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	27	56	23,920	39,418	54,246	34,029	38,740	46,072
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	1	1	***	***	***	***	***	***
300 to 400m	6	16	32,552	40,088	50,107	35,121	38,969	44,710
400 to 600m	6	7	34,570	42,346	53,435	35,214	43,368	47,310
600m to 1.0b	2	6	***	***	***	***	***	***
1.0b to 2.0b	6	11	23,920	37,115	53,581	30,794	38,459	40,737
2b+	2	11	***	***	***	***	***	***
<b>Geographic Regions</b>								
East	9	17	33,280	41,115	54,246	34,944	39,624	45,614
South	7	12	23,920	37,130	53,581	31,049	36,982	40,888
Midwest	5	14	25,750	35,701	50,107	28,504	33,654	38,750
West	6	13	25,709	43,314	49,109	43,014	44,990	47,299

## 2017/2018 Compease Credit Union Survey

**Job Title:** Branch Manager I

**Job Code:** 603

Directs the operations of a small, remote credit union facility (usually 1 or 2 people), ensuring the branch meets organizational financial, operational, service, and growth plans. Has limited lending authority.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	278	1,107	31,500	53,401	75,940	48,362	52,806	58,510
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	7	11	31,500	36,321	40,768	34,676	36,607	38,407
50 to 70m	8	9	45,336	51,225	59,464	48,000	51,617	52,000
70 to 100m	12	25	35,339	46,058	59,400	42,879	47,320	49,269
100 to 200m	86	227	37,440	49,449	61,300	44,995	50,000	54,552
200 to 300m	36	117	41,392	52,508	64,084	48,175	52,334	56,717
300 to 400m	36	115	38,563	50,147	61,048	46,427	49,419	54,923
400 to 600m	32	151	42,078	51,130	61,800	47,500	50,685	53,757
600m to 1.0b	22	141	42,531	56,304	75,940	51,625	54,900	59,884
1.0b to 2.0b	27	202	45,362	57,307	70,254	52,594	57,996	61,677
2b+	11	108	50,206	61,803	75,236	55,884	61,594	66,828
<b>Geographic Regions</b>								
East	78	246	34,471	53,172	75,236	48,072	53,076	58,018
South	75	330	34,418	52,076	69,863	47,500	51,800	56,332
Midwest	75	359	31,500	53,246	74,000	48,093	52,334	58,869
West	50	172	38,730	56,596	75,940	52,018	56,607	60,086

## 2017/2018 Compease Credit Union Survey

**Job Title:** Branch Manager II

**Job Code:** 605

Directs the operations of a medium sized, remote credit union facility (usually 3 to 10 people), ensuring the branch meets organizational financial, operational, service, and growth plans. Has limited lending authority.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	216	907	40,000	62,960	92,274	56,210	62,109	68,795
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	4	6	***	***	***	***	***	***
70 to 100m	6	7	46,268	49,476	52,809	47,465	49,399	51,461
100 to 200m	41	80	44,057	57,738	70,176	52,546	56,536	63,625
200 to 300m	26	65	47,101	59,193	74,095	52,166	59,709	65,882
300 to 400m	29	107	47,500	60,837	75,607	55,241	59,800	66,407
400 to 600m	35	161	47,662	58,114	71,252	52,546	58,000	62,837
600m to 1.0b	33	203	48,549	64,677	81,358	59,386	64,581	70,000
1.0b to 2.0b	29	187	53,058	65,606	79,239	59,334	65,131	72,135
2b+	12	90	58,000	74,421	92,274	67,015	73,553	81,499
<b>Geographic Regions</b>								
East	51	149	46,268	63,951	85,441	57,493	64,000	70,000
South	64	275	43,136	60,437	80,181	55,000	60,000	65,544
Midwest	55	213	40,000	62,252	91,938	55,000	60,682	68,000
West	46	270	47,000	65,541	92,274	58,760	65,601	72,560

## 2017/2018 Compease Credit Union Survey

**Job Title:** Branch Manager III

**Job Code:** 607

Directs the operations of a large sized, remote credit union facility (usually 10 to 20 people), ensuring the branch meets organizational financial, operational, service, and growth plans. Has limited lending authority.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	99	342	45,000	72,094	100,186	64,959	72,046	78,953
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	3	3	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	15	24	45,000	63,773	74,970	60,036	64,724	69,765
200 to 300m	6	8	61,800	67,073	71,416	63,374	68,878	69,439
300 to 400m	6	13	60,765	70,807	78,000	64,314	72,500	75,660
400 to 600m	14	44	49,440	64,598	80,920	56,100	64,959	71,723
600m to 1.0b	22	83	56,160	72,283	93,757	64,103	72,100	79,327
1.0b to 2.0b	22	108	56,493	71,641	88,684	65,974	71,891	77,119
2b+	11	59	65,205	82,323	100,186	74,328	81,543	89,250
<b>Geographic Regions</b>								
East	20	40	53,779	73,729	94,904	66,495	72,071	79,821
South	31	135	45,000	68,493	88,684	62,935	69,011	62,935
Midwest	24	60	49,440	69,732	97,032	59,748	69,607	79,775
West	24	107	50,000	77,351	100,186	72,113	77,323	83,012

## 2017/2018 Compease Credit Union Survey

**Job Title:** Branch Manager IV

**Job Code:** 609

Directs the operations of a large sized, remote credit union facility (usually over 20 people), ensuring the branch meets organizational financial, operational, service, and growth plans. Has limited lending authority.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	47	131	56,345	81,702	108,301	71,782	82,087	90,419
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	2	2	***	***	***	***	***	***
200 to 300m	1	1	***	***	***	***	***	***
300 to 400m	***	***	***	***	***	***	***	***
400 to 600m	7	13	65,000	76,476	84,870	72,975	78,086	80,000
600m to 1.0b	17	40	65,459	79,906	99,079	70,300	81,576	85,261
1.0b+	20	75	56,345	84,036	108,301	75,439	83,556	94,129
<b>Geographic Regions</b>								
East	7	16	61,752	83,160	104,617	78,590	82,896	88,683
South	16	54	56,345	74,481	94,258	66,426	73,330	82,287
Midwest	10	24	64,093	84,215	103,425	77,778	84,435	89,056
West	14	37	69,537	89,982	108,301	81,000	93,450	99,079

## 2017/2018 Compease Credit Union Survey

**Job Title:**        **BSA Officer**

**Job Code:**    **150**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for developing, implementing and administering all aspects of the Bank Secrecy Act Compliance Program.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	35	52	28,122	43,743	70,616	35,724	43,066	49,178
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	3	4	***	***	***	***	***	***
200 to 300m	1	1	***	***	***	***	***	***
300 to 400m	2	3	***	***	***	***	***	***
400 to 600m	7	13	28,933	40,986	60,091	32,822	38,106	48,651
600m to 1.0b	6	9	32,136	51,499	70,616	46,245	53,227	58,011
1.0b+	16	22	28,122	43,893	67,600	36,566	43,066	47,518
<b>Geographic Regions</b>								
East	7	9	37,710	50,348	70,616	39,874	48,651	58,011
South	10	17	28,122	40,094	60,091	35,256	39,562	43,202
Midwest	9	15	28,933	42,889	66,058	34,195	44,533	47,966
West	9	11	34,320	45,144	67,600	35,786	43,430	51,054

## 2017/2018 Compease Credit Union Survey

**Job Title:** Business Development Manager

**Job Code:** 505

Responsible for the management of department personnel and for the development of new business relationships with prospective members and increasing business with current members by making personal contact.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	90	107	30,188	69,524	102,792	58,419	69,937	78,949
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	2	2	***	***	***	***	***	***
100 to 200m	17	18	48,000	61,362	82,071	52,659	57,683	70,563
200 to 300m	4	5	***	***	***	***	***	***
300 to 400m	13	16	41,912	63,405	82,404	56,512	61,862	71,389
400 to 600m	15	19	41,403	66,333	94,500	60,076	67,117	74,133
600m to 1.0b	16	21	58,494	77,189	99,580	72,500	75,000	85,667
1.0b+	22	25	57,420	81,339	102,792	71,791	80,933	89,071
<b>Geographic Regions</b>								
East	25	31	49,170	68,244	99,580	57,882	66,200	78,813
South	25	27	41,403	66,054	98,630	57,823	65,398	76,198
Midwest	16	18	45,136	65,233	102,792	60,888	67,067	70,186
West	24	31	30,118	74,057	101,338	61,090	75,000	87,815

## 2017/2018 Compease Credit Union Survey

**Job Title:** Business Development Rep.

**Job Code:** 510

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Develops new business for the credit union through Select Employee Groups (SEGs).

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	138	264	31,200	51,921	75,850	45,508	50,577	58,512
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	5	5	40,000	43,564	48,817	40,290	40,934	47,778
70 to 100m	3	4	***	***	***	***	***	***
100 to 200m	21	24	38,688	49,443	56,978	46,397	49,648	53,625
200 to 300m	16	19	35,36	49,860	68,289	43,165	49,188	56,890
300 to 400m	16	28	37,440	51,432	69,266	44,877	50,106	59,370
400 to 600m	19	32	37,440	49,009	63,651	42,138	49,128	52,941
600m to 1.0b	28	58	31,200	54,669	74,755	47,605	51,823	64,862
1.0b to 2.0b	21	64	35,651	51,107	67,311	43,879	51,140	56,736
2b+	9	30	41,200	57,727	75,850	51,122	56,963	62,750
<b>Geographic Regions</b>								
East	22	37	31,200	51,010	69,347	43,618	50,021	61,000
South	40	73	35,651	50,217	74,160	42,162	49,235	55,103
Midwest	28	46	37,440	52,182	71,661	46,236	50,092	59,269
West	48	108	32,427	53,274	75,850	47,452	51,688	60,274

## 2017/2018 Compease Credit Union Survey

**Job Title:** Call Center Rep.

**Job Code:** 611

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members and potential members with their telephone requests; explains services, responds to problems, and directs phone calls to the appropriate area.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	283	2,164	20,467	30,821	42,203	27,872	30,846	33,571
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	4	6	***	***	***	***	***	***
70 to 100m	7	11	20,467	26,524	31,387	24,960	25,958	29,120
100 to 200m	53	137	21,840	29,566	37,960	27,040	29,203	32,760
200 to 300m	37	148	23,650	30,234	37,523	27,851	30,191	32,583
300 to 400m	41	216	23,691	32,121	41,205	29,557	32,136	34,424
400 to 600m	44	286	23,858	30,650	38,542	28,064	30,160	32,802
600m to 1.0b	42	429	24,398	32,664	42,203	29,765	32,302	35,048
1.0b to 2.0b	41	587	22,506	30,616	39,333	27,872	30,576	33,197
2b+	13	343	21,840	29,175	39,270	25,355	28,538	33,141
<b>Geographic Regions</b>								
East	66	380	22,880	32,437	41,600	29,702	32,354	35,183
South	76	647	20,467	30,184	42,203	27,082	30,118	33,010
Midwest	67	416	22,880	30,496	40,227	28,080	30,160	32,661
West	74	721	21,840	30,728	41,850	27,373	30,846	33,883

## 2017/2018 Compease Credit Union Survey

**Job Title:** Call Center Rep. Senior

**Job Code:** 613

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Assists members and potential members with their telephone requests; explains services, responds to problems, and directs phone calls to the appropriate area.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	133	462	24,544	37,839	53,706	33,805	37,450	41,688
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	20	29	27,040	36,720	46,342	32,053	38,189	40,810
200 to 300m	14	35	28,246	36,494	43,805	34,299	36,691	39,520
300 to 400m	16	47	28,080	36,244	43,389	33,301	35,360	39,073
400 to 600m	21	59	28,496	38,579	48,568	35,090	37,856	41,402
600m to 1.0b	23	78	31,034	42,236	53,706	38,496	42,141	46,509
1.0b to 2.0b	28	161	24,544	35,376	46,363	31,200	34,632	39,166
2b+	9	51	32,240	41,063	51,750	36,130	41,330	45,552
<b>Geographic Regions</b>								
East	26	85	31,408	39,899	53,706	36,691	39,686	42,474
South	33	82	27,040	37,321	49,358	33,878	35,984	40,596
Midwest	32	121	24,544	35,922	52,229	33,280	34,632	38,771
West	42	174	27,061	38,410	51,750	33,758	38,522	43,129

## 2017/2018 Compease Credit Union Survey

**Job Title:** Call Center Supervisor

**Job Code:** 615

Oversees daily operations of call center representatives to ensure members and potential members receive fast, courteous, and accurate service on the phone; assists and trains call center staff, conducts performance reviews, schedules staff, and assists in hiring and termination of call center representatives. May perform the work of a call center representative.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	174	277	26,146	52,088	78,059	45,843	51,000	58,478
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	20	21	29,120	45,360	60,452	40,706	44,516	50,443
200 to 300m	19	23	39,000	49,940	61,000	47,732	50,401	51,826
300 to 400m	25	29	37,599	52,313	69,518	47,528	51,355	58,829
400 to 600m	28	35	36,393	53,914	70,191	46,313	54,500	61,950
600m to 1.0b	35	47	41,662	58,085	78,059	49,868	57,192	65,438
1.0b to 2.0b	33	83	33,134	49,949	69,713	42,332	49,641	55,804
2b+	10	35	39,333	54,033	77,615	47,871	51,750	59,607
<b>Geographic Regions</b>								
East	36	61	36,393	51,834	72,558	42,420	50,652	60,258
South	54	77	26,146	51,122	77,083	44,699	50,000	56,500
Midwest	39	55	30,826	52,503	77,615	44,400	51,355	58,239
West	45	84	29,120	52,888	78,059	46,966	51,501	59,019

## 2017/2018 Compease Credit Union Survey

**Job Title:** Card Services Rep.

**Job Code:** 617

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members with their card accounts; control issuing, blocking, or renewal of credit cards/ATM cards/Debit cards. Processes approved credit/debit/ATM card applications; orders cards and sets up member files in computer system; verifies accuracy of cards issued and sends cards to member. Provides members with information and direction regarding their account status, requests, payments, and rights and obligations associated with the account. Prepares and balances related reports and accounts. Maintains related files and control records.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	158	327	24,190	34,717	44,450	31,304	34,944	37,742
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	5	6	35,131	39,003	42,411	37,642	39,082	40,633
100 to 200m	28	34	26,208	35,175	42,640	31,351	35,589	38,984
200 to 300m	16	18	27,851	36,370	44,450	32,848	36,629	40,019
300 to 400m	20	35	28,995	35,930	43,222	33,784	36,171	38,454
400 to 600m	27	53	24,190	33,844	44,304	29,370	34,112	36,379
600m to 1.0b	22	56	26,166	34,517	43,410	32,136	34,133	37,534
1.0b to 2.0b	27	82	27,310	33,654	41,683	30,904	33,280	36,026
2b+	12	42	28,995	35,402	44,179	32,240	35,870	38,547
<b>Geographic Regions</b>								
East	34	56	26,208	35,344	43,805	33,738	35,474	37,960
South	44	89	27,310	33,764	43,410	30,763	33,800	36,192
Midwest	39	91	25,480	34,706	43,888	31,450	34,736	38,418
West	41	91	24,190	35,274	44,450	31,855	35,256	38,667

## 2017/2018 Compease Credit Union Survey

**Job Title:** Card Services Rep. Senior

**Job Code:** 619

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Assists members with their card accounts; control issuing, blocking, or renewal of credit cards/ATM cards/Debit cards. Processes approved credit/debit/ATM card applications; orders cards and sets up member files in computer system; verifies accuracy of cards issued and sends cards to member. Provides members with information and direction regarding their account status, requests, payments, and rights and obligations associated with the account. Prepares and balances related reports and accounts. Maintains related files and control records.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	75	126	28,912	41,254	59,114	35,833	40,373	47,216
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	13	15	31,491	41,693	51,251	37,055	42,370	46,457
200 to 300m	9	14	31,907	42,603	54,683	34,632	42,162	48,552
300 to 400m	8	10	31,616	42,162	52,666	35,246	43,566	47,013
400 to 600m	9	11	31,658	43,404	59,114	37,097	43,867	48,433
600m to 1.0b	13	23	28,912	39,812	53,456	34,050	37,066	47,195
1.0b to 2.0b	14	40	31,678	39,607	49,962	36,072	38,418	42,598
2b+	8	12	30,763	45,579	53,290	44,871	46,731	49,473
<b>Geographic Regions</b>								
East	22	30	28,912	43,119	59,114	37,487	43,160	47,944
South	23	42	29,203	38,662	53,643	33,888	37,066	43,295
Midwest	14	22	31,658	41,792	53,456	35,459	39,645	49,598
West	16	32	35,256	42,536	51,480	37,284	41,954	47,887

## 2017/2018 Compease Credit Union Survey

**Job Title:** Card Services Supervisor

**Job Code:** 621

Directs the daily operations of the card services department; assists members with daily operations of their card accounts; controls issuing, blocking, or renewal of credit cards/ATM cards/Debit cards.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	78	97	36,000	65,197	113,256	54,995	63,253	72,192
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	5	5	47,882	54,625	62,600	50,502	56,000	56,139
200 to 300m	8	9	36,000	56,755	78,701	42,307	53,393	71,657
300 to 400m	7	8	52,853	68,548	82,000	60,865	70,335	75,781
400 to 600m	15	17	49,608	60,528	72,103	53,622	60,806	65,038
600m to 1.0b	18	22	37,669	68,528	105,746	56,708	64,645	76,751
1.0b to 2.0b	17	26	45,760	64,621	97,660	53,742	65,921	71,761
2b+	7	9	50,730	80,008	113,256	63,003	86,091	89,251
<b>Geographic Regions</b>								
East	19	20	37,669	64,721	105,746	57,185	63,668	71,763
South	23	28	36,000	65,044	105,000	56,868	63,388	72,422
Midwest	13	14	43,680	63,268	89,526	55,250	66,119	70,087
West	23	35	39,520	66,363	113,256	53,043	62,970	75,975

## 2017/2018 Compease Credit Union Survey

**Job Title:** Collections Supervisor

**Job Code:** 801

Preserves the credit union's assets by controlling delinquent accounts, collecting delinquent loan payments and/or recovering collateral; hires, schedules, trains, and monitors the work of other Collectors; disposes of repossessed collateral.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	189	223	34,840	62,457	96,218	52,146	60,380	70,979
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	4	4	***	***	***	***	***	***
70 to 100m	4	4	***	***	***	***	***	***
100 to 200m	36	37	39,532	53,205	64,346	49,150	52,868	59,488
200 to 300m	21	24	42,333	58,802	76,310	51,599	58,005	62,164
300 to 400m	28	29	44,720	61,830	80,420	51,397	63,627	70,096
400 to 600m	25	27	47,819	62,965	79,237	55,521	63,476	70,479
600m to 1.0b	34	44	46,446	68,533	94,400	62,130	67,251	75,125
1.0b to 2.0b	26	38	42,000	66,267	96,218	53,350	64,257	79,943
2b+	10	15	53,891	70,781	95,000	58,450	71,808	82,694
<b>Geographic Regions</b>								
East	34	38	38,480	62,529	92,425	51,675	63,544	68,087
South	66	76	39,532	59,732	94,656	50,252	58,833	66,104
Midwest	45	54	34,840	63,666	96,218	53,045	59,959	74,410
West	44	55	38,056	64,984	89,773	55,658	42,542	74,627

## 2017/2018 Compease Credit Union Survey

**Job Title: Collector**

**Job Code: 803**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Preserves the credit union's assets by controlling delinquent loan accounts, collecting delinquent loan payments and/or recovering collateral.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	283	878	23,920	36,672	47,840	32,906	36,400	40,123
<b>Asset Size Categories</b>								
30 to 50m	3	4	***	***	***	***	***	***
50 to 70m	11	13	23,920	31,599	40,373	28,870	31,678	33,114
70 to 100m	15	17	29,598	36,331	42,120	34,507	35,672	39,499
100 to 200m	59	95	26,978	34,681	44,096	31,200	35,131	37,440
200 to 300m	31	69	28,870	37,447	47,382	33,446	37,482	41,163
300 to 400m	35	74	27,768	36,296	47,674	32,042	36,067	39,879
400 to 600m	38	140	26,998	35,405	43,930	32,271	34,809	38,548
600m to 1.0b	38	146	29,120	37,453	45,718	34,294	37,055	40,643
1.0b to 2.0b	39	229	28,579	37,323	46,800	33,800	36,941	40,747
2b+	14	92	30,014	38,439	47,840	34,793	38,246	41,116
<b>Geographic Regions</b>								
East	61	136	26,978	37,958	47,258	33,935	38,615	42,058
South	85	321	26,874	36,260	46,363	32,781	35,797	39,229
Midwest	77	200	23,920	36,687	47,590	32,695	36,390	40,716
West	60	221	27,227	36,467	47,840	32,906	35,922	39,624

## 2017/2018 Compease Credit Union Survey

**Job Title:**           **Collector Senior**

**Job Code:**   **805**

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Preserves the credit union's assets by controlling delinquent loan accounts, collecting delinquent loan payments and/or recovering collateral. Handles complex issues unable to be resolved by Collectors. Assists Collectors when necessary.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	142	307	33,280	44,132	59,176	39,967	43,826	48,266
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	3	3	***	***	***	***	***	***
70 to 100m	9	11	33,862	39,856	45,835	37,378	38,896	42,692
100 to 200m	29	36	35,443	42,433	50,003	39,738	42,422	45,390
200 to 300m	10	14	38,563	48,947	58,240	45,250	48,984	53,144
300 to 400m	16	26	35,922	46,982	58,677	42,578	46,675	49,924
400 to 600m	18	37	33,800	43,067	53,872	39,811	43,534	46,925
600m to 1.0b	23	70	35,318	44,381	54,954	39,952	44,512	48,365
1.0b to 2.0b	23	83	33,280	42,973	54,517	38,730	41,704	47,445
2b+	11	27	40,227	48,988	59,176	46,155	48,526	50,866
<b>Geographic Regions</b>								
East	24	35	34,840	45,037	58,240	40,352	45,011	49,234
South	46	110	33,280	43,330	54,954	39,062	43,514	47,232
Midwest	35	53	35,443	45,896	58,677	41,101	46,072	48,797
West	37	109	33,904	43,793	59,176	39,936	43,555	47,757

## 2017/2018 Compease Credit Union Survey

**Job Title:** Commercial Loan Officer I

**Job Code:** 807

Non-management employees who have not yet developed the experience necessary to be fully qualified are assigned to this level.

To originate, manage, and supervise the credit union's portfolio of commercial loans, with overall objective of maintaining and increasing its asset quality; to develop new and existing business relationships.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	49	89	37,669	61,638	89,544	50,003	61,589	70,000
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	6	6	43,680	60,350	75,000	49,010	61,630	71,924
300 to 400m	7	13	43,014	54,393	70,000	48,797	49,680	60,000
400 to 600m	6	12	48,900	61,522	77,043	55,063	60,441	68,599
600m to 1.0b	6	11	38,400	62,935	77,813	58,461	66,622	69,479
1.0b+	20	43	37,669	63,861	89,544	54,093	62,739	74,235
<b>Geographic Regions</b>								
East	10	12	43,014	58,989	85,000	48,925	56,070	67,759
South	12	20	43,002	59,775	76,598	52,309	60,410	66,508
Midwest	8	20	41,600	57,984	80,995	48,791	55,848	67,775
West	19	37	37,669	65,479	89,544	56,695	66,030	76,000

## 2017/2018 Compease Credit Union Survey

**Job Title:** Commercial Loan Officer II

**Job Code:** 809

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

To originate, manage, and supervise the credit union's portfolio of commercial loans, with overall objective of maintaining and increasing its asset quality; to develop new and existing business relationships.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	45	84	39,229	67,975	95,000	60,084	69,341	80,248
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	3	4	***	***	***	***	***	***
300 to 400m	3	6	***	***	***	***	***	***
400 to 600m	9	26	39,229	62,330	86,961	43,150	63,966	81,106
600m to 1.0b	7	10	67,756	84,239	95,000	77,054	88,214	90,002
1.0b to 2.0b	13	27	59,699	71,170	86,008	65,000	69,771	78,406
2b+	6	7	68,786	73,500	81,578	71,602	72,800	74,066
<b>Geographic Regions</b>								
East	8	14	63,000	78,206	92,047	72,236	80,498	83,065
South	11	24	39,229	56,605	85,300	43,420	51,802	69,661
Midwest	13	24	43,388	69,805	95,000	62,185	67,599	79,074
West	13	22	39,312	71,870	90,002	65,232	69,885	80,662

## 2017/2018 Compease Credit Union Survey

**Job Title:** Commercial Loan Officer III

**Job Code:** 811

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

To originate, manage, and supervise the credit union's portfolio of commercial loans, with overall objective of maintaining and increasing its asset quality; to develop new and existing business relationships.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	46	107	29,827	90,823	129,569	82,495	90,858	102,010
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	2	2	***	***	***	***	***	***
200 to 300m	1	1	***	***	***	***	***	***
300 to 400m	3	4	***	***	***	***	***	***
400 to 600m	6	8	29,827	74,415	109,944	71,300	71,400	80,187
600m to 1.0b	11	18	66,950	81,316	95,000	77,268	82,614	85,530
1.0b to 2.0b	16	63	75,944	93,887	113,971	85,005	94,994	102,662
2b+	7	11	88,400	107,613	129,569	100,003	104,069	117,487
<b>Geographic Regions</b>								
East	7	9	40,019	83,890	129,569	75,944	83,000	89,094
South	7	10	66,950	83,109	106,337	73,623	82,225	87,244
Midwest	16	45	29,827	89,159	113,971	78,070	93,438	100,180
West	16	43	77,000	95,808	125,008	85,433	93,766	105,000

## 2017/2018 Compease Credit Union Survey

**Job Title:** Commercial Loan Processor

**Job Code:** 813

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for assisting members with their commercial loan applications, processing and making loan disbursements.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	83	184	26,250	41,119	60,320	35,500	41,038	45,568
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	3	3	***	***	***	***	***	***
200 to 300m	8	10	29,120	36,063	45,448	31,699	35,464	38,766
300 to 400m	7	28	26,250	35,783	47,341	32,188	35,204	38,672
400 to 600m	17	19	29,640	41,138	52,853	37,274	40,997	45,604
600m to 1.0b	18	30	32,365	42,807	52,603	41,475	42,442	45,961
1.0b to 2.0b	21	73	29,661	41,345	54,350	36,629	41,288	44,512
2b+	9	21	34,237	46,095	60,320	38,584	45,677	52,042
<b>Geographic Regions</b>								
East	17	24	27,102	40,404	54,350	36,083	39,104	44,767
South	21	37	29,120	39,883	52,042	34,258	40,435	44,866
Midwest	22	42	26,250	39,220	52,853	34,793	38,542	42,084
West	23	81	29,640	42,881	60,320	39,021	42,636	47,798

## 2017/2018 Compease Credit Union Survey

**Job Title:** Compliance Officer

**Job Code:** 155

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for ensuring the policies and procedures of the credit union comply with the appropriate laws and regulations. Analyzes new and pending laws that could directly affect the credit union's current practices. Develops and revises current policies and procedures to ensure compliance. Ensures all affected areas of the credit union are kept informed of changing laws and procedures for implementation to be completed at the appropriate time.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	154	202	30,659	60,988	100,000	48,623	59,672	71,976
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	26	26	39,437	56,739	73,329	48,173	55,018	67,265
200 to 300m	24	27	36,206	59,333	81,235	46,120	58,974	71,970
300 to 400m	19	24	35,360	55,832	83,000	44,325	55,149	63,552
400 to 600m	17	17	54,590	68,850	87,360	60,549	69,722	77,350
600m to 1.0b	28	48	38,979	64,900	94,217	51,200	65,485	78,016
1.0b to 2.0b	25	35	39,416	62,024	90,000	49,826	63,463	73,555
2b+	10	20	35,984	61,419	100,000	40,815	58,469	72,914
<b>Geographic Regions</b>								
East	33	37	30,659	60,046	90,000	52,260	60,549	68,856
South	54	77	35,984	58,602	94,217	47,362	57,470	69,250
Midwest	31	34	35,360	63,527	96,748	48,992	64,500	77,563
West	36	54	39,416	63,439	100,000	52,291	62,618	75,475

## 2017/2018 Compease Credit Union Survey

**Job Title: Computer Operator**

**Job Code: 305**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Ensures the smooth and effective operations of the credit union's information and operating systems; hardware and software, training, and support. Operates computer and peripheral equipment to process business or other data, according to operating instructions. Enters commands, using keyboard of computer terminal, and presses buttons and flips switches on computer and peripheral equipment, such as tape drive, printer, data communications equipment, and plotter, to integrate and operate equipment, following operating instructions and schedule. Loads peripheral equipment with selected materials, such as tapes and printer paper for operating runs, or oversees loading of peripheral equipment by peripheral equipment operators.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	39	54	21,632	39,722	55,640	34,788	39,718	44,860
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	5	6	34,549	39,413	45,448	36,254	40,373	40,732
200 to 300m	2	2	***	***	***	***	***	***
300 to 400m	8	9	25,605	36,800	51,709	30,451	36,005	39,894
400 to 600m	4	10	***	***	***	***	***	***
600m to 1.0b	10	14	33,488	41,391	48,797	36,967	41,787	46,592
1.0b+	8	11	34,299	46,358	55,640	43,181	45,926	50,898
<b>Geographic Regions</b>								
East	5	5	36,670	39,050	41,933	36,920	39,541	40,186
South	15	22	21,632	39,919	48,214	35,532	41,600	45,365
Midwest	8	11	25,605	33,541	40,789	31,481	33,946	36,067
West	11	16	32,032	43,911	55,640	35,532	43,628	49,525

## 2017/2018 Compease Credit Union Survey

**Job Title: Consumer Loan Manager**

**Job Code: 815**

Responsible for the overall coordination of consumer lending activities. Manages consumer loan portfolio; develops, applies and reviews credit union's underwriting criteria. Approves and declines applications that exceed loan limits of subordinates. Provides subordinate officers with functional guidance.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	185	247	48,000	77,979	127,798	63,532	72,550	90,000
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	6	6	52,432	59,579	64,692	58,387	60,500	61,375
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	24	27	48,000	61,287	72,550	55,250	61,447	66,859
200 to 300m	20	25	51,000	66,208	81,750	60,678	64,000	71,546
300 to 400m	22	23	57,412	70,985	89,028	64,137	69,622	75,952
400 to 600m	30	40	49,442	71,877	91,147	63,764	71,455	82,156
600m to 1.0b	39	52	55,702	86,978	127,798	69,826	85,254	98,115
1.0b to 2.0b	31	54	52,416	88,545	127,787	70,337	87,962	107,180
2b+	10	17	65,414	93,631	119,697	83,244	96,741	103,800
<b>Geographic Regions</b>								
East	42	54	48,100	77,843	124,639	65,442	72,478	87,672
South	49	66	49,442	77,752	127,798	62,318	71,628	89,533
Midwest	39	47	48,000	75,541	120,472	61,833	70,013	87,579
West	55	80	52,432	79,690	127,787	63,644	74,327	92,956

## 2017/2018 Compease Credit Union Survey

**Job Title: Consumer Loan Officer**

**Job Code: 817**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members with their consumer lending needs; analyzes loan requests and make credit decisions based on lending policy.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	342	1,838	24,000	40,397	64,355	35,240	39,832	44,990
<b>Asset Size Categories</b>								
Under 30m	1	2	***	***	***	***	***	***
30 to 50m	11	16	24,648	35,824	50,045	31,365	34,112	42,604
50 to 70m	24	55	29,120	37,310	47,674	32,698	37,190	41,055
70 to 100m	19	37	29,640	41,339	52,021	39,125	41,150	43,811
100 to 200m	86	260	29,120	40,120	51,750	35,110	40,425	44,959
200 to 300m	40	167	27,997	39,007	52,042	34,278	38,501	44,221
300 to 400m	33	123	32,115	43,967	59,735	37,950	43,763	48,901
400 to 600m	44	276	30,534	41,446	52,728	37,440	41,309	45,011
600m to 1.0b	39	216	32,968	45,150	64,355	38,745	43,930	50,986
1.0b to 2.0b	34	516	25,459	39,005	52,312	34,528	38,064	42,843
2b+	11	170	24,000	37,430	52,070	32,838	36,160	42,497
<b>Geographic Regions</b>								
East	84	263	24,648	42,547	59,735	37,596	42,640	47,486
South	96	711	25,459	39,401	62,566	34,549	38,584	43,472
Midwest	91	471	26,458	39,848	64,355	35,152	39,021	43,839
West	78	393	24,000	41,420	62,286	35,443	40,706	46,925

## 2017/2018 Compease Credit Union Survey

**Job Title:** Consumer Loan Processor

**Job Code:** 819

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members with their loan applications; processes and makes loan disbursements.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	253	927	21,840	34,220	46,571	30,524	33,862	37,835
<b>Asset Size Categories</b>								
Under 30m	2	5	***	***	***	***	***	***
30 to 50m	3	3	***	***	***	***	***	***
50 to 70m	7	15	24,253	31,567	39,000	27,882	31,491	34,486
70 to 100m	16	22	24,835	31,669	39,894	28,460	30,524	28,460
100 to 200m	48	86	25,002	31,767	38,542	29,120	31,886	34,242
200 to 300m	27	65	24,918	32,548	41,600	29,120	32,885	35,838
300 to 400m	35	97	24,960	35,403	46,571	31,366	34,965	38,854
400 to 600m	33	125	26,998	33,507	41,392	30,430	33,176	36,712
600m to 1.0b	38	170	24,773	35,412	46,488	32,500	35,069	38,204
1.0b to 2.0b	32	241	25,314	35,798	44,866	32,448	36,005	39,666
2b+	12	98	25,000	32,634	41,600	28,621	31,000	37,485
<b>Geographic Regions</b>								
East	60	180	24,960	34,874	46,363	31,372	34,507	38,329
South	76	308	21,840	34,592	46,488	30,852	34,320	38,100
Midwest	60	201	25,000	33,222	44,866	29,994	32,781	36,421
West	57	238	24,773	34,089	46,571	29,994	33,415	37,991

## 2017/2018 Compease Credit Union Survey

**Job Title:** Consumer Loan Processor Senior

**Job Code:** 821

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Assists members with their loan requests, providing clerical and administrative support needed to process and close member loans.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	81	270	28,080	38,300	55,141	34,452	37,919	41,600
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	3	4	***	***	***	***	***	***
100 to 200m	12	22	29,619	37,606	46,654	32,032	37,326	43,139
200 to 300m	11	21	31,158	37,493	42,806	35,714	36,795	39,686
300 to 400m	9	22	29,349	38,447	46,966	35,360	38,064	40,362
400 to 600m	10	16	33,405	43,635	55,141	38,532	43,077	49,395
600m to 1.0b	16	46	30,181	40,314	51,126	35,698	38,657	45,978
1.0b to 2.0b	14	83	31,200	37,881	46,883	34,216	37,253	41,246
2b+	6	56	28,080	36,739	47,299	33,572	36,348	40,160
<b>Geographic Regions</b>								
East	21	53	30,181	39,627	50,752	35,256	39,520	44,304
South	20	126	28,080	36,702	48,880	33,810	35,994	38,917
Midwest	15	24	28,205	39,734	55,141	33,015	38,355	48,220
West	25	67	31,896	39,743	54,350	35,412	39,458	43,784

## 2017/2018 Compease Credit Union Survey

**Job Title: Credit Analyst**

**Job Code: 160**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for the processing of daily credit transactions per the credit policy and procedure manuals; maintains records and files on all credit transactions, including correspondence and documents.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	50	121	32,968	48,903	69,294	42,058	47,590	55,120
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	1	2	***	***	***	***	***	***
100 to 200m	4	6	***	***	***	***	***	***
200 to 300m	5	7	40,000	52,204	61,000	49,210	54,396	55,806
300 to 400m	3	6	***	***	***	***	***	***
400 to 600m	8	25	36,546	47,963	59,842	44,491	47,476	52,476
600m to 1.0b	9	14	40,955	45,895	53,955	43,323	44,543	49,546
1.0b to 2.0b	12	35	35,360	51,163	69,294	44,346	49,483	55,910
2b+	8	26	39,333	50,490	67,000	41,704	50,440	58,053
<b>Geographic Regions</b>								
East	7	14	32,968	50,129	68,000	39,088	52,686	57,595
South	17	50	36,546	46,710	68,513	41,517	44,834	50,119
Midwest	15	34	35,214	49,489	69,294	43,791	50,003	54,139
West	11	23	37,669	52,057	64,480	46,488	54,995	56,338

## 2017/2018 Compease Credit Union Survey

**Job Title:** EFT Coordinator

**Job Code:** 165

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Compiles and reconciles data involving electronic transfer of funds to maintain accounting records.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	53	137	24,960	36,367	48,402	32,510	36,421	39,707
<b>Asset Size Categories</b>								
30 to 50m	1	2	***	***	***	***	***	***
50 to 70m	2	3	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	8	12	26,624	34,559	44,158	31,652	35,558	36,514
200 to 300m	7	11	28,080	34,912	43,410	29,453	34,653	39,322
300 to 400m	3	6	***	***	***	***	***	***
400 to 600m	8	17	28,392	37,239	48,000	30,118	37,856	41,933
600m to 1.0b	9	30	31,366	37,596	48,402	34,159	38,106	39,634
1.0b+	15	56	24,960	35,490	46,134	32,219	35,256	39,094
<b>Geographic Regions</b>								
East	13	31	28,330	36,824	48,402	33,405	37,440	38,927
South	11	27	31,262	36,159	44,720	32,469	35,173	38,886
Midwest	13	35	24,960	36,038	48,006	29,245	36,608	40,310
West	16	44	25,002	36,433	46,134	32,396	36,847	40,082

## 2017/2018 Compease Credit Union Survey

**Job Title:** Exec. Administrative Assistant

**Job Code:** 210

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Provides administrative and secretarial support to senior management. Handles projects with minimal supervision that typically may be complex and/or confidential in nature.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	187	214	32,677	54,917	90,002	48,106	54,315	61,398
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	24	24	32,677	46,756	62,171	41,210	46,883	50,799
200 to 300m	22	22	39,541	50,382	66,302	43,774	49,591	54,401
300 to 400m	26	27	36,733	53,805	68,071	47,545	52,814	59,419
400 to 600m	34	36	40,061	52,668	66,123	48,793	53,396	56,337
600m to 1.0b	37	49	40,000	57,636	75,000	52,008	56,056	62,856
1.0b to 2.0b	30	40	41,808	59,089	77,002	52,078	57,239	66,461
2b+	10	12	47,424	65,337	90,002	58,776	65,234	72,772
<b>Geographic Regions</b>								
East	39	42	38,189	55,434	75,000	50,913	54,644	61,518
South	57	61	32,677	52,414	74,589	47,500	51,688	56,587
Midwest	44	53	39,998	52,132	69,794	46,436	52,187	55,890
West	47	58	40,061	59,718	90,002	52,316	59,500	66,576

## 2017/2018 Compease Credit Union Survey

**Job Title: Executive Vice President**

**Job Code: 705**

Directs and coordinates a broad range of activities toward achieving the credit union's objectives, in accordance with policies established by the President and the Board of Directors. Is generally considered the second in command after the President. Responsible for effective operation of the organization.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	154	175	47,840	164,177	400,767	112,241	156,485	201,999
<b>Asset Size Categories</b>								
30 to 50m	4	4	***	***	***	***	***	***
50 to 70m	8	8	47,840	75,027	98,738	63,776	76,720	85,035
70 to 100m	8	8	84,854	99,811	115,753	94,659	100,536	105,179
100 to 200m	31	34	75,748	105,854	133,120	95,507	106,503	115,532
200 to 300m	15	17	97,100	132,290	167,701	116,982	128,121	150,000
300 to 400m	19	22	125,000	154,942	193,813	140,298	154,490	172,309
400 to 600m	21	22	144,610	187,654	238,202	166,603	188,900	209,537
600m to 1.0b	23	27	127,923	189,085	243,734	167,500	196,720	207,353
1.0b to 2.0b	18	25	172,123	240,831	331,172	202,779	246,008	277,797
2b+	7	8	220,730	313,918	400,767	258,500	313,411	361,385
<b>Geographic Regions</b>								
East	32	35	77,991	152,524	277,797	111,394	151,545	183,212
South	46	53	82,319	159,773	300,000	116,982	150,000	191,279
Midwest	34	38	47,840	137,727	295,000	95,431	124,001	167,611
West	42	49	59,491	197,778	400,767	132,300	200,666	223,020

## 2017/2018 Compease Credit Union Survey

**Job Title: Facilities Manager**

**Job Code: 623**

Responsible for the credit union's building and systems and ensuring the equipment is functioning and scheduling maintenance.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	96	111	40,144	73,525	127,957	62,023	70,000	83,888
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	2	2	***	***	***	***	***	***
200 to 300m	6	7	40,144	50,654	62,442	45,531	48,235	56,347
300 to 400m	7	7	50,648	66,337	79,387	60,713	64,929	73,983
400 to 600m	21	22	47,250	63,263	74,603	56,864	64,912	68,300
600m to 1.0b	24	28	41,059	72,021	97,022	61,576	74,069	83,833
1.0b to 2.0b	24	30	58,000	80,595	110,000	68,138	77,316	90,531
2b+	12	15	64,147	92,833	127,957	78,223	89,033	105,856
<b>Geographic Regions</b>								
East	20	24	47,250	73,386	127,957	61,728	71,738	80,419
South	31	34	48,235	69,985	102,731	58,918	67,000	78,000
Midwest	20	23	40,144	74,213	113,920	62,713	70,000	88,767
West	25	30	41,059	76,031	110,282	64,489	73,559	87,083

## 2017/2018 Compease Credit Union Survey

**Job Title:**        **Facilities Specialist**

**Job Code:**    **625**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Provides general maintenance to the credit union's facilities as assigned by supervisor.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	124	216	23,525	36,725	54,080	31,054	36,140	42,879
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	11	11	27,019	34,138	45,427	31,304	33,218	35,506
200 to 300m	8	8	27,768	36,977	43,680	34,913	37,409	40,560
300 to 400m	14	17	28,454	38,337	50,300	33,072	38,584	42,910
400 to 600m	24	36	26,000	35,068	47,923	29,718	34,018	38,002
600m to 1.0b	23	38	24,960	37,333	53,402	31,138	36,920	42,765
1.0b to 2.0b	33	70	24,960	37,438	54,080	31,200	37,502	43,243
2b+	11	36	23,525	36,329	49,899	31,444	34,421	43,415
<b>Geographic Regions</b>								
East	25	44	24,960	37,787	52,894	31,174	39,385	44,044
South	38	73	23,525	35,162	50,794	29,640	34,050	39,520
Midwest	27	41	25,272	35,771	53,402	29,994	34,986	38,584
West	34	58	25,563	38,562	54,080	33,233	37,326	43,867

## 2017/2018 Compease Credit Union Survey

**Job Title:** File Clerk

**Job Code:** 215

To maintain correspondence, cards, invoices, member files, and other classified or indexed records so that they are easy to retrieve when needed. Searches and investigates information contained in files, inserting additional data, preparing reports, and supplying written information on request.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	80	158	20,654	28,293	44,782	24,898	27,5917	30,924
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	8	8	21,944	26,845	31,450	24,258	26,582	30,103
200 to 300m	14	17	20,800	27,810	31,637	27,040	28,454	30,160
300 to 400m	11	21	20,717	30,550	39,936	26,000	30,909	36,130
400 to 600m	11	19	22,880	27,088	32,677	25,210	27,123	28,590
600m to 1.0b	13	22	20,654	30,427	44,782	25,220	30,420	35,859
1.0b to 2.0b	13	54	20,800	25,734	31,346	23,426	25,324	28,059
2b+	9	16	24,960	33,967	43,555	28,631	33,665	37,960
<b>Geographic Regions</b>								
East	21	42	20,717	28,770	43,555	25,657	27,342	30,472
South	23	46	20,654	27,321	38,168	24,024	26,666	29,895
Midwest	14	22	22,152	28,483	36,500	26,354	28,205	30,768
West	22	48	21,902	28,719	44,782	24,357	26,676	31,236

## 2017/2018 Compease Credit Union Survey

**Job Title:** Financial Analyst

**Job Code:** 170

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

To assist with the overall administration of investment services with responsibility for the credit union's liability and certificate programs.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	80	116	36,941	59,390	89,336	49,780	57,626	67,817
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	5	***	***	***	***	***	***
200 to 300m	1	1	***	***	***	***	***	***
300 to 400m	9	11	41,392	66,141	89,336	52,936	70,775	76,443
400 to 600m	15	20	36,941	56,196	78,541	48,606	57,239	64,447
600m to 1.0b	18	24	39,208	59,147	86,149	48,282	58,718	65,976
1.0b to 2.0b	24	38	42,786	61,787	85,309	51,735	61,957	68,383
2b+	9	17	44,990	57,389	79,269	47,476	54,870	66,560
<b>Geographic Regions</b>								
East	16	20	41,600	61,230	89,336	50,301	58,430	76,222
South	24	33	36,941	57,906	81,141	49,000	57,034	67,844
Midwest	13	19	40,706	57,497	85,717	50,856	53,832	63,395
West	27	44	37,315	60,483	86,149	51,162	60,604	68,152

## 2017/2018 Compease Credit Union Survey

**Job Title:**        **Fraud Specialist**

**Job Code:**    **627**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for the investigation of fraudulent, illegal or improper activities by internal or external means, and the prevention and recovery of losses sustained by such activities.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	82	146	27,571	42,045	78,000	35,932	41,038	47,081
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	4	4	***	***	***	***	***	***
300 to 400m	6	7	27,893	38,328	50,003	33,363	35,506	44,086
400 to 600m	13	17	28,038	41,626	58,205	36,525	39,624	44,990
600m to 1.0b	21	39	28,496	45,129	64,800	39,500	44,262	50,430
1.0b to 2.0b	26	58	27,581	41,183	57,304	35,771	40,903	46,576
2b+	7	16	28,000	39,488	57,301	34,024	38,877	44,301
<b>Geographic Regions</b>								
East	11	19	27,893	44,362	63,000	39,499	41,787	46,675
South	24	42	27,581	39,755	64,800	33,556	38,605	45,568
Midwest	19	33	28,000	39,382	64,134	33,363	38,189	42,411
West	28	52	27,872	44,739	78,000	39,230	44,262	49,785

## 2017/2018 Compease Credit Union Survey

**Job Title:** Help Desk Specialist

**Job Code:** 306

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Provides technical support to the credit union's internal users of computer applications and hardware. Receives phone calls and e-mails from users and identifies, researches and resolves technical problems. Records problem logs, documents, tracks and monitors issues to ensure a timely resolution.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	21	30	31,013	43,197	62,150	37,840	41,527	48,173
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	1	1	***	***	***	***	***	***
200 to 300m	4	4	***	***	***	***	***	***
300 to 400m	5	5	37,440	39,100	42,037	37,606	38,896	39,520
400 to 600m	2	2	***	***	***	***	***	***
600m to 1.0b	1	2	***	***	***	***	***	***
1.0b+	8	16	31,013	44,325	54,309	39,354	44,273	49,540
<b>Geographic Regions</b>								
East	4	5	***	***	***	***	***	***
South	5	7	31,013	41,793	49,150	39,291	41,101	46,353
Midwest	8	11	35,506	41,156	50,710	36,920	38,542	44,772
West	4	7	***	***	***	***	***	***

## 2017/2018 Compease Credit Union Survey

**Job Title: Human Resources Assistant**

**Job Code: 415**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists Human Resources staff in the administrative duties of employee relations, payroll, compensation, recruitment, turnover/retention and benefits.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	61	69	30,701	40,495	52,624	36,088	40,186	44,200
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	5	5	34,736	38,118	43,534	35,360	35,360	41,600
200 to 300m	5	6	32,677	39,381	48,277	36,525	37,960	42,016
300 to 400m	8	8	30,701	41,278	50,960	36,166	42,796	46,020
400 to 600m	14	17	33,072	40,095	46,654	37,378	40,186	43,680
600m to 1.0b	13	14	33,550	43,539	52,624	37,944	43,233	48,599
1.0b+	16	19	30,888	39,257	50,482	34,923	39,707	41,933
<b>Geographic Regions</b>								
East	14	15	33,280	41,769	52,624	37,107	42,037	44,377
South	16	19	30,888	40,225	50,482	37,253	39,270	42,796
Midwest	12	12	30,701	39,400	52,416	34,299	38,771	43,363
West	19	23	31,075	40,458	50,710	35,630	40,518	45,833

## 2017/2018 Compease Credit Union Survey

**Job Title: Human Resources Generalist**

**Job Code: 420**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Generalist in Human Resources, performs work at the professional level and may carry out responsibilities in some or all of the following functional areas; employee relations, compensation, training, employment, labor relations, safety, affirmative action and employment equity programs, personnel research.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	179	297	24,960	51,700	75,000	45,760	50,570	57,845
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	19	22	27,456	43,516	60,154	39,278	43,888	48,087
200 to 300m	17	19	24,960	47,431	63,066	42,990	48,000	50,000
300 to 400m	14	18	30,160	49,067	72,000	42,094	49,421	54,075
400 to 600m	31	47	36,837	48,812	64,044	44,772	48,880	52,337
600m to 1.0b	40	66	39,000	52,968	70,000	46,431	54,222	58,261
1.0b to 2.0b	40	79	37,232	53,644	71,614	47,736	53,040	60,001
2b+	16	44	38,988	55,983	75,000	48,812	55,575	63,349
<b>Geographic Regions</b>								
East	35	55	27,456	50,435	72,000	42,640	49,982	56,680
South	51	87	24,960	50,134	73,195	44,148	50,000	55,607
Midwest	42	61	31,408	49,726	65,010	44,274	48,818	56,000
West	51	94	38,605	55,170	75,000	48,407	55,962	61,340

## 2017/2018 Compease Credit Union Survey

**Job Title:** Human Resources Manager

**Job Code:** 425

Responsible for supervising Human Resource department employees. Activities include recruitment and staffing, employee relations, benefit administration, salary administration, employee orientation, development and training, regulatory compliance relative to personnel, pay and benefits, and payroll administration. Implements training functions and ensures they are uniformly applied, operates within the policies and guidelines established, and complies with regulations.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	109	115	45,386	73,362	110,000	64,896	74,110	82,409
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	5	5	60,000	76,149	89,786	70,460	76,500	84,000
100 to 200m	17	17	45,386	64,258	83,793	55,000	65,102	73,188
200 to 300m	11	12	52,741	65,653	79,380	61,950	65,483	68,157
300 to 400m	12	13	57,974	72,367	87,839	62,559	73,617	84,805
400 to 600m	21	21	51,012	71,582	83,013	67,168	75,200	78,000
600m to 1.0b	14	15	68,407	82,832	110,000	75,470	83,460	85,970
1.0b to 2.0b	20	23	60,232	77,165	97,850	72,055	75,000	83,196
2b+	7	7	63,000	85,972	90,095	80,851	87,353	94,219
<b>Geographic Regions</b>								
East	28	29	45,386	70,212	97,850	62,559	68,407	77,411
South	38	39	52,741	74,436	110,000	66,237	74,681	82,871
Midwest	23	24	46,000	72,356	85,593	62,750	75,710	80,353
West	20	23	51,012	76,564	101,312	65,779	75,938	84,584

## 2017/2018 Compease Credit Union Survey

**Job Title:** Indirect Loan Officer

**Job Code:** 823

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Has responsibility to increase the credit union's portfolio of loans and other financial services initiated through relationships with auto dealers and other retail businesses capable of extending the credit union services to members and potential members.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	80	174	28,080	44,470	65,333	38,334	43,961	49,358
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	15	18	28,080	45,127	60,570	37,612	45,500	51,927
200 to 300m	6	10	30,784	38,586	44,990	35,490	37,752	42,864
300 to 400m	8	12	31,075	45,296	58,926	40,966	45,723	49,967
400 to 600m	13	23	33,987	43,348	53,352	40,570	42,702	56,968
600m to 1.0b	16	44	36,026	46,828	58,917	43,342	47,299	49,815
1.0b to 2.0b	14	43	28,309	42,419	60,112	36,962	38,834	48,474
2b+	6	22	33,000	46,907	65,333	39,997	46,255	55,666
<b>Geographic Regions</b>								
East	9	21	31,075	42,807	58,926	37,045	43,181	47,736
South	22	52	28,080	44,073	60,570	38,454	43,586	49,785
Midwest	22	40	33,000	48,213	65,333	43,820	47,570	52,868
West	27	61	28,309	42,927	60,320	37,794	43,000	47,382

## 2017/2018 Compease Credit Union Survey

**Job Title:** Information Systems Manager

**Job Code:** 310

Overall responsibility for maintaining the networks, servers, operating systems and communication links. Manage the staff and resources dedicated to supporting office automation, PCs and end-user equipment, network and systems security and database administration.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	163	210	40,061	83,910	140,507	71,594	85,000	94,000
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	6	6	40,061	57,579	70,059	51,226	60,726	64,564
100 to 200m	35	38	46,488	66,518	94,432	54,010	67,328	74,624
200 to 300m	14	16	56,780	74,896	92,700	66,500	74,960	83,916
300 to 400m	17	22	60,000	82,052	97,883	76,215	82,557	90,980
400 to 600m	24	27	63,503	82,960	95,614	76,110	86,315	91,422
600m to 1.0b	31	44	64,748	91,995	112,213	83,640	91,764	104,344
1.0b to 2.0b	28	39	70,422	95,428	123,536	82,737	92,267	110,120
2b+	6	15	72,426	102,845	140,507	87,256	97,802	118,158
<b>Geographic Regions</b>								
East	34	42	52,957	85,312	132,194	73,416	87,275	92,451
South	47	60	40,061	83,136	132,246	68,068	86,426	95,835
Midwest	38	47	46,488	77,719	117,900	64,252	76,003	90,437
West	44	60	55,360	88,552	140,507	77,220	86,637	102,311

## 2017/2018 Compease Credit Union Survey

**Job Title:** Internal Auditor

**Job Code:** 175

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Has responsibility to conduct audits of the credit union to assess the effectiveness of controls, accuracy of financial records and efficiency of operations; provide documentation of the credit union's internal control systems; report findings and make recommendations.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	104	148	34,320	55,856	85,000	46,316	55,237	64,700
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	9	10	43,763	54,838	67,366	46,180	56,660	61,402
200 to 300m	15	19	41,184	63,380	85,000	49,941	62,735	76,766
300 to 400m	10	11	34,653	55,355	67,000	49,769	57,000	65,482
400 to 600m	12	15	39,168	53,657	66,000	48,563	54,579	60,140
600m to 1.0b	23	35	35,672	55,832	73,156	48,090	55,474	63,296
1.0b to 2.0b	21	33	34,320	51,458	72,509	42,307	48,900	58,455
2b+	11	22	41,038	59,161	80,808	50,851	60,410	68,338
<b>Geographic Regions</b>								
East	17	22	34,653	57,136	85,000	44,860	55,290	66,024
South	36	53	35,464	53,922	83,465	43,202	52,624	62,576
Midwest	25	35	34,320	55,869	72,509	47,684	56,992	64,978
West	26	38	35,672	57,800	77,341	48,900	57,526	66,761

## 2017/2018 Compease Credit Union Survey

**Job Title:** Lending Supervisor

**Job Code:** 825

Directs the administrative functions within the lending department.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	153	260	32,200	61,728	94,709	52,609	60,631	70,000
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	3	3	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	27	28	42,500	59,484	75,248	50,969	61,385	66,517
200 to 300m	17	22	42,640	55,641	67,859	53,040	54,886	59,842
300 to 400m	11	13	44,480	62,187	76,700	55,142	64,272	72,634
400 to 600m	25	32	40,000	58,690	77,851	51,030	58,548	63,072
600m to 1.0b	25	39	43,243	65,961	94,709	56,156	65,000	76,197
1.0b to 2.0b	28	77	44,138	61,936	82,795	52,913	61,808	69,065
2b+	12	41	43,000	66,418	94,515	53,206	65,370	76,000
<b>Geographic Regions</b>								
East	34	55	42,640	64,316	94,709	55,013	64,272	71,953
South	39	67	39,000	60,862	92,830	52,875	59,197	67,602
Midwest	36	50	40,000	58,105	78,204	50,058	56,511	64,946
West	44	88	32,200	62,828	94,515	52,266	61,776	71,390

## 2017/2018 Compease Credit Union Survey

**Job Title:**        **Loan Clerk**

**Job Code:**    **827**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists the Loan Officer and members with loan applications; prepares all necessary loan documents.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	72	456	20,800	30,228	41,371	26,848	29,619	33,368
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	6	7	24,856	28,841	32,094	26,551	28,600	31,616
100 to 200m	18	29	20,800	27,529	33,301	25,210	27,040	30,160
200 to 300m	10	17	21,320	30,105	41,371	22,859	30,888	34,986
300 to 400m	8	13	22,880	31,408	41,309	25,979	28,434	37,440
400 to 600m	9	16	25,480	30,897	37,981	28,330	30,306	33,738
600m to 1.0b	12	28	25,230	32,511	39,728	29,609	32,594	36,774
1.0b+	7	44	25,000	30,484	39,500	27,040	29,983	32,427
<b>Geographic Regions</b>								
East	12	16	20,800	31,485	39,374	27,430	32,032	34,232
South	20	51	22,859	30,244	39,728	26,676	29,786	33,030
Midwest	29	63	21,840	29,627	41,371	25,750	28,954	32,063
West	11	26	21,320	30,880	41,309	27,040	30,254	35,298

## 2017/2018 Compease Credit Union Survey

**Job Title:**           **Manager Commercial Loans**

**Job Code:**   **829**

Responsible for coordination and supervision of Commercial Loan department employees. Coordinates the commercial banking business development program. Manages significant lending account interactions.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	77	110	59,931	106,592	164,600	89,728	104,433	122,591
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	***	***	***	***	***	***	***	***
300 to 400m	9	12	68,297	95,941	133,900	77,038	99,608	103,959
400 to 600m	12	13	59,931	95,225	122,943	88,476	98,030	104,365
600m to 1.0b	20	29	81,432	113,803	160,000	95,902	113,473	128,003
1.0b to 2.0b	23	35	65,000	105,627	153,197	88,679	104,836	118,506
2b+	9	17	62,771	118,891	164,600	96,408	128,294	135,000
<b>Geographic Regions</b>								
East	17	22	70,000	96,080	146,017	78,765	93,254	105,779
South	25	33	67,905	108,829	164,600	94,546	105,000	121,060
Midwest	13	15	59,931	97,892	142,001	78,967	102,750	111,257
West	22	40	74,591	113,792	160,000	91,691	112,924	131,683

## 2017/2018 Compease Credit Union Survey

**Job Title: Marketing Assistant**

**Job Code: 515**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Increases the acquisition of memberships and member awareness concerning credit union products and services. Conducts market research; analyzes factors such as: pricing, distribution and product performance. Supports the development and distribution of marketing and sales materials. Assists in the production of advertising, marketing brochures, sales kits or other promotional materials. Provides statistical reports and recommendations to management and assists with the development plans for marketing.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	76	92	19,240	36,289	60,000	31,528	35,370	41,085
<b>Asset Size Categories</b>								
30 to 50m	2	2	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	12	15	23,566	34,147	42,099	31,741	33,634	37,762
200 to 300m	19	22	20,800	37,564	45,102	28,860	36,358	44,825
300 to 400m	***	***	***	***	***	***	***	***
400 to 600m	8	10	20,800	33,349	49,865	29,957	32,687	34,585
600m to 1.0b	13	17	31,699	41,051	60,000	35,625	38,106	43,597
1.0b+	18	22	20,800	35,479	53,539	31,190	35,828	37,284
<b>Geographic Regions</b>								
East	11	12	19,240	36,129	48,865	31,008	36,712	42,474
South	24	29	20,800	33,814	53,539	30,160	33,634	36,712
Midwest	20	20	27,040	36,962	60,000	31,002	33,717	37,315
West	21	31	20,800	38,250	59,779	34,310	36,962	43,992

## 2017/2018 Compease Credit Union Survey

**Job Title: Marketing Manager**

**Job Code: 520**

Has responsibility to improve the credit union's competitive position, consistent with its mission, within the markets served; develop objectives, policies and programs for marketing activities of the credit union; plan, direct, and coordinate the efforts of marketing and sales toward the accomplishment of overall objectives; supply advice and assistance to the President and other operating units within the organization.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	168	193	35,838	70,285	114,712	58,032	67,409	81,082
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	3	3	***	***	***	***	***	***
70 to 100m	5	5	42,700	55,891	66,934	50,580	58,032	61,208
100 to 200m	38	39	35,838	55,700	78,756	48,537	54,818	64,325
200 to 300m	21	21	41,208	64,595	84,814	57,859	66,132	72,873
300 to 400m	17	17	51,001	65,708	78,910	61,256	65,225	73,882
400 to 600m	23	27	47,606	67,767	86,631	60,475	66,196	78,223
600m to 1.0b	26	26	57,305	88,743	114,712	78,120	87,000	104,945
1.0b to 2.0b	25	37	60,000	80,959	103,100	74,256	81,082	89,100
2b+	9	17	58,053	76,541	100,470	66,629	79,889	85,209
<b>Geographic Regions</b>								
East	38	41	43,686	71,463	110,441	58,844	70,000	81,312
South	48	56	40,100	63,631	96,858	57,201	63,621	69,107
Midwest	42	47	35,838	65,873	95,837	54,270	66,132	76,757
West	40	49	40,355	81,069	114,712	69,086	80,142	91,907

## 2017/2018 Compease Credit Union Survey

**Job Title: Marketing Specialist**

**Job Code: 525**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists in the development and implementation of marketing plans for the credit union. Performs a variety of support duties, generally of a professional level, related to the marketing function within the credit union.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	193	306	29,536	47,504	72,771	40,872	46,963	53,368
<b>Asset Size Categories</b>								
30 to 50m	4	4	***	***	***	***	***	***
50 to 70m	4	4	***	***	***	***	***	***
70 to 100m	4	4	***	***	***	***	***	***
100 to 200m	23	23	29,536	37,550	48,000	34,403	37,128	39,863
200 to 300m	21	24	33,010	45,094	53,352	40,669	44,750	49,691
300 to 400m	19	23	31,200	43,634	57,265	43,549	43,693	47,892
400 to 600m	33	51	35,568	45,907	55,792	41,059	45,000	50,940
600m to 1.0b	35	57	35,651	51,245	72,771	45,427	51,522	55,702
1.0b to 2.0b	39	87	33,280	49,410	65,392	42,994	49,375	56,056
2b+	11	29	36,650	53,410	71,053	47,050	55,000	60,000
<b>Geographic Regions</b>								
East	43	59	33,208	46,596	63,211	41,437	47,507	52,606
South	52	77	33,010	47,275	69,654	41,018	45,448	53,000
Midwest	54	87	29,536	45,291	65,000	39,187	44,200	51,009
West	44	83	34,299	50,681	72,771	42,490	49,962	58,162

## 2017/2018 Compease Credit Union Survey

**Job Title: Member Service Rep. Senior**

**Job Code: 629**

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Assists members and potential members with their credit union needs directly and through other Member Service Representatives; provides expertise with respect to more complex credit union services such as IRAs, certificates of deposit, electronic funds, etc.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	286	2,263	26,000	37,533	54,579	33,800	37,003	40,955
<b>Asset Size Categories</b>								
Under 30m	2	4	***	***	***	***	***	***
30 to 50m	5	9	30,763	34,174	36,608	32,448	34,590	36,005
50 to 70m	12	20	26,749	32,863	43,576	29,167	32,604	35,630
70 to 100m	24	48	30,826	35,860	43,680	33,280	35,266	37,674
100 to 200m	64	259	26,000	33,962	42,640	30,337	33,779	37,117
200 to 300m	35	150	28,850	37,373	46,464	33,623	36,920	40,669
300 to 400m	34	229	26,229	34,789	44,366	31,595	35,048	38,106
400 to 600m	31	237	27,040	36,042	45,573	33,426	35,360	38,126
600m to 1.0b	35	425	29,484	38,932	49,192	35,048	39,146	42,286
1.0b to 2.0b	33	623	28,184	37,318	46,842	34,289	36,899	40,082
2b+	11	259	33,990	43,931	54,579	39,874	44,346	47,706
<b>Geographic Regions</b>								
East	80	550	26,000	36,923	54,059	33,410	35,953	40,435
South	80	736	26,229	36,225	48,464	33,072	35,693	39,671
Midwest	59	403	27,040	36,828	51,709	33,634	36,317	39,686
West	67	574	26,000	40,291	54,579	36,213	39,759	44,221

## 2017/2018 Compease Credit Union Survey

**Job Title: Member Service Rep/New Accts**

**Job Code: 631**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members and potential members with their credit union needs; explains services, sets up new accounts, respond to problems, and direct members to the appropriate people

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	408	4,108	19,760	31,326	43,971	28,080	31,200	34,320
<b>Asset Size Categories</b>								
Under 30m	7	11	21,320	26,707	31,200	24,960	26,364	29,588
30 to 50m	13	17	24,960	29,537	33,821	27,186	29,432	31,200
50 to 70m	27	93	19,760	27,818	39,582	24,128	28,288	31,138
70 to 100m	33	93	21,840	28,837	36,338	26,208	29,016	31,429
100 to 200m	93	462	21,840	28,421	35,714	25,719	28,392	31,200
200 to 300m	47	252	23,733	29,682	37,190	26,915	29,276	32,152
300 to 400m	43	418	21,403	29,221	37,586	26,042	28,933	31,907
400 to 600m	44	587	23,920	30,636	38,022	28,018	30,160	33,072
600m to 1.0b	42	684	23,629	32,362	41,496	29,323	32,178	35,235
1.0b to 2.0b	44	925	23,920	32,074	40,664	29,120	31,678	34,986
2b+	15	566	26,666	35,347	43,971	32,240	35,443	38,480
<b>Geographic Regions</b>								
East	110	899	21,403	32,246	43,971	29,141	32,053	35,360
South	112	1,180	19,760	29,791	40,934	27,040	29,120	32,198
Midwest	103	884	20,571	31,151	43,680	27,997	30,389	34,346
West	83	1,145	21,320	32,320	43,680	29,120	32,136	35,318

## 2017/2018 Compease Credit Union Survey

**Job Title:** Mortgage Loan Closer

**Job Code:** 831

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Closes mortgage loans and distributes mortgage loan proceeds. Obtains signatures on all closing documents and verifies their accuracy and completion. Distributes loan proceeds in accordance with mortgage documentation, and prepares loan closing journal. Assembles loan documents for transmittal and servicing.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	64	156	28,725	40,866	55,058	36,005	40,934	45,282
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	3	5	***	***	***	***	***	***
300 to 400m	2	5	***	***	***	***	***	***
400 to 600m	12	15	33,904	41,395	51,771	38,126	40,560	44,824
600m to 1.0b	16	26	29,037	39,193	49,920	33,363	37,939	46,654
1.0b to 2.0b	17	53	32,968	43,455	55,058	39,333	43,222	47,528
2b+	9	47	29,557	39,186	51,022	33,894	38,667	43,826
<b>Geographic Regions</b>								
East	20	30	32,864	43,919	52,707	39,629	43,971	48,651
South	19	53	28,725	39,049	54,558	33,779	38,210	43,514
Midwest	9	26	29,557	39,718	49,629	35,620	39,104	43,675
West	16	47	29,037	41,601	55,058	37,232	41,746	45,344

## 2017/2018 Compease Credit Union Survey

**Job Title:** Mortgage Loan Manager

**Job Code:** 833

Responsible for the overall coordination of the mortgage lending activities. Develops or approves mortgage lending policies and procedures; reviews and approves mortgage applications exceeding staff authority; develops interest rate structures; provides subordinate officers with functional guidance.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	160	212	44,158	79,630	156,750	65,359	76,214	90,324
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	20	22	44,158	60,699	71,335	54,996	62,615	65,457
200 to 300m	13	15	45,000	69,823	99,819	60,977	63,597	80,907
300 to 400m	19	20	58,700	74,228	90,323	69,886	75,650	77,880
400 to 600m	27	31	55,000	74,796	100,000	67,505	75,000	83,600
600m to 1.0b	34	41	58,000	88,979	124,848	75,000	87,552	100,442
1.0b to 2.0b	33	63	49,546	82,171	122,268	69,964	81,119	98,630
2b+	11	17	57,586	100,134	156,750	81,120	97,192	119,850
<b>Geographic Regions</b>								
East	36	41	44,158	75,196	108,354	66,534	72,500	86,752
South	45	65	50,000	81,985	156,750	65,000	79,442	90,683
Midwest	37	48	50,000	74,873	123,600	61,746	72,760	84,653
West	42	58	45,000	84,062	125,258	70,518	80,808	100,000

## 2017/2018 Compease Credit Union Survey

**Job Title:** Mortgage Loan Officer

**Job Code:** 835

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members with their mortgage lending needs: analyzes loan requests and make credit decisions based on mortgage lending policy. May work with real estate brokers to promote the credit union's real estate loans.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	252	941	21,000	44,283	77,480	36,400	43,680	52,000
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	5	5	32,802	38,958	42,515	39,333	39,832	40,310
70 to 100m	8	12	35,298	40,349	46,717	37,908	40,685	42,198
100 to 200m	50	83	30,000	42,294	56,160	36,740	41,558	47,486
200 to 300m	30	71	29,994	44,906	59,405	40,687	45,527	50,602
300 to 400m	31	79	31,200	46,600	63,606	39,000	45,510	54,569
400 to 600m	37	130	29,994	45,869	62,566	40,232	45,729	51,984
600m to 1.0b	45	197	24,003	43,795	70,304	30,618	43,243	54,309
1.0b to 2.0b	31	252	21,000	40,885	63,294	31,200	40,050	50,003
2b+	13	110	29,994	51,147	77,480	39,998	50,388	63,502
<b>Geographic Regions</b>								
East	50	147	22,880	43,843	75,275	33,779	43,950	53,144
South	64	228	24,000	44,596	76,398	37,513	43,160	50,003
Midwest	69	220	25,000	44,449	76,016	37,383	43,950	52,213
West	69	346	21,000	44,158	77,480	33,977	43,940	53,300

## 2017/2018 Compease Credit Union Survey

**Job Title:** Mortgage Loan Processor

**Job Code:** 837

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Processes mortgage loan applications, mortgage loans and mortgage loan documentation. Assembles, checks and verifies the accuracy and completion of all loan documentation necessary for loan closing. Assists in scheduling loan closings and answers routine questions regarding the mortgage loan process. May enter loan data into the computer system. May prepare checks for distribution.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	212	845	25,626	38,429	54,080	33,613	38,147	43,000
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	4	4	***	***	***	***	***	***
100 to 200m	31	47	26,104	35,710	44,720	31,720	35,360	39,905
200 to 300m	27	63	28,142	38,833	51,522	32,812	39,437	42,848
300 to 400m	21	62	27,893	37,013	47,840	32,224	36,462	42,162
400 to 600m	39	112	29,390	38,140	47,445	35,360	37,523	41,777
600m to 1.0b	40	151	27,622	39,818	54,080	35,662	39,083	44,086
1.0b to 2.0b	37	276	25,626	37,708	50,710	32,167	37,658	42,198
2b+	13	130	28,933	40,164	52,291	35,324	40,030	44,377
<b>Geographic Regions</b>								
East	41	147	27,893	40,119	51,813	35,755	40,581	44,897
South	63	203	26,083	37,350	54,080	32,978	37,440	41,080
Midwest	58	276	27,040	37,629	52,582	32,843	37,471	41,746
West	50	219	25,626	39,304	53,310	34,320	39,478	44,096

## 2017/2018 Compease Credit Union Survey

**Job Title:** Network Administrator

**Job Code:** 315

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for evaluating, developing, and maintaining, along with usage of internal computer and telecommunication systems. Acquires, installs, and maintains the credit union's local area network. Assists in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	173	309	35,859	66,100	99,653	57,203	65,564	73,944
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	25	28	35,859	59,551	78,605	52,218	61,680	67,761
200 to 300m	23	28	44,357	60,253	79,183	53,861	60,362	68,071
300 to 400m	23	30	42,120	62,827	84,573	55,639	59,845	71,714
400 to 600m	24	33	45,178	58,632	74,362	51,750	59,043	65,991
600m to 1.0b	35	85	46,987	70,983	99,262	61,776	71,510	78,756
1.0b to 2.0b	33	82	47,174	68,936	90,002	60,048	68,000	76,884
2b+	9	21	40,914	68,215	99,653	57,845	67,457	78,915
<b>Geographic Regions</b>								
East	28	43	46,800	64,630	90,000	55,557	62,874	71,520
South	53	108	36,400	64,483	89,889	57,067	64,028	71,898
Midwest	45	70	42,120	64,607	96,117	55,000	60,181	72,975
West	47	88	35,859	69,992	99,653	63,351	69,992	77,072

## 2017/2018 Compease Credit Union Survey

**Job Title:** Online Banking Specialist

**Job Code:** 632

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for handling tasks related to PC and electronic banking. Participate in telephone and internet banking, including processing applications, maintaining and verifying files on fund transfers and file discrepancy resolution. Responds to all customer inquiries regarding the credit union's electronic banking products.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	41	131	25,938	35,536	49,546	30,930	35,360	39,426
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	3	5	***	***	***	***	***	***
200 to 300m	3	4	***	***	***	***	***	***
300 to 400m	6	10	32,240	37,596	43,451	35,006	35,870	42,364
400 to 600m	9	24	26,312	37,255	47,840	33,150	36,410	43,293
600m to 1.0b	8	35	30,909	39,174	49,546	36,005	38,750	43,139
1.0b+	12	53	25,938	31,196	38,584	29,266	30,472	34,507
<b>Geographic Regions</b>								
East	11	28	31,200	39,441	49,546	33,036	39,260	43,826
South	11	31	29,374	34,730	47,986	31,200	32,760	36,338
Midwest	11	37	28,000	33,307	45,261	29,266	33,280	35,942
West	8	35	25,938	35,484	49,046	27,820	36,358	39,634

## 2017/2018 Compease Credit Union Survey

**Job Title: PC Support Specialist**

**Job Code: 325**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Manage the credit union's personal computer resources, recommend PC hardware and software purchases for the credit union, and provide technical assistance and guidance. Installs, modifies, and makes minor repairs to microcomputer hardware and software systems and provides technical assistance and training to system users.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	187	376	24,856	45,807	70,158	38,823	45,094	52,078
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	23	27	27,123	38,883	47,861	35,246	38,584	42,380
200 to 300m	22	32	28,704	46,525	61,275	40,498	44,866	53,216
300 to 400m	29	39	34,278	46,356	63,676	40,134	48,144	50,856
400 to 600m	31	59	31,574	44,643	60,507	38,730	43,826	50,128
600m to 1.0b	33	70	30,992	43,181	59,301	38,163	41,631	47,473
1.0b to 2.0b	35	102	31,990	45,714	61,963	38,163	46,290	52,328
2b+	10	43	38,480	56,278	70,158	51,802	57,158	62,200
<b>Geographic Regions</b>								
East	33	58	34,424	48,548	64,750	42,229	48,221	54,035
South	62	115	26,478	44,285	64,834	37,305	43,805	50,596
Midwest	44	81	24,856	44,057	67,000	37,294	41,829	50,170
West	48	122	28,704	47,102	70,158	40,789	47,268	53,347

## 2017/2018 Compease Credit Union Survey

**Job Title:** President/CEO

**Job Code:** 715

Directs the overall operations of the credit union with the objective of ensuring financial stability commensurate with the best interests of the members; establishing short-term and long-range objectives, plans, and policies subject to the approval of the Board of Directors.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	560	574	65,000	228,468	738,500	138,786	197,653	289,354
<b>Asset Size Categories</b>								
Under 30m	10	11	65,000	80,601	105,000	68,233	80,119	87,528
30 to 50m	21	22	81,516	99,117	115,306	90,600	100,000	107,996
50 to 70m	45	48	74,206	114,635	150,034	100,000	115,267	128,112
70 to 100m	53	53	87,000	123,845	158,920	110,067	121,680	135,472
100 to 200m	138	140	115,000	162,413	217,500	144,863	160,875	178,860
200 to 300m	71	73	144,612	212,368	282,813	191,497	214,000	236,320
300 to 400m	56	58	179,500	264,175	326,884	238,197	256,855	259,697
400 to 600m	57	59	212,774	283,638	365,000	258,000	283,283	306,809
600m to 1.0b	51	52	240,001	340,562	424,986	316,613	335,624	375,570
1.0b to 2.0b	43	43	350,000	452,250	580,200	409,000	454,803	500,000
2b+	15	15	448,000	570,115	738,500	468,202	590,000	633,168
<b>Geographic Regions</b>								
East	145	149	65,000	212,135	566,854	135,102	189,009	267,800
South	147	150	74,206	239,781	604,417	151,731	212,222	313,971
Midwest	150	152	70,130	201,783	738,500	126,999	160,625	249,250
West	118	123	78,589	267,434	649,771	158,500	235,982	350,044

## 2017/2018 Compease Credit Union Survey

**Job Title:** Project Manager

**Job Code:** 230

Ensures that project activities are timely and completed in accordance with established quality standards, procedures and budget requirements. Related documentation is complete, accurate, and timely. Oversees work performed by project team members. Generates detailed reports relating to project status and compliance in a timely manner. Maintains relationships with outside vendors and suppliers. Reviews supplier specifications for adherence to project specifications. Senior Management is appropriately informed of area activities and significant problems. Ensures adequate communication is maintained to all appropriate parties.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	56	71	35,755	68,412	107,353	57,821	64,978	76,247
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	6	7	49,778	60,148	75,993	57,260	58,380	61,183
200 to 300m	4	4	***	***	***	***	***	***
300 to 400m	5	5	58,822	82,897	107,353	59,577	86,919	103,795
400 to 600m	9	12	49,026	59,937	71,945	53,893	60,700	64,626
600m to 1.0b	9	11	50,107	72,367	100,000	65,166	71,906	79,188
1.0b+	23	32	44,325	70,717	105,000	60,253	72,914	80,246
<b>Geographic Regions</b>								
East	15	16	51,652	71,205	103,795	60,800	67,024	74,743
South	14	18	44,325	64,934	94,640	51,121	59,928	76,336
Midwest	13	17	35,755	69,671	105,000	58,380	66,560	80,985
West	14	20	52,877	68,236	107,353	60,266	64,677	73,857

## 2017/2018 Compease Credit Union Survey

**Job Title:** Proof Operator

**Job Code:** 635

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

To operate machines to encode, add, cancel, photocopy, and sort checks, drafts, and money orders for collection and to prove records of transactions.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	32	64	18,075	31,541	44,054	27,555	31,959	25,032
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	4	***	***	***	***	***	***
200 to 300m	3	3	***	***	***	***	***	***
300 to 400m	2	2	***	***	***	***	***	***
400 to 600m	3	4	***	***	***	***	***	***
600m to 1.0b	7	15	21,861	29,995	40,789	26,864	28,725	32,240
1.0b+	13	36	22,880	33,009	44,054	29,786	33,030	36,629
<b>Geographic Regions</b>								
East	5	8	26,957	33,925	40,789	30,878	33,873	37,107
South	16	29	18,075	29,658	36,421	27,373	29,702	33,010
Midwest	6	16	21,861	29,845	39,187	24,606	30,368	33,015
West	5	11	22,963	37,238	44,054	35,807	37,898	40,893

## 2017/2018 Compease Credit Union Survey

**Job Title:** Receptionist/Operator

**Job Code:** 225

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Represents the credit union in a professional manner when greeting members and the general public on the phone and in person, ensuring that they are directed to someone who can provide them with assistance. In addition to the above, duties may also include the following: supporting overflow needs both within and outside the department, maintaining assigned records, files and reports, and assigned administrative responsibilities.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	141	306	19,032	27,905	39,395	24,960	27,633	30,930
<b>Asset Size Categories</b>								
Under 30m	1	1	***	***	***	***	***	***
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	6	6	20,467	26,679	32,240	25,360	26,614	28,553
70 to 100m	8	9	20,800	24,264	29,536	22,922	23,920	24,419
100 to 200m	25	36	19,032	26,054	33,010	22,875	25,896	28,231
200 to 300m	13	18	21,320	27,573	34,986	24,492	28,090	30,394
300 to 400m	12	14	23,400	31,851	39,395	27,758	31,647	35,521
400 to 600m	22	51	20,322	26,974	34,445	23,774	27,310	29,682
600m to 1.0b	25	80	21,840	28,634	37,190	25,990	27,841	31,169
1.0b to 2.0b	21	70	21,840	28,425	35,318	25,126	28,506	31,283
2b+	7	20	22,714	28,780	36,400	25,376	28,756	32,505
<b>Geographic Regions</b>								
East	32	42	19,573	30,369	39,395	26,411	31,242	34,154
South	52	129	20,322	27,017	34,965	24,149	26,728	29,578
Midwest	32	69	19,032	27,533	37,149	25,147	27,040	29,744
West	25	66	21,320	28,460	37,190	25,137	28,246	31,070

## 2017/2018 Compease Credit Union Survey

**Job Title: Share Draft Clerk**

**Job Code: 637**

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members with questions and problems related to their share draft accounts. Carries out a wide variety of administrative duties pertaining to share draft services including opening accounts, processing stop-payment requests, charging back NSF drafts, applying fees, balancing accounts, etc.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	26	50	24,274	34,876	50,440	29,687	35,558	38,813
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	1	1	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	5	6	25,272	33,693	43,680	27,638	34,736	37,528
200 to 300m	3	5	***	***	***	***	***	***
300 to 400m	3	8	***	***	***	***	***	***
400 to 600m	1	1	***	***	***	***	***	***
600m to 1.0b	3	5	***	***	***	***	***	***
1.0b+	9	23	27,248	34,372	39,749	30,628	35,693	38,147
<b>Geographic Regions</b>								
East	6	9	27,248	35,540	39,749	35,360	38,251	38,563
South	5	17	28,933	37,962	50,440	35,693	37,731	41,080
Midwest	8	13	25,272	32,126	41,600	28,392	30,576	36,192
West	7	11	24,274	32,811	43,680	28,954	33,197	34,476

## 2017/2018 Compease Credit Union Survey

**Job Title:** Teller

**Job Code:** 639

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Assists members with their financial transactions, involving paying and receiving cash and other negotiable instruments.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	509	9,040	16,848	25,175	32,323	23,192	24,960	27,040
<b>Asset Size Categories</b>								
Under 30m	7	20	18,720	22,472	27,498	20,831	22,506	23,650
30 to 50m	17	56	18,200	22,575	27,560	20,800	22,547	24,960
50 to 70m	37	192	16,848	23,151	30,389	21,320	22,880	25,480
70 to 100m	42	249	19,240	23,891	28,954	22,360	23,608	25,480
100 to 200m	127	991	18,886	23,754	28,912	21,840	23,566	25,709
200 to 300m	58	653	19,822	24,730	30,118	22,880	24,544	26,520
300 to 400m	46	641	19,760	25,145	30,680	23,338	24,960	27,040
400 to 600m	60	1,300	20,134	25,045	30,014	22,948	24,960	27,024
600m to 1.0b	49	1,414	20,800	25,874	31,387	24,112	25,886	27,352
1.0b to 2.0b	48	2,329	20,488	25,035	30,098	23,213	24,960	26,645
2b+	18	1,195	21,154	26,924	32,323	24,960	26,520	29,120
<b>Geographic Regions</b>								
East	127	1,570	19,989	26,019	32,261	23,920	26,000	27,851
South	132	2,423	16,848	24,676	31,346	22,880	24,648	26,312
Midwest	154	2,647	18,720	24,664	32,323	22,880	24,752	26,000
West	96	2,400	19,240	25,692	32,302	23,566	25,584	27,581

## 2017/2018 Compease Credit Union Survey

**Job Title:** Teller Senior

**Job Code:** 641

Non-management employees who have achieved an advanced level of knowledge and skills are assigned to this level.

Assists members with their financial transactions, involving paying and receiving cash and other negotiable instruments. Assists and trains new tellers and helps resolve more complex issues.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	302	2,288	21,112	29,591	38,584	27,102	29,411	31,803
<b>Asset Size Categories</b>								
Under 30m	2	3	***	***	***	***	***	***
30 to 50m	5	14	25,293	27,563	29,578	26,541	27,851	28,657
50 to 70m	17	42	21,840	26,584	31,699	24,898	25,979	29,364
70 to 100m	15	56	21,112	26,929	33,592	24,466	27,040	29,146
100 to 200m	71	286	21,757	28,113	35,194	25,464	27,862	30,779
200 to 300m	41	226	21,840	28,031	35,069	26,005	27,789	29,702
300 to 400m	36	331	21,694	28,961	36,754	26,000	28,704	31,470
400 to 600m	38	231	24,440	29,752	35,589	27,862	29,640	31,429
600m to 1.0b	33	319	23,837	30,934	38,584	28,371	30,680	32,926
1.0b to 2.0b	33	541	24,398	30,620	37,565	28,142	30,160	32,822
2b+	11	239	26,000	30,660	37,045	29,120	30,056	31,772
<b>Geographic Regions</b>								
East	77	507	21,112	29,974	37,544	27,851	29,702	32,126
South	91	809	21,549	28,782	38,480	26,291	28,496	31,034
Midwest	72	451	21,320	29,354	38,584	27,040	29,411	31,221
West	62	521	22,090	30,679	38,147	28,371	30,742	32,781

## 2017/2018 Compease Credit Union Survey

**Job Title:** Teller Supervisor

**Job Code:** 643

Directs and schedules resources needed to meet the needs of the credit union. Conducts performance reviews for tellers, schedules training, and manages overall performance. Typically reports to an Assistant Branch Manager or Branch Manager.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	244	1,072	23,920	37,507	50,045	33,280	37,190	41,249
<b>Asset Size Categories</b>								
Under 30m	2	2	***	***	***	***	***	***
30 to 50m	7	8	26,270	29,487	34,681	27,742	28,600	30,269
50 to 70m	16	22	23,920	33,439	43,501	29,214	32,490	38,927
70 to 100m	19	29	27,040	34,905	42,827	30,867	35,568	38,272
100 to 200m	55	110	28,000	35,998	45,531	32,240	35,708	39,056
200 to 300m	31	112	27,310	34,714	43,472	31,647	34,330	37,518
300 to 400m	22	83	26,541	34,796	44,325	31,429	34,528	37,794
400 to 600m	31	152	27,997	35,270	42,994	32,487	34,746	37,887
600m to 1.0b	26	153	31,616	39,989	49,046	36,982	39,524	42,994
1.0b to 2.0b	25	204	31,387	40,251	49,608	36,603	40,362	44,018
2b+	10	197	28,662	39,273	50,045	33,779	38,958	44,500
<b>Geographic Regions</b>								
East	62	245	26,270	38,767	50,045	35,027	38,750	42,266
South	67	449	27,102	36,779	49,525	32,843	36,400	40,025
Midwest	77	222	23,920	36,489	49,900	32,256	35,992	40,056
West	38	156	25,792	39,066	49,608	35,589	39,166	42,692

## 2017/2018 Compease Credit Union Survey

**Job Title:** Title Clerk

**Job Code:** 841

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Has responsibility to examine documents on property to ensure a legal clear title may be issued. Requisitions purchase orders and bank checks to satisfy requirements of contracts and agreements covering lease or purchase of land. Prepares and issues policy that guarantees legality of title.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	78	135	23,899	34,763	54,371	31,002	34,278	37,991
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	1	1	***	***	***	***	***	***
100 to 200m	6	7	23,899	28,930	33,883	27,768	28,496	30,347
200 to 300m	12	13	26,811	35,523	44,990	30,160	33,550	41,725
300 to 400m	6	8	32,219	36,566	43,722	33,816	35,942	37,544
400 to 600m	17	27	27,040	32,607	38,563	30,867	32,386	34,081
600m to 1.0b	16	31	25,126	35,537	47,216	30,222	37,419	38,938
1.0b to 2.0b	14	37	24,190	34,720	43,410	31,741	35,152	37,669
2b+	6	11	28,184	39,475	54,371	35,381	36,067	42,255
<b>Geographic Regions</b>								
East	8	10	29,245	39,191	46,384	36,514	40,872	42,520
South	35	60	23,899	32,609	43,722	29,151	32,438	35,786
Midwest	12	18	28,496	35,531	54,371	31,585	34,226	36,878
West	23	47	24,190	36,275	54,122	32,230	36,171	39,718

## 2017/2018 Compease Credit Union Survey

**Job Title:** Top Internal Auditor

**Job Code:** 720

Ensures that the credit union suffers no losses resulting from fraud, theft, or misapplication of funds or from non-compliance with established policies and regulations; to oversee and implement an internal credit union auditing program and supervise its staff.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	65	73	57,362	97,566	176,400	84,819	95,763	106,117
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	4	5	***	***	***	***	***	***
200 to 300m	5	5	80,917	89,447	100,000	85,170	85,457	95,690
300 to 400m	1	1	***	***	***	***	***	***
400 to 600m	14	15	76,628	92,220	105,000	85,032	95,000	98,328
600m to 1.0b	12	14	79,736	97,301	116,627	88,655	96,895	104,482
1.0b to 2.0b	21	23	70,000	100,018	126,361	86,486	100,651	112,150
2b+	8	10	70,845	121,321	176,400	101,171	117,962	140,508
<b>Geographic Regions</b>								
East	10	10	76,628	98,317	121,859	88,015	100,246	104,977
South	22	25	62,894	97,558	136,749	89,862	96,230	105,000
Midwest	15	17	68,640	89,702	116,856	83,200	85,170	98,115
West	18	21	57,362	103,584	176,400	84,819	98,027	114,400

## 2017/2018 Compease Credit Union Survey

**Job Title:** Training and Development Mgr.

**Job Code:** 440

Oversees the training department and evaluates overall employee effectiveness and performance through the application of individual and group training techniques and programs, consistent with the credit union's organizational priorities.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	108	121	40,040	70,825	100,000	62,898	70,000	80,000
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	11	11	40,040	56,974	75,236	49,531	57,790	62,882
200 to 300m	10	11	49,754	68,660	81,264	63,755	67,347	76,373
300 to 400m	11	13	44,450	62,559	81,149	54,978	59,277	73,500
400 to 600m	14	16	53,939	70,168	94,488	63,929	68,871	72,825
600m to 1.0b	24	26	55,788	73,720	92,140	68,808	73,901	80,001
1.0b to 2.0b	27	33	55,755	74,275	100,000	65,676	71,737	82,424
2b+	11	11	58,601	80,367	99,677	68,640	84,460	89,257
<b>Geographic Regions</b>								
East	22	23	44,450	69,108	100,000	61,001	66,560	75,886
South	34	38	40,040	71,103	99,677	63,680	71,546	76,077
Midwest	26	30	43,992	69,817	93,054	60,472	71,853	80,001
West	26	30	49,754	72,796	95,383	63,174	71,463	82,241

## 2017/2018 Compease Credit Union Survey

**Job Title:** Training Specialist

**Job Code:** 445

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Responsible for the planning and implementation of a variety of training programs typically including orientation and general instructional sessions for clerical and supervisory personnel. Evaluates external training. May have responsibility for the credit union's management trainee program.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	158	305	31,034	47,236	68,129	40,293	47,362	53,141
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	13	13	31,200	40,818	57,628	36,296	38,022	40,040
200 to 300m	15	17	33,696	46,800	62,379	39,354	45,864	55,508
300 to 400m	19	24	32,427	49,010	68,129	39,359	48,204	56,551
400 to 600m	30	52	32,282	44,361	55,260	39,331	43,722	49,374
600m to 1.0b	33	59	35,360	47,922	60,160	42,414	47,933	53,061
1.0b to 2.0b	33	99	31,034	48,500	64,147	43,158	47,951	53,804
2b+	15	41	32,136	48,020	65,022	40,293	47,882	54,000
<b>Geographic Regions</b>								
East	27	45	32,074	48,278	67,821	42,636	47,476	53,498
South	51	98	32,864	46,233	68,129	40,134	45,604	51,262
Midwest	38	77	31,200	45,737	65,022	39,520	46,509	51,857
West	42	85	31,034	49,198	64,022	42,432	48,663	57,000

## 2017/2018 Compease Credit Union Survey

**Job Title:** Vault Teller

**Job Code:** 645

Non-management employees who are fully qualified to perform specialized duties and responsibilities associated with their job are assigned to this level.

Has responsibility to fill orders for currency and coins, and counts and records cash deposits in the credit union's vault.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	35	213	23,650	31,974	40,851	29,120	32,074	34,861
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	4	6	***	***	***	***	***	***
100 to 200m	5	6	23,650	27,903	31,200	27,279	28,111	29,037
200 to 300m	5	15	27,456	29,756	34,341	28,704	29,765	30,399
300 to 400m	1	2	***	***	***	***	***	***
400 to 600m	2	2	***	***	***	***	***	***
600m to 1.0b	8	75	26,000	31,970	37,336	30,160	31,949	33,904
1.0b+	9	106	24,648	32,487	40,851	28,330	33,218	35,698
<b>Geographic Regions</b>								
East	6	28	26,000	32,036	40,685	30,030	32,282	33,904
South	10	34	23,650	33,306	40,414	30,332	34,684	36,249
Midwest	14	98	27,456	33,115	40,851	31,200	33,020	35,698
West	5	53	24,710	28,979	35,027	27,061	28,382	31,242

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP Call Center

**Job Code:** 725

Directs Call Center activity to meet established goals for service, sales, productivity and quality of work. Directly responsible for development of business plans and goals for call center development aligned with Direct Banking and overall credit union strategy.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	37	40	50,003	86,471	130,464	69,859	78,848	109,021
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	***	***	***	***	***	***	***	***
100 to 200m	3	3	***	***	***	***	***	***
200 to 300m	1	1	***	***	***	***	***	***
300 to 400m	7	9	50,003	67,357	88,171	60,000	65,174	74,000
400 to 600m	***	***	***	***	***	***	***	***
600m to 1.0b	6	6	69,435	83,630	114,738	71,250	80,000	86,957
1.0b+	20	21	66,004	96,208	124,894	76,385	97,209	114,062
<b>Geographic Regions</b>								
East	7	7	50,003	78,726	130,464	62,298	79,599	83,209
South	14	16	56,250	77,333	114,062	65,797	73,478	80,474
Midwest	8	8	62,374	85,293	111,936	70,362	81,585	100,032
West	8	9	76,385	109,789	124,894	99,091	114,883	122,946

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP CFO

**Job Code:** 730

Directs the operations of the Accounting Department; prepares financial reports, including annual plan and operating budgets; may ensure complete, accurate, and timely completion of financial and accounting records for the credit union and prepare analysis of operations for management. Responsibilities may include oversight of investment accounts. Assists in the formulation/execution of credit union policies, objectives and programs.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Low	Average	High	Percentiles		
						25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>All Credit Unions</b>	301	323	49,200	140,917	348,258	98,821	125,008	173,784
<b>Asset Size Categories</b>								
30 to 50m	7	7	49,200	59,764	69,682	53,687	58,721	66,686
50 to 70m	11	11	66,560	78,481	92,238	71,090	75,705	85,687
70 to 100m	15	15	67,100	86,987	100,857	77,500	89,761	95,653
100 to 200m	59	59	69,680	100,481	135,311	85,554	98,843	112,293
200 to 300m	46	50	78,716	115,407	156,136	101,255	114,209	128,427
300 to 400m	36	44	74,508	127,421	187,682	106,238	127,264	150,531
400 to 600m	37	39	96,750	145,032	202,652	116,574	149,579	172,591
600m to 1.0b	42	48	117,504	179,635	250,000	157,714	183,500	202,090
1.0b to 2.0b	35	37	133,132	215,082	284,787	192,500	209,532	235,000
2b+	13	13	187,762	260,593	348,258	230,411	260,000	283,500
<b>Geographic Regions</b>								
East	74	83	52,370	134,635	275,337	97,555	117,504	168,943
South	82	90	49,200	134,781	284,787	98,162	119,567	170,587
Midwest	78	78	67,000	133,326	310,000	94,455	120,237	158,039
West	67	72	66,372	164,052	348,258	114,748	141,446	204,162

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP Human Resources

**Job Code:** 735

Ensures that personnel and training functions are uniformly applied, operate within the policies and guidelines established, and comply with regulations. Activities include recruitment and staffing, employee relations, benefit administration, salary administration, employee orientation, development and training, regulatory compliance relative to personnel, pay and benefits, and payroll administration.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	178	187	53,900	108,612	196,000	108,612	104,550	128,789
<b>Asset Size Categories</b>								
30 to 50m	1	1	***	***	***	***	***	***
50 to 70m	2	2	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	27	27	58,500	76,925	105,527	65,293	77,060	88,417
200 to 300m	16	16	70,000	85,557	108,822	77,396	88,238	91,119
300 to 400m	25	26	60,000	94,620	126,451	77,187	95,958	107,300
400 to 600m	32	33	73,734	106,772	139,782	96,941	107,100	118,252
600m to 1.0b	35	37	90,000	123,799	163,945	104,550	129,244	135,620
1.0b to 2.0b	28	33	89,292	134,728	188,408	113,005	131,043	165,022
2b+	9	9	103,000	156,410	196,000	143,853	160,070	170,694
<b>Geographic Regions</b>								
East	41	42	60,021	106,972	180,006	86,784	105,857	119,317
South	51	57	62,880	111,826	183,225	91,000	107,355	132,196
Midwest	49	49	53,900	98,251	170,694	80,092	90,172	118,803
West	37	39	60,000	118,700	196,000	93,723	115,003	136,294

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP Information Systems

**Job Code:** 740

Directs data processing function of the credit union to assure development and delivery of quality information processing services for credit union internal users and members. Manages and coordinates activities of workers engaged in computer operations to ensure rapid, accurate and efficient data processing of organization's workload by use of a computer-based system. Plans and develops policies and procedures for carrying out computer operations. Ensure security of credit union's database.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	187	214	57,965	130,899	237,640	98,168	127,900	158,068
<b>Asset Size Categories</b>								
30 to 50m	***	***	***	***	***	***	***	***
50 to 70m	***	***	***	***	***	***	***	***
70 to 100m	3	3	***	***	***	***	***	***
100 to 200m	29	29	64,346	86,817	110,488	79,320	85,680	96,096
200 to 300m	22	23	61,100	97,393	125,046	87,322	96,658	113,717
300 to 400m	24	26	72,654	109,586	141,682	92,193	107,780	132,211
400 to 600m	29	34	87,223	120,105	150,619	105,395	118,890	130,816
600m to 1.0b	37	42	103,000	143,362	185,973	128,266	138,263	161,523
1.0b to 2.0b	32	43	124,996	176,772	232,408	147,181	180,400	200,318
2b+	11	14	130,000	177,672	237,640	163,816	175,862	181,850
<b>Geographic Regions</b>								
East	30	39	57,965	126,641	209,475	102,978	131,000	137,657
South	69	79	61,100	126,275	227,292	93,738	122,727	147,181
Midwest	41	44	71,757	129,930	210,003	99,434	126,423	153,563
West	47	52	71,718	141,938	237,640	102,879	135,100	174,068

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP Lending

**Job Code:** 745

Directs and coordinates all lending activities within the credit union, ensuring compliance with credit union lending policy; assists in development of lending policy; manage lending activity to meet credit union goals and objectives.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	246	276	42,000	114,638	290,077	86,153	105,000	134,141
<b>Asset Size Categories</b>								
Under 30m	3	3	***	***	***	***	***	***
30 to 50m	3	3	***	***	***	***	***	***
50 to 70m	5	5	58,433	64,135	73,330	61,000	63,000	64,913
70 to 100m	14	16	69,200	82,295	95,514	73,861	80,238	91,478
100 to 200m	62	66	59,626	84,974	118,033	73,959	84,124	95,000
200 to 300m	38	41	71,843	103,162	135,000	90,801	102,219	111,426
300 to 400m	27	37	71,718	103,670	141,827	90,854	101,808	114,098
400 to 600m	29	31	89,041	117,682	151,800	104,352	117,789	128,960
600m to 1.0b	31	33	114,618	157,392	202,280	136,500	159,606	175,000
1.0b to 2.0b	24	29	105,000	161,245	224,815	147,640	156,562	190,000
2b+	10	12	136,000	203,611	290,077	172,076	195,541	234,625
<b>Geographic Regions</b>								
East	56	62	63,000	108,782	201,825	88,950	101,028	131,439
South	73	83	42,000	110,968	200,325	82,400	103,000	136,000
Midwest	67	72	49,166	107,336	254,500	83,629	101,153	125,550
West	50	59	58,829	134,867	290,077	94,773	114,686	172,500

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP Marketing

**Job Code:** 750

Improves the credit union's competitive position, consistent with its mission, within the markets served; develop objectives, policies and programs for marketing and public relations activities of the credit union; plan, direct, and coordinate the efforts of marketing and sales toward the accomplishment of overall objectives; supply advice and assistance to the president and other operating units within the credit union.

Nationwide	Base Annual Salary							Percentiles	
	No. Co	No. EEs	Low	Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	181	208	51,343	109,655	202,238	84,604	104,973	125,718	
<b>Asset Size Categories</b>									
30 to 50m	***	***	***	***	***	***	***	***	
50 to 70m	5	6	51,343	61,709	73,130	54,413	62,032	67,891	
70 to 100m	4	4	***	***	***	***	***	***	
100 to 200m	24	25	55,394	76,703	99,916	70,000	76,752	80,940	
200 to 300m	16	19	76,876	100,525	121,600	92,235	102,470	107,842	
300 to 400m	24	29	73,572	94,404	117,700	85,500	94,600	101,672	
400 to 600m	33	36	71,969	105,430	146,711	91,365	102,893	118,408	
600m to 1.0b	36	43	88,583	129,549	178,158	106,046	132,906	145,621	
1.0b to 2.0b	29	33	82,558	133,350	187,000	113,300	125,894	158,030	
2b+	10	13	107,123	141,186	202,238	122,250	128,343	152,297	
<b>Geographic Regions</b>									
East	34	38	55,394	104,023	178,158	80,163	99,511	118,188	
South	53	57	65,232	108,777	202,238	89,810	100,031	125,894	
Midwest	41	47	51,343	104,188	154,500	87,983	101,875	120,038	
West	53	66	53,217	117,549	195,000	90,002	113,993	138,557	

## 2017/2018 Compease Credit Union Survey

**Job Title:** VP Member Services/Operations

**Job Code:** 755

Directs the delivery of services to members through Branch Managers, Members Service Representatives and Head Tellers; achieve organizational sales goals; participate in development and implementation of organizational strategic plans; ensure the organization is in compliance with all regulations, with primary responsibility for identifying and communicating deposit related compliance requirements. Participate in the general management of the organization as member of the Management Team.

Nationwide	Base Annual Salary							
	No. Co	No. EEs	Percentiles					
Low			Average	High	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	
<b>All Credit Unions</b>	255	338	47,690	102,990	190,199	82,089	98,986	121,623
<b>Asset Size Categories</b>								
Under 30m	3	3	***	***	***	***	***	***
30 to 50m	3	3	***	***	***	***	***	***
50 to 70m	12	12	52,250	66,546	83,720	54,988	70,230	72,933
70 to 100m	10	11	47,690	72,264	98,342	64,883	71,410	79,166
100 to 200m	55	64	49,500	83,179	112,736	71,663	82,126	95,041
200 to 300m	37	43	60,470	92,402	130,000	79,978	91,500	103,859
300 to 400m	25	30	67,489	99,036	142,500	86,585	95,818	112,105
400 to 600m	35	45	69,168	108,684	146,608	95,154	104,800	124,506
600m to 1.0b	35	53	81,015	117,467	163,628	95,425	116,198	132,628
1.0b to 2.0b	28	54	70,000	125,456	184,926	98,481	124,896	150,198
2b+	12	20	100,006	135,621	190,199	116,025	127,394	149,191
<b>Geographic Regions</b>								
East	58	72	63,000	101,571	180,007	78,033	98,131	114,281
South	76	102	47,690	100,111	182,875	78,055	94,245	119,129
Midwest	62	77	49,500	98,409	186,719	81,868	98,640	114,703
West	59	87	51,878	111,593	190,199	91,996	105,004	128,675