



# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

All questions marked with an asterisk ( \* ) require an answer.

Exit  
this  
survey

### 1. BANK INFORMATION

**\* 1. PLEASE COMPLETE ALL FIELDS BELOW BEFORE PROCEEDING TO THE NEXT PAGE.**

**Name:**

**Company:**

**Address:**

**Address 2:**

**City/Town:**

**State:**

**ZIP/Postal Code:**

**Email Address:**

**Phone Number:**

**2. As of January 1, 2009:**

Bank Assets (Round up to the nearest million,(i.e., 50 for 49.6 million):

Number of officers employed by your establishment:

Number of non-officers (only full time employees):

**\* 3. As of January 1, 2010:**

Bank Assets (Round up to the nearest million,(i.e., 50 for 49.6 million):

Number of officers employed by your establishment:

Number of non-officers (only full time employees):

**\* 4. General Information - Salary**

**Please enter your percentages for salary changes at your bank. Adjust for terminated and new employees, if applicable. Report changes as a percentage of base salary and round percentage points to the nearest tenth (Example: 5.45% = 5.5%). For percentage calculation, use current year base salary minus prior year base salary divided by prior year base salary.**

Officer

Overall

**QUESTIONS?**

If you have questions regarding the completion of the Survey, please contact Andrea Cusick at CBAI (800/736-2224 -or- [cbaicom@cbaicom.com](mailto:cbaicom@cbaicom.com)).

**Deadline extended to April 30.**



# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

All questions marked with an asterisk ( \* ) require an answer.

Exit  
this  
survey

### 2. ADDITIONAL COMPENSATION, RETIREMENT, INSURANCE

#### 1. Check all income opportunities below that your bank provides:

- A cash bonus or short-term incentive.
- Earned commissions.
- A long-term incentive (often stock-based, these grants or awards are typically made in one year for a possible payout or exercise in a future year).
- Stock-bonus plans.

#### 2. Check all of the measurement criteria below which are applicable to your bank's additional compensation incentives:

- |                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/> Subjective | <input type="checkbox"/> Individual Performance Goals |
| <input type="checkbox"/> ROA        | <input type="checkbox"/> Functional Area Goals        |
| <input type="checkbox"/> ROE        | <input type="checkbox"/> Asset Growth                 |
| <input type="checkbox"/> Net Income | <input type="checkbox"/> Earnings Per Share           |
| <input type="checkbox"/> Sales      | <input type="checkbox"/> Stock Price                  |

#### 3. Please check all retirement plans your bank offers:

- ESOP       PESOP       Keogh       401K       Profit Sharing

#### 4. Please check all insurance plans your bank offers to its officers:

- Life Insurance       Group Health Insurance       Dental Insurance       Disability Insurance

#### 5. Please check all insurance plans your bank offers to its support personnel:

- Life Insurance       Group Health Insurance       Dental Insurance       Disability Insurance

#### 6. Please check all insurance plans your bank offers to families of officers and/or support personnel:

- Life Insurance       Group Health Insurance       Dental Insurance       Disability Insurance

#### \* 7. Do you offer your employees the flexibility of a cafeteria plan?

- Yes       No

#### BOARD OF DIRECTORS' FEES AND RELATED INFORMATION

#### 8. Number of directors at your bank

Number of Outside Directors

Number of Inside Directors

#### \* 9. How much per year does each outside director (those not employed by the bank) receive in directors' fees? (Please add fees received for mandatory committee meetings as well). Please enter the amount in dollars per year (i.e., 12000 for \$12,000 per year).

#### \* 10. How much per year does each inside director (those officers who also serve as directors) receive in directors' fees? (Please add fees received for mandatory committee meetings as well). Please enter the amount in dollars per year (i.e., 12000 for \$12,000 per year).

#### 11. Number of meetings per year:

Board meetings

Mandatory committee meetings

#### \* 12. Does your bank have more than 150 million in assets?

- Yes
- No

#### QUESTIONS?

If you have questions regarding the completion of the Survey, please contact Andrea Cusick at CBAI (800/736-2224 -or- [cbaicom@cbaicom.com](mailto:cbaicom@cbaicom.com)).

**Deadline extended to April 30.**

[Prev](#) [Next](#)



# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

All questions marked with an asterisk ( \* ) require an answer.

Exit  
this  
survey

### 3. OFFICER COMPENSATION FOR BANKS WITH MORE 150 MILLION IN ASSETS

•When reporting annual compensation, **include only** salaries in effect as of January 1, 2010. When reporting salaries, please include the full amount, even if part or all is deferred.

•When reporting benefits, include the cost of benefits such as employer's contribution to health insurance, 401(k), social security, profit sharing, pension, dues, memberships, matched savings or thrift plans, and lease value of company car.

•When reporting incentive pay, include extra cash compensation earned or accrued from short-term (annual or less) bonus or incentive plans in which payment, or any portion thereof, is related to individual or group performance. Incentive compensation should be reported regardless of whether payment is taken in cash or deferred. **Do not include** profit-sharing plans, length-of-service bonuses, guaranteed or traditional year-end bonuses (these should be reported as benefits as described above), actual or phantom stock options, matched savings or thrift plans, or pension plan accruals.

•Please add fees for salary, benefits and incentive pay in dollars per year (i.e., 24000 for \$24,000 per year). For more detailed explanations of the job titles, please click [here](#).

#### 1. MOST HIGHLY PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

#### 3. SECOND HIGHEST PAID OFFICER:

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

#### 5. THIRD HIGHEST PAID OFFICER:

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

#### 7. FOURTH HIGHEST PAID OFFICER:

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

#### 9. FIFTH HIGHEST PAID OFFICER:

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

#### 11. SIXTH HIGHEST PAID OFFICER:

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

#### 13. SEVENTH HIGHEST PAID OFFICER:

Annual Salary:

Cost of Benefits:

#### 2. JOB TITLE:

#### 4. JOB TITLE:

#### 6. JOB TITLE:

#### 8. JOB TITLE:

#### 10. JOB TITLE:

#### 12. JOB TITLE:

#### 14. JOB TITLE:

Incentive Pay:   
Number of Years Banking   
Experience:

**15. EIGHTH HIGHEST PAID OFFICER:**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**17. NINTH HIGHEST PAID OFFICER:**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**19. TENTH HIGHEST PAID OFFICER:**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**21. ELEVENTH HIGHEST PAID OFFICER:**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**23. TWELFTH HIGHEST PAID OFFICER**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**25. THIRTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**27. FOURTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**29. FIFTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:   
Number of Years Banking   
Experience:

**31. SIXTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
Cost of Benefits:   
Incentive Pay:

**16. JOB TITLE:**

**18. JOB TITLE:**

**20. JOB TITLE:**

**22. JOB TITLE:**

**24. JOB TITLE:**

**26. JOB TITLE:**

**28. JOB TITLE:**

**30. JOB TITLE:**

**32. JOB TITLE:**

Number of Years Banking Experience:

**33. SEVENTEENTH HIGHEST PAID OFFICER**

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

**35. EIGHTEENTH HIGHEST PAID OFFICER**

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

**37. NINETEENTH HIGHEST PAID OFFICER**

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

**39. TWENTIETH HIGHEST PAID OFFICER**

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years Banking Experience:

**34. JOB TITLE:**

**36. JOB TITLE:**

**38. JOB TITLE:**

**40. JOB TITLE:**

[Prev](#) [Next](#)



# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

Exit  
this  
survey

All questions marked with an asterisk ( \* ) require an answer.

### 4. OFFICER COMPENSATION

- When reporting annual compensation, **include only** salaries in effect as of January 1, 2010. When reporting salaries, please include the full amount, even if part or all is deferred.
- When reporting benefits, include the cost of benefits such as employer's contribution to health insurance, 401(k), social security, profit sharing, pension, dues, memberships, matched savings or thrift plans, and lease value of company car.
- When reporting incentive pay, include extra cash compensation earned or accrued from short-term (annual or less) bonus or incentive plans in which payment, or any portion thereof, is related to individual or group performance. Incentive compensation should be reported regardless of whether payment is taken in cash or deferred. **Do not include** profit-sharing plans, length-of-service bonuses, guaranteed or traditional year-end bonuses (these should be reported as benefits as described above), actual or phantom stock options, matched savings or thrift plans, or pension plan accruals.
- Please add fees for salary, benefits and incentive pay in dollars per year (i.e., 24000 for \$24,000 per year).

#### 1. MOST HIGHLY PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 3. THIRD HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 5. FIFTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 7. SEVENTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 9. NINTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 11. ELEVENTH HIGHEST PAID OFFICER

Annual Salary:

#### 2. SECOND HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 4. FOURTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 6. SIXTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 8. EIGHTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 10. TENTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:

Incentive Pay:

Number of Years

Banking Experience:

#### 12. TWELFTH HIGHEST PAID OFFICER

Annual Salary:

Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**13. THIRTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**15. FIFTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**17. SEVENTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**19. NINETEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**14. FOURTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**16. SIXTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**18. EIGHTEENTH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**20. TWENTIETH HIGHEST PAID OFFICER**

Annual Salary:   
 Cost of Benefits:   
 Incentive Pay:   
 Number of Years   
 Banking Experience:

**QUESTIONS?**

If you have questions regarding the completion of the Survey, please contact Andrea Cusick at CBAI (800/736-2224 -or- [cbacom@cbai.com](mailto:cbacom@cbai.com)).

**Deadline extended to April 30.**

[Prev](#) [Next](#)



# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

All questions marked with an asterisk ( \* ) require an answer.

Exit  
this  
survey

### 5. SUPPORT PERSONNEL WAGES

Please indicate hourly wages as dollars per hours (i.e., 10.5 for \$10.50 per hour), exclusive of benefits, for the following support personnel. Report full- and part-time personnel. Please report high, low, and average, regardless of the number of employees in the position.

THIS INFORMATION IS INTENDED TO REFLECT WAGES ONLY, BUT MAY INCLUDE ANY COMMISSIONS/BONUSES WHICH ARE CONSIDERED PART OF THE INDIVIDUAL'S COMPENSATION.

#### 1. Executive Secretary

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 3. Secretary/Receptionist

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 5. Multifunctional Teller

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 7. Bookkeeping Supervisor

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 9. Proof Operator

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 11. Credit Department Clerk

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 13. Computer Operator

Hourly Wage Low:

Hourly Wage Average:

Hourly Wage High:

#### 2. General Secretary

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 4. Head Teller

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 6. New Account Person

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 8. Bookkeeper

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 10. General Ledger Clerk

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### 12. Information Technology Supervisor

Hourly Wage Low:

Hourly Wage:

Average:

Hourly Wage High:

#### QUESTIONS?

If you have questions regarding the completion of the Survey, please contact Andrea Cusick at CBAI (800/736-2224 -or- [cbacom@cbai.com](mailto:cbacom@cbai.com)).

**Deadline extended to April 30.**

[Prev](#) [Next](#)



# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

Exit  
this  
survey

All questions marked with an asterisk ( \* ) require an answer.

### 6. COMPENSATED ABSENCES

1.

#### Vacation Schedule/Officers

#### Years of Service/Officers

	0-1	1-3	3-5	5-10	10+
One Week Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Two Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Three Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Four Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Five Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greater Than 5 Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2.

#### Vacation Schedule/Support Personnel

#### Years of Service/Support Personnel

	0-1	1-3	3-5	5-10	10+
One Week Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Two Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Three Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Four Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Five Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greater Than 5 Weeks Requires	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 3. Personal/Sick Days

Number of days for officers:

Number of days for support personnel:

#### 4. Holidays

Number of holidays for employees:

QUESTIONS? If you have questions regarding the completion of the Survey, please contact Andrea Cusick at CBAI (800/736-2224 -or- [cbacom@cbai.com](mailto:cbacom@cbai.com)).

**Deadline extended to April 30.**



Community  
Bankers  
Association  
of Illinois®

# ECK, SCHAFER & PUNKE, LLP

## CBAI 2010 Officer Compensation Survey

All questions marked with an asterisk ( \* ) require an answer.

Exit  
this  
survey

### 7. EVALUATION

Each year, revisions to this Survey are considered based on suggestions made by participants. Please help improve future Surveys by answering the following:

1. **As a non-member of CBAI, we would like to receive the Survey results for \$300.00. Please send an invoice.**

Yes

2. **Any additional comments, suggestions for improvement, or difficulties you had completing the Survey?**

#### QUESTIONS?

If you have questions regarding the completion of the Survey, please contact Andrea Cusick at CBAI (800/736-2224 -or- [cbacom@cbai.com](mailto:cbacom@cbai.com)).

**Deadline extended to April 30.**

Prev

Finished