

# Executive Officer and Director Compensation Survey

## June 30, 2010

This year, 125 out of 260 banks participated in the Executive Officer and Compensation Survey. Although the number of participants was down by nine from last year, the participation rate at 48.1% was up slightly from the 47.2% participation rate in 2009. Questions were added about measures taken to balance risk and financial results. And, for the first time, participants input results online

### Chief Executive Officer

CEO salaries were up by 11.1% in the \$100 million to \$249 million asset size category over the past three years, followed by the \$250 million to \$499 million category, which was up by 4.9% over the same period. Salaries in the \$500 million to \$1 billion category were up 3.8%, while salaries in the Over \$1 billion category were down by 21.1 percent. No comparison is available for salaries in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

### Chief Financial Officer

The \$500 million to \$1 billion asset size tier led with a 15.1% increase over the past three years, Next was the Over \$1 Billion asset size group which was up 10.9% closely followed by the \$250 million to \$499 million group with a gain of 10.4 percent and the \$100 million to \$249 million group with an increase of 9.7 percent. No comparison is available for salaries in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

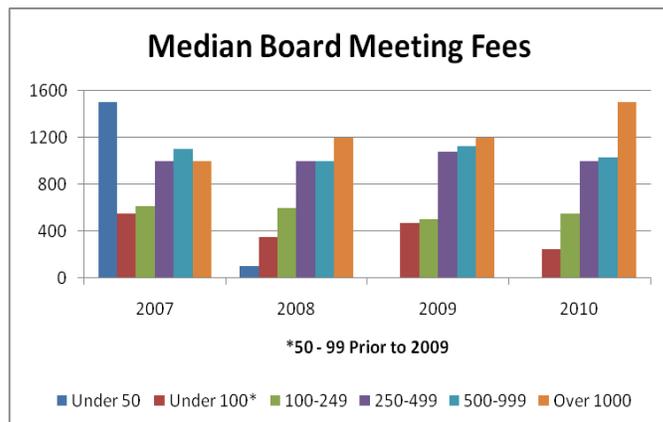
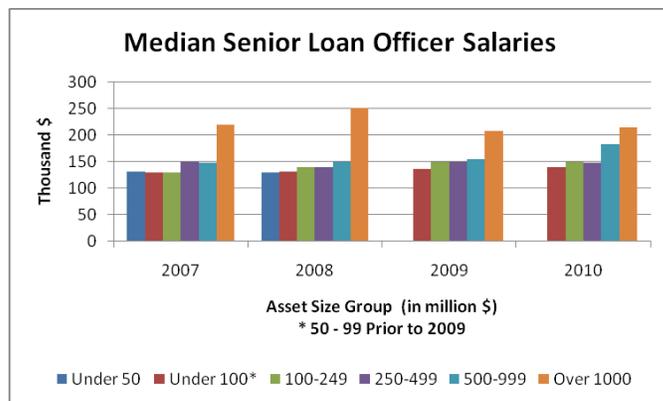
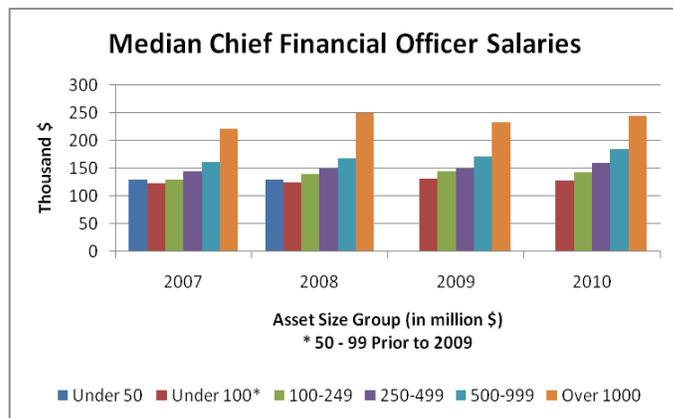
### Senior Loan Officer

SLO salaries in the \$500 million to \$1 billion asset size group showed the greatest increase over the past three years, with a gain of 24.1 percent. The \$100 million to \$249 million group was next, with an increase of 15.4%, while the \$250 million to \$499 million group and Over \$1 Billion asset size tiers were down from 2007; the former by 1.4% and the latter by 2.3 percent. No comparison is available for salaries in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

## DIRECTORS' INFORMATION

### Regular Board Meeting

Median board committee fees were up 12.4% over the past three years among banks in the \$500 million to \$1 billion asset size category. Fees were up 7.5% in the \$250 million to \$499 million group. Board fees were down 4.0% in the Over \$1 Billion asset size



group and by 25.9% in the \$100 million to \$249 million asset size tier. There is no comparison the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2010.

**Board Committee Fees**

Comparisons between the committees and assets size groups are presented on the accompanying tables.

**REGIONAL DATA**

The median salary in Region III (LA/Orange) was first in all three officer categories. Region II (Bay Area) was second. Region IV (So. Calif.) was in third place in the CEO and SLO categories and was last in the CFO category, while Region I (No. Calif.) was in last place in all but the CFO category.

Possible factors that influence change are increased reliance on non-cash benefits, local and national economic conditions, position turnover, different job duties and changes in the makeup of the asset size group populations.

We express our sincere appreciation to the participating banks and hope that this information will prove useful. Participating banks automatically receive upon completion the full fifteen-page survey results that include information about bonuses, stock options and many other officer and director fringe benefits. Each year's survey is [posted on the DFI Web page](#) the following year.

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