

2021 CBAI Survey

This is a sample

Feel free to use this PDF to gather data you might need before taking the survey online.

Participation Agreement

Ownership and Title

Nothing contained in this Agreement grants the respondent, either expressly or implied, any right, title, interest, or license in or to the intellectual property of BalancedComp.

Confidentiality

BalancedComp agrees it shall not use the respondent information for any purpose outside the scope of services. Individual Respondent data will not be singled out and that all data will be anonymized before publication. Access to respondent information shall be restricted to those employees who need to know such information to perform services agreed to by the respondent.

All written and oral information and material disclosed or provided by BalancedComp to the respondent under this Agreement is Confidential Information, regardless of whether it was provided before or after the date of this Agreement or how it was provided to the Respondent. Confidential Information will not include information that:

1. is commonly known in the Financial or Human Resources industry.
2. is now or subsequently becomes generally available to the public through no wrongful act of the respondent.
3. that was rightfully in the possession of the Respondent prior to disclosure by BalancedComp to the respondent.
4. is independently created by the respondent without direct or indirect use of the Confidential Information.
5. is obtained from a third party who has the right to transfer or disclose the information.

Remedies

Both parties agree and acknowledge that the Confidential Information is of a proprietary and confidential nature and that any disclosure of the Confidential Information to a third party is a breach of this Agreement and cannot be reasonably or adequately compensated for in monetary damages and would cause irreparable injury to the non-disclosing party. Accordingly, each party agrees the non-disclosing party is entitled to, in addition to all other rights and remedies available to it at law or in equity, and injunction restraining the disclosing party and any agents of the disclosing party, from directly or indirectly committing or engaging in any restricted by this Agreement in relation to the Confidential Information.

Nice to meet you!

First Name

Last Name

Email

Phone

Where do you work?

Institution Name

Assets (in millions)

County

Importing

What needs to be included?

Just wages and job titles for each employee - no names necessary!

What should I include for Incentive Pay?

Cash compensation provided to an employee, is separate from base pay, and based on performance, which is thought to entice the employee to continue delivering positive results. Incentive pay may come in the form of a bonus, profit-sharing, or commission. (Please report payouts effective 12/31/2020).

Wages Combined in One Column & Incentive Combined in One Column

Position	Salary	Total Incentive Pay
Teller	\$10.30	\$300.00
Teller	\$15.00	\$600.00
Teller II	\$10.60	\$250.00
Branch Manager	\$24.04	\$100.00
CFO	\$130,000.00	\$10,000.00

Wages in Two Columns & Incentive Data in Multiple Columns

Position	Hourly	Annual	Christmas Bonus	Referral Bonus	etc.
Teller	\$10.00	\$20,800.00	\$100.00	\$200.00	etc.
Teller	\$10.30	\$21,424.00	\$200.00	\$400.00	etc.
Teller II	\$10.60	\$22,048.00	\$50.00	\$200.00	etc.
Branch Manager	\$24.04	\$50,000.00	\$100.00	\$0.00	etc.
CFO	\$62.50	\$130,000.00	\$10,000.00	\$0.00	etc.

Where do you work?-Part 2

Which best classifies the market in which your bank competes? (Urban is classified as a dominant influence of a population of 50,000 or more)

- Chicago Metro Area
- Urban Other
- Rural

What was your organization's total turnover percentage for 2020?

- 0% - 61%+

What was your organization's exempt turnover percentage for 2020?

- 0% - 61%+

What was your organization's non-exempt turnover percentage for 2020?

- 0% - 61%+

How is your bank classified?

- S-Corp
- C-Corp

How many physical branch locations does your organization have? (Please include all full and partial service branches)

- 1 - 61+

Does your organization have a Financial/Investment Services Department?

- Yes
- No

Does your organization have an Insurance Department?

- Yes
- No

Does your organization have a Tax and Accounting Division?

- Yes
- No

Does your organization have Financial Advisors?

- Yes
- No

Does your organization have a Farm Manager?

- Yes
- No

Does your organization have a Trust Department?

- Yes
- No

Is your organization planning to add Electronic Tellers?

- Yes
- No
- We already have

Minimum Wage

The state of Illinois has implemented a plan to increase minimum wage to \$15 per hour by 2025. Has or will your organization exceed the minimum wage requirements?

- Yes
- No
- No, but we plan to review this in 2021

If yes to the prior question, is your organization adjusting other wages to avoid wage compression?

- Yes
- No

Because of the Illinois minimum wage plan, is your organization considering a reduction in benefits (health benefits, PTO...etc)?

- Yes
- No

Does your organization have an internal minimum wage that is different than the state minimum wage?

- Yes
- No

If yes to the prior question, what is your organization's internal minimum wage hourly rate?

PTO - Non-Exempt (Sick days plus vacation, not including company holidays)

How many PTO (sick plus vacation, not including holidays) days are non-exempt employees offered with less than one year of service? (Respond with the maximum amount for the timeframe provided)

- 0 - 61+

How many PTO (sick plus vacation, not including holidays) days are non-exempt employees offered with one to three years of service? (Respond with the maximum amount for the timeframe provided)

- 0 - 61+

How many PTO (sick plus vacation, not including holidays) days are non-exempt employees offered with three to five years of service? (Respond with the maximum amount for the timeframe provided)

- 0 - 61+

What is the maximum number of PTO days (sick plus vacation, not including holidays) a non-exempt employee can receive in a year?

- 0 - 61+

PTO - Exempt (Sick days plus vacation, not including company holidays)

How many PTO (sick plus vacation, not including holidays) days are exempt employees offered with less than one year of service? (Respond with the maximum amount for the timeframe provided)

- 0 - 61+

How many PTO (sick plus vacation, not including holidays) days are exempt employees offered with one to three years of service? (Respond with the maximum amount for the timeframe provided)

- 0 - 61+

How many PTO (sick plus vacation, not including holidays) days are exempt employees offered with three to five years of service? (Respond with the maximum amount for the timeframe provided)

- 0 - 61+

What is the maximum number of PTO days (sick plus vacation, not including holidays) an exempt employee can receive in a year?

- 0 - 61+

Health Benefits

What percentage of the total premium does the organization contribute toward a family health insurance policy? (Round to the nearest percent)

- 0% - 100%

What percentage of the total premium does the organization contribute toward an individual health insurance policy? (Round to the nearest percent)

- 0% - 100%

Compared to last year, has your organization's employer contribution changed for an individual health insurance policy?

- Yes, the employer contribution percentage increased
- Yes, the employer contribution percentage decreased
- No change

Compared to last year, has your organization's employer contribution changed for a family health insurance policy?

- Yes, the employer contribution % increased
- Yes, the employer contribution % decreased
- No change

Retirement

Does your organization offer a SERP?

- Yes
- No
- No, but we intend to look into this in 2021

If yes to the prior question, which executives are eligible?

- CEO only
- Chief Officers (CEO, CFO, CLO, etc.)
- SVPs and above
- VPs and above

Does your organization offer a 401(k)?

- Yes
- No

If yes to the last question, what is the maximum percent of base pay the organization will match? (For example, if your company pays 50% up to 6%, than you would select 3%)

- 1% - 21%+

Does your organization offer a Roth IRA?

- Yes
- No

Does your organization offer a profit sharing plan?

- Yes
- No

Does your bank have an ESOP?

- Yes
- No

Does your bank have a KSOP?

- Yes
- No

Does your organization have a BOLI?

- Yes
- No
- No, but we intend to look into this in 2021

Does your organization offer a defined benefit pension plan?

- Yes
- No

If yes to the prior question, is it frozen to new participants?

- Yes
- No

Payroll

How many total (full and part-time) employees does the bank employ?

How many employees are EXEMPT?

How many employees are NON-EXEMPT?

Budgeting

What was your organization's average salary increase percentage from your 2020 merit labor budget?

What is your organization's projected/actual average salary increase percentage for your 2021 merit labor budget?

When do your merit increases go into effect for NON-EXEMPT employees?

- Custom date in January
- Custom date later in the year
- On employee's hire date
- On employee's date in position

When do your merit increases go into effect for EXEMPT employees?

- Custom date in January
- Custom date later in the year
- On employee's hire date
- On employee's date in position

Directors - Board Members

Do you have a deferred directors' fee for your board members?

- Yes
- No

Does your organization have a mandatory retirement age for directors?

- Yes
- No
- No, but we are considering adding one

If yes to the prior question, what is the mandatory retirement age?

Chairman of the Board (bank level)

How many board meetings does the bank schedule per year?

- 0 - 25+

Which of the following do you pay to the Chairman?

- Retainer - Retainer, Committee, & Board Meeting Fees

How much did the Chairman of the board receive per board meeting last year?

How much did the Chairman of the board receive as an annual retainer fee last year?

How much did the Chairman of the board receive per committee meeting last year?

What was the total cash compensation (base plus any retainers and fees, plus incentives) received by the Chairman of the board last year?

Outside Directors (bank level)

How many Outside Directors currently sit on the board?

- 0 - 16+

Which of the following do you pay to your Outside Directors?

- Retainer - Retainer, Committee, & Board Meeting Fees

What was the average annual retainer fee paid to an Outside Director last year?

What was the average per board meeting fee paid to an Outside Director last year?

What was the average per committee meeting fee paid to an Outside Director last year?

What was the average total cash compensation received by Outside Directors last year?

Inside Directors (bank level)

How many Inside Directors currently sit on the board?

- 0 - 16+

Which of the following do you pay to your Inside Directors?

- Retainer - Retainer, Committee, & Board Meeting Fees

What was the average per board meeting fee paid to an Inside Director last year?

What was the average annual retainer fee paid to an Inside Director last year?

What was the average total cash compensation received by Inside Directors last year?

What was the average per committee meeting fee paid to an Inside Director last year?

Conclusion

Do you have any suggestions for questions that you would like to incorporate?

Do you have any suggestions for positions that you would like to incorporate?