

Executive Officer and Director Compensation Survey June 30, 2000

In 2000, 158 out of 316 financial institutions participated in the Executive Officer and Director Compensation Survey, a participation rate of 50.0 percent. The participation rate was down 4.7 percent from 1999, when 182 out of 333 institutions participated

Chief Executive Officer

Increases were seen among median CEO salaries from the prior year at most financial institutions, ranging from one to three percent. The exception was the \$500 million to \$1 billion category, which registered a net drop of 10 percent.

Chief Financial Officer

This category had strong median salary increases across the board from the prior year, ranging from 3.44 percent in the \$500 million to \$1 billion category up to 23.75 percent in the Over \$1 billion grouping.

Senior Loan Officer

This CEO category showed median salaries increases from the prior year in all but the top two categories. Increases ranged from 2.02 percent in the \$250 to \$499 million asset category up to 12.12 percent in the Under \$25 million category. Median salaries were off 20.74 percent in the \$500 million to \$1 billion group and edged down 1.26 percent from the prior year among bank with over \$1 billion in assets

Possible factors that influence salary changes are a movement from monetary to equity compensation, local and national economic conditions, position turnover and changes in the makeup of the asset size group population.

DIRECTORS' INFORMATION

Regular Board Meeting

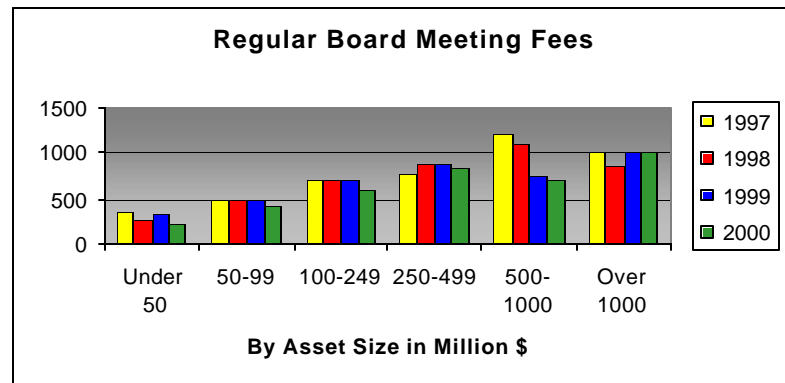
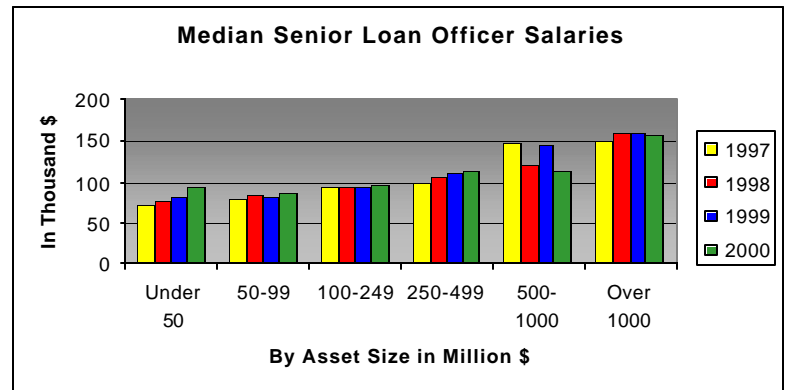
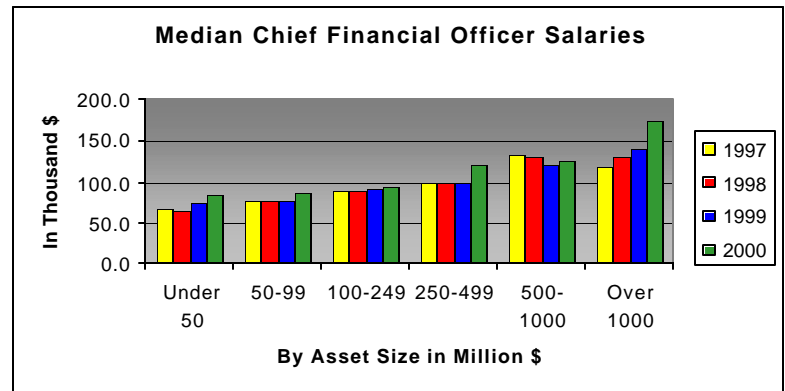
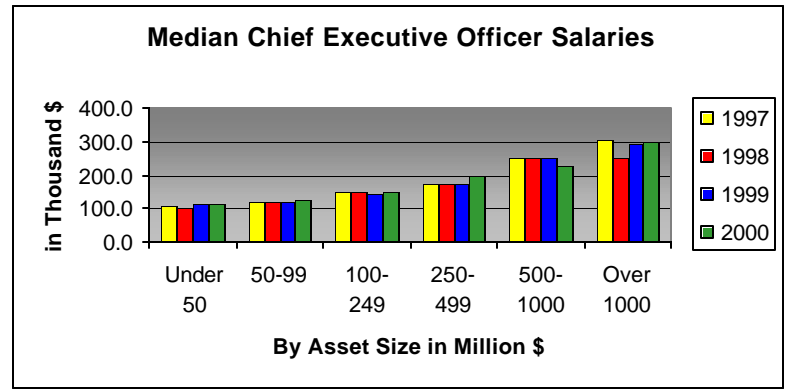
Median regular board meeting fees slumped from the past year in most categories, from 30 percent in the Under \$50 million group to 5.14 percent in the \$250 to \$499 million group. Median fees in the Over \$1 billion category remained steady.

Special Board Meeting

Median special board meeting fees mirrored the slide in regular board meeting fees from the prior year from 70 percent in the Under \$50 million group to 16.67 percent in the \$500 million to \$1 billion group. Median fees in the \$100 to \$249 million asset category remained steady.

Board Committee Meetings

Median fees in this category remained flat in most categories, except in the \$50 to \$99 million asset category which was up 33.3 percent and the Over \$1 billion asset category which was down by a like percent.



Annual Retainer


Median annual retainers were up from the prior year in all but two categories from 5.8 percent in the \$100-\$249 million asset group to 816.7 percent in the Under \$50 million grouping. Retainers were down 30.7 percent in the \$500 million to \$1billion group, and remained flat in the \$50 million to \$99 million category.

As with officers, we have noticed a trend among bank directors from monetary to equity compensation.

REGIONAL DATA

Median salaries in Region II, (Bay Area) again led the state in all categories. Region III (LA/Orange) was edged out of second place in the CEO category by Region IV (So. Calif.) but remained in second place in the CFO and SLO categories. Region IV slipped to fourth in the CFO category behind Region I (No. Calif.) but remained third in the SLO category. Region I remained fourth in the CEO and SLO category.

We express our appreciation to the participating financial institutions and hope that this information will prove useful. Please contact me with any questions or comments at (415) 263-8501 or by email at dmeyer@dfi.ca.gov. Or, contact the survey preparer, Patrick Carroll at (415) 263-8559 or by email at pcarroll@dfi.ca.gov.



DONALD R. MEYER
 Commissioner of Financial Institutions
 November, 2000

