

# Executive Officer and Director Compensation Survey

## June 30, 2016

In 2015, as a result of few institutions in the Under \$100 Million and \$100 Million to \$249 Million asset size categories they were combined into the new Under \$250 Million asset size category. Consequently, the Executive Summary was not published that year.

### Chief Executive Officer

The Over \$1 Billion asset size category was up 11.8% over the past three years, followed by the \$500 million to \$999 million asset size category, which was up 5.0%. The \$250 million to \$499 million size group was down 3.2 percent.

### Chief Financial Officer

The largest increase in median salaries in the CFO position was in the \$1 billion and over asset size category, which was up 12.2% over the past three years. The \$500 million to \$999 million category was up 7.3 percent. While the \$250 million to \$499 million size group was up 5.9 percent.

### Senior Loan Officer

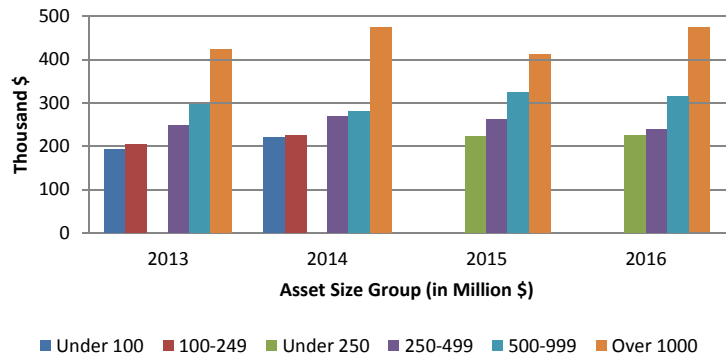
The median SLO salary was up by the largest percentage amounts in the largest asset size category. The Over \$1 Billion category was up 22.7% over the past three years. Median SLO salaries in the \$500 million to \$999 million and \$250 million to \$499 million size groups were up 11.1% and 5.0% respectively.

## DIRECTORS' INFORMATION

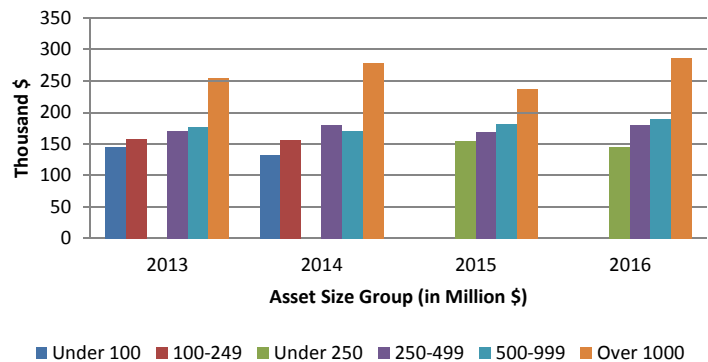
### Regular Board Meeting

Median board committee fees over the past three years were down across the board. Board fees for banks in the \$500 million to \$999 million asset size category were down by third over three years, while fees in the Over \$1 Billion size were down 28.3 percent. In the \$250 million to \$499 million size group fees were down by a quarter over the same period.

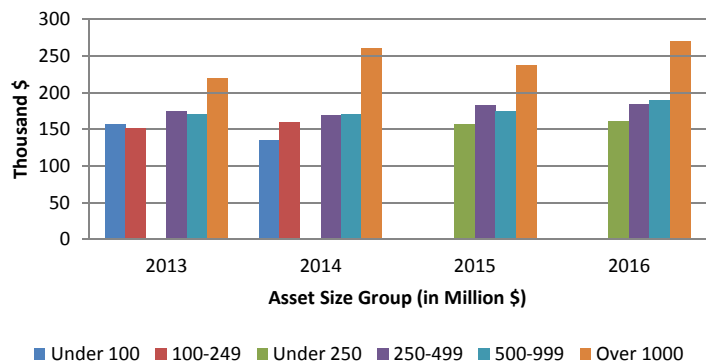
### Median Chief Executive Officer Salaries



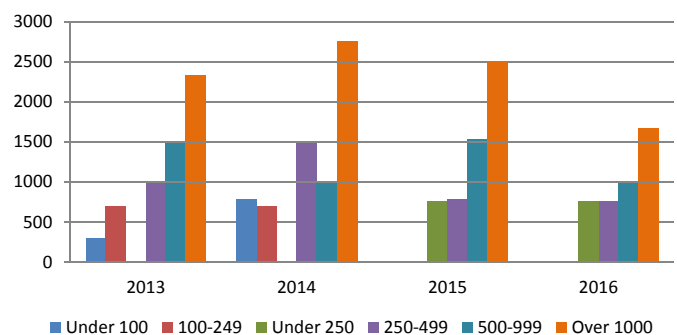
### Median Chief Financial Officer Salaries



### Median Senior Loan Officer Salaries



### Median Board Meeting Fees



**DIRECTORS' INFORMATION (Continued)**

**Board Committee Fees**

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

**REGIONAL DATA**

For the CEO and CFO categories the median salaries in Region III (LA/Orange) were the highest. Region II (Bay Area) tied with Region III in the SLO category and came in second in the CEO and CFO categories. Next was Region I (No. Calif) and Region IV (So. Calif).

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.

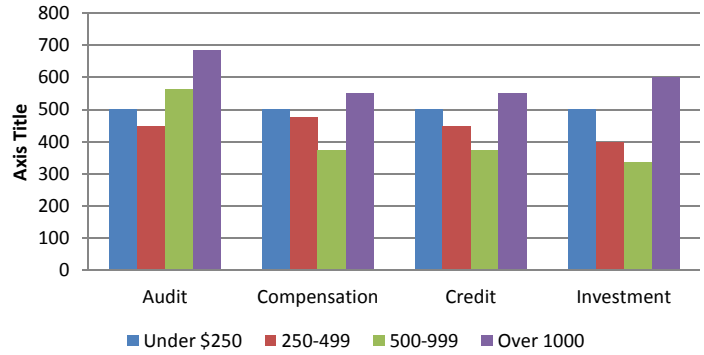
We express our sincere appreciation to the participating banks and hope that this information will prove useful. Participating banks automatically receive upon completion the full survey results that include information about bonuses, stock options and many other officer and director fringe benefits.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

Please contact me at (415) 263-8559 or by email at [patrick.carroll@dbo.ca.gov](mailto:patrick.carroll@dbo.ca.gov) with any questions or comments.

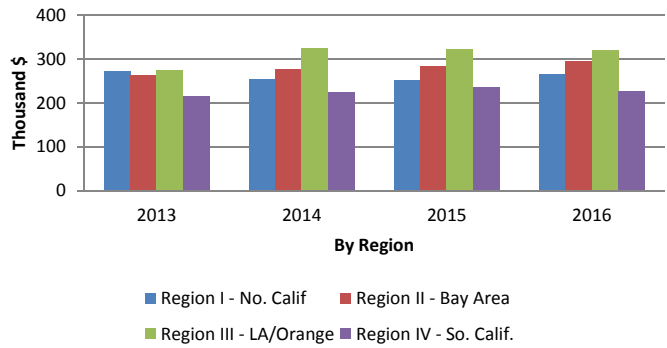


PATRICK C. CARROLL  
Strategic Support Manager

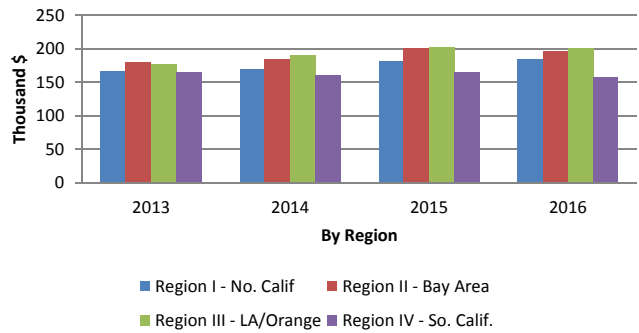
**Board Committee Fees - Chair**



**Median Chief Executive Officer Salaries**



**Median Chief Financial Officer Salaries**



**Median Senior Loan Officer Salaries**

