

# Executive Officer and Director Compensation Survey

## June 30, 2017

In 2017, there were 60 survey participants in the 40<sup>th</sup> Annual Executive Officer and Director Compensation Survey, a decline of nine participants from the prior year; however, there was an increase in the participation rate from 37.3% to 44.8% because national banks were not surveyed in 2017.

### Chief Executive Officer

Salaries in the \$500 million to \$999 million asset size category were up 18.6% over the past three years, Salaries in the \$1 Billion and Over asset size category were down 3.8%. Salaries in the \$250 million to \$499 million asset size group were down 3.8 percent.

### Chief Financial Officer

The largest increase in median salaries in the CFO position was in the \$500 million to \$999 million category which was up 15.8% over the past three years, followed by the \$1 Billion and Over asset size category, which was up 8.3 percent. The \$250 million to \$499 million size group was flat.

### Senior Loan Officer

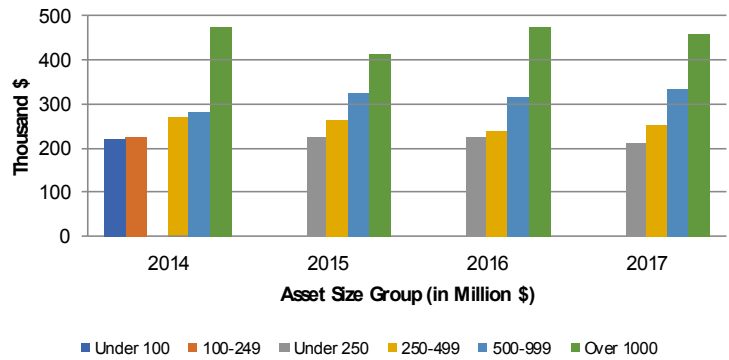
The median SLO salary was up by 15.2% in the \$500 million to \$999 million asset size category. The \$1 Billion and Over asset size category was down 0.4% over the past three years. Median SLO salaries in the \$250 million to \$499 million asset size groups was down 1.8 percent.

## DIRECTORS' INFORMATION

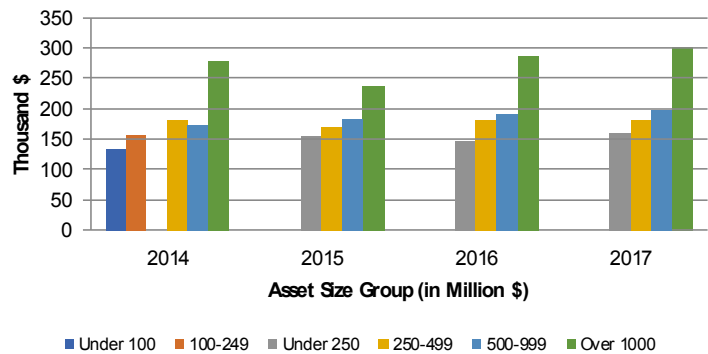
### Regular Board Meeting

Median board committee fees in the \$500 million to \$999 million asset size category doubled over the past three years, while fees in the \$1 Billion and Over asset size group were up 9.1 percent. In the \$250 million to \$499 million asset size group fees were down by a third over the same period.

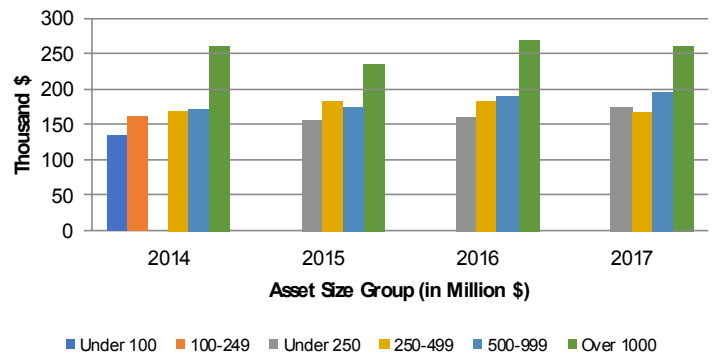
### Median Chief Executive Officer Salaries



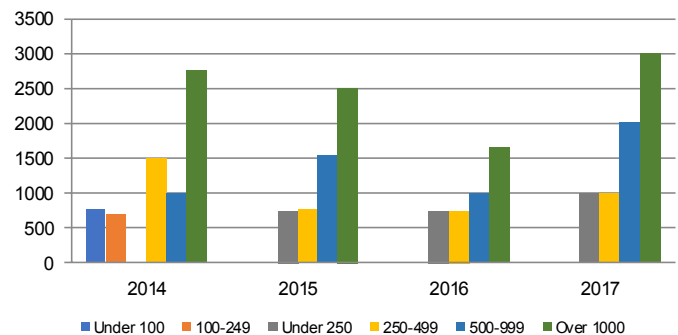
### Median Chief Financial Officer Salaries



### 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**

Due to the reduced number of participants, Region I—Northern California and Region II – Bay Area were combined into Region 1 – Northern California. Region III – LA/Orange and Region IV—Southern California were combined into Region 2 – Southern California.

Region 2 consists of the counties of: Imperial, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara and Ventura. Region 1 consists of all other counties.

Salaries for Region 2 topped Region 1 in the CEO category and SLO category. Region 1 edged out Region 2 in 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.

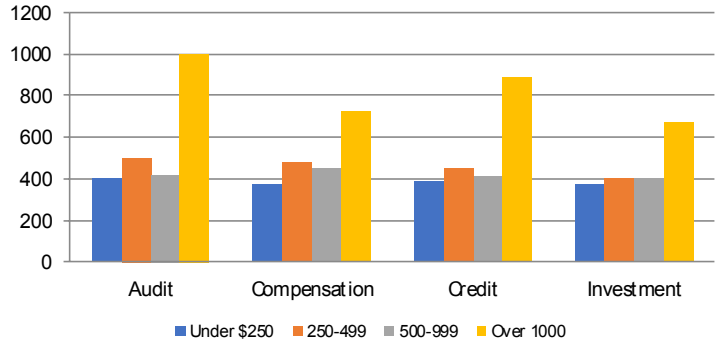
We express our sincere appreciation to the participating banks and hope that this information will prove useful. Participating banks automatically receive upon completion the full survey results that include information about bonuses, stock options and many other officer and director fringe benefits. 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.

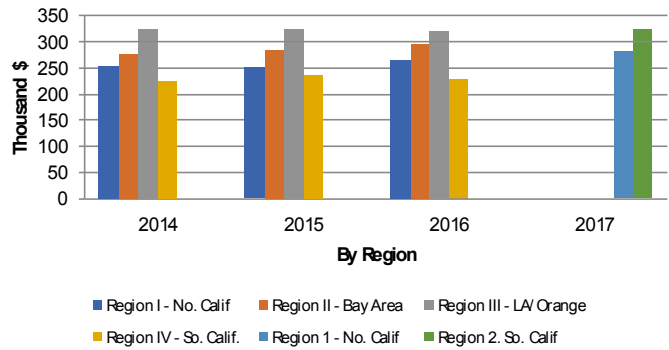


PATRICK C. CARROLL  
Strategic Support Manager

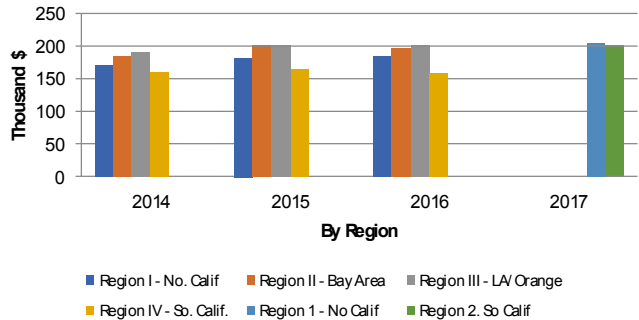
**Board Committee Fees - Chair**



**Median Chief Executive Officer Salaries**



**Median Chief Financial Officer Salaries**



**Median Senior Loan Officer Salaries**

