

# Executive Officer and Director Compensation Survey

## June 30, 2013

In 2013, 97 out of 228 California banks, or 42.5% participated in the Executive Officer and Director Compensation Survey, a decrease from the prior year, when 118 out of 250 banks or 47.2% participated.

### Chief Executive Officer

In 2013, the median CEO salary was up 14.6% in the Over \$1 Billion asset size category over the past three years, followed by the Under \$100 million asset size categories, which was up 7.8 percent. Next was the \$500 million to \$999 million size group, which was up 6.4% followed by the \$250 million to \$499 million asset size group in which salaries were up 5.1%. Showing the smallest gain over three years was the \$100 million to \$249 million asset size group, which was up 2.5 percent.

### Chief Financial Officer

Median salaries in CFO position showed the highest gains in the lower asset size categories. The Under \$100 million group was up 13.9% over the past three years, followed by the \$100 million to \$249 million asset size category, which was up 10.1 percent. Next was the \$250 million to \$499 million asset size group, up 6.3 percent. The Over \$1 Billion asset size category was up 4.1% and the \$500 million to \$999 million group was down by the same amount.

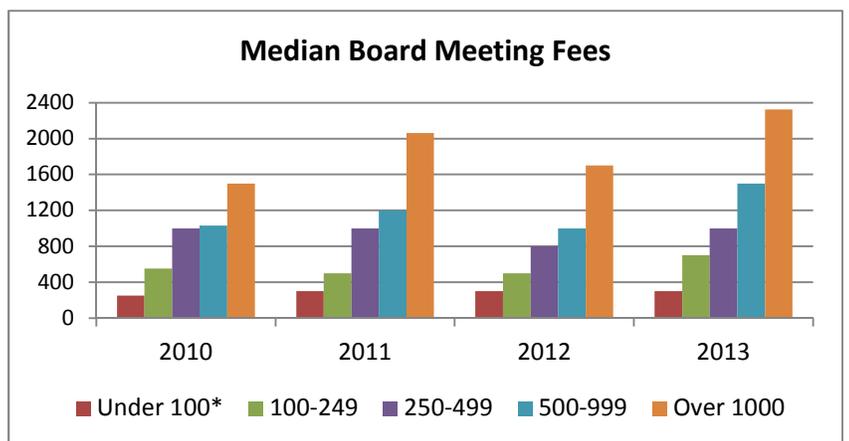
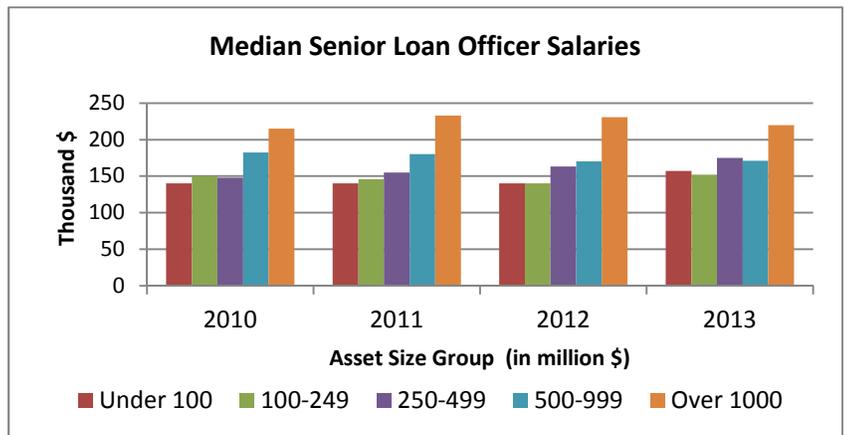
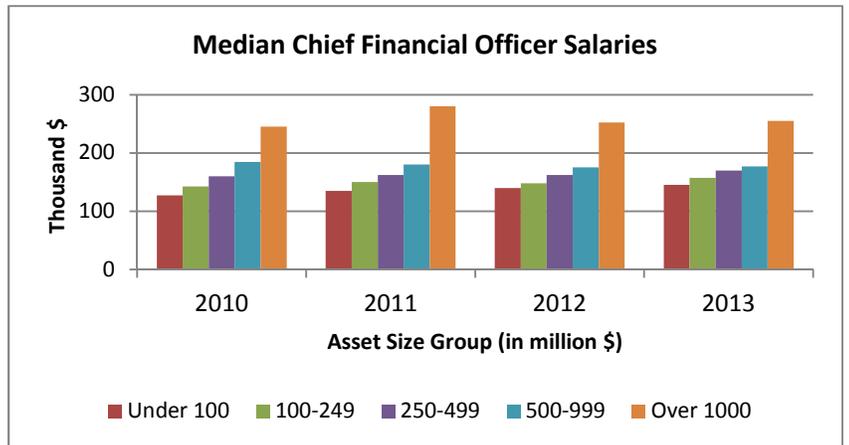
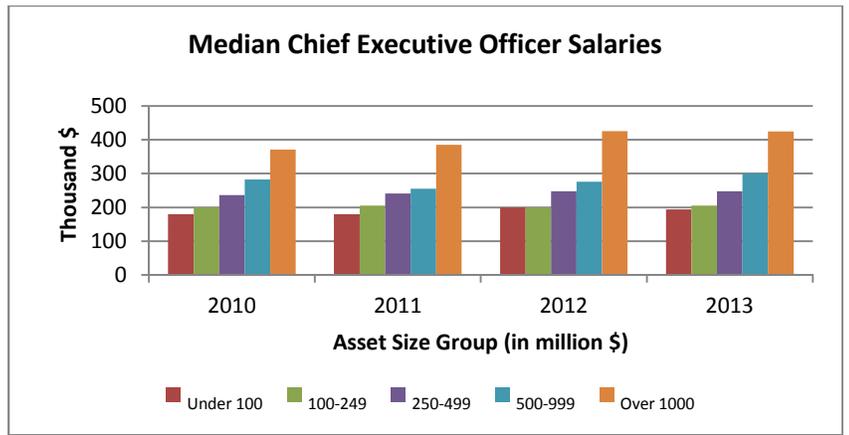
### Senior Loan Officer

Median SLO salaries in the \$250 million to \$499 million asset size group showed the greatest increase over the past three years, with a gain of 18.4 percent. The Under \$100 million group was next, with an increase of 12.1%, while the \$100 million to \$249 million and Over \$1 billion asset size group registered single-digit increases of 1.3% and 2.3%, respectively. The \$500 million to \$999 million asset size group was down by 6.3 percent over the same period.

## DIRECTORS' INFORMATION

### Regular Board Meeting

Median board committee fees over the past three years were up 55% in the Over \$1 billion asset size group and showed gains of 45.5% in the \$500 million to \$999 million asset size category. Gains of 20% and 27.3% respectively, were registered in the Under \$100 million and \$100 million to \$249 million asset size groups and were flat in the \$250 million to \$499 million asset size category.



**DIRECTORS' INFORMATION (Continued)**

**Board Committee Fees**

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

**REGIONAL DATA**

In the CEO category, the median salary in Region III (LA/Orange) was the highest, followed by Region I (No. Calif.), with Region II (Bay Area) in third place and Region IV (So. Calif.) in fourth place.

In the CFO category, Region II was in first place and Region III came in second place. Region I came in third and Region IV came in fourth. Region II was also in first place in the SLO category, with Region III in second place Region IV in third and Region I in fourth.

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 DFI Web page in June of the following year.

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