

2025 SURVEY OVERVIEW

DIRECTOR COMPENSATION SURVEY

LAUNCH JAN 14, 2025

CLOSE FEB 28, 2025

This survey includes information on board meeting fees, committee fees, retainers, equity grants, benefits, total compensation for an average director, and total non-employee director compensation. The bank data is analyzed based on asset size, region (coast vs. central), and ownership status (public vs. private). This survey also includes an assessment of additional fees paid to the board and committee chairs and includes questions on board structure, mandatory retirement age, diversity policy, equity ownership guidelines, and benefits offered to directors. This survey has gathered data from over 140 community/regional banks in recent years and the survey is completed in Excel.

SALARY & CASH COMPENSATION SURVEY

LAUNCH LATE SPRING/EARLY SUMMER

CLOSE MID SUMMER

This survey contains salary and cash compensation (salary + annual cash incentive/bonus + commissions) data for approximately 30 executive positions and approximately 150 middle management and staff level positions. The positions are categorized into 15 job families: Compliance, Executive, Finance, Human Resources, Insurance, IT, Lending (General, Commercial, Consumer, Mortgage), Marketing, Operations, Retail, Trust, and Wealth Management. This survey has gathered data from over 300 community/regional banks in recent years and the survey is completed in Excel.

2025 SURVEY PRICING


In 2025, we are offering a subscription option for our surveys. You can pre-pay and purchase both of our 2025 surveys at one time. This offers a streamlined approach for your convenience and helps with budgeting survey costs for the year.

	OBA Member Participant	OBA Member Non-Participant
Subscription Option (Includes both surveys)**	\$600	\$1,200
Director Compensation Survey	\$250	\$550
Salary & Cash Compensation Survey	\$350	\$650

**Please note if you choose the subscription option at the participant rate; however, are unable to participate in one or both surveys, no refunds will be issued. In such cases, the bank has the option to purchase the survey findings at the non-participant rate, and the difference in cost will be invoiced accordingly. Banks still have the option to purchase the surveys on an individual basis at the prices noted above.

CONTACT

To pre-order your copy of the survey, express your interest in the subscription option, or if you have any questions regarding the surveys, please contact Laura Roth.

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