



## 2026 KBA Personnel Survey - Part 2

### Salary Survey Worksheet Instructions:

On the following survey sheet, please list the average salary as of 12/31/25 by job position for all full-time employees. Brief job descriptions are provided in the Position Definition section in the attached PDF. As a reminder do not report employees more than once. If one person serves in more than one area of the institution, report them in the job that accounts for most of his or her time. If you should have any questions in filling out the survey, please call Selina Parrish at (502) 736-1282.

1. Pay for all jobs should be reported in ACTUAL ANNUAL dollars. It should be the employee's base pay before bonuses and commissions. If the incumbent employee is actually paid at an hourly rate, convert to annual by multiplying the hourly rate times 2080 hours (52 weeks times 40 hours) (regardless of the number of hours the employee actually works). If you have more than one employee in the same position, report the average compensation of those employees.
2. Report only employees you consider to be full-time. If your institution does not have a consistent definition of full-time, then include employees only if their regularly scheduled work week exceeds 32 hours.
3. For all full-time employees, please include average years of banking experience. For example, if you have 5 tellers and one has 5 years total experience, 2 have 2 years total experience, and 2 have 12 years total experience, the average would be 7 years  $(5+2+2+12+12=33; 33/5 = 6.60)$ .
4. Other compensation includes any direct cash payments made to the employee over the past twelve months including bonuses and commissions. Do not include payments made to deferred compensation plans, 401K, profit sharing or similar plans. Do not include Board fees. Do not include health insurance benefits.
5. Use the most specific, appropriate description available. For example, if a lending officer concentrates on commercial loans, report in that category rather than the more general lending category.



## 2026 KBA Personnel Survey - Part 2

### Primary Compensation by Position

This section includes positions for Top Management, Finance & Accounting, Audit & Compliance, Bank Operations, Retail Banking, Lending, Trust/Investment/Private Banking, Marketing, Information Systems, Human Resources, and Office & Administrative Services.

Please refer to the Position Descriptions for additional information and enter information for the positions that apply to your institution.

Please provide average wage or salary per position. Commissions should be included. DO NOT include commas in your numbers.

**\* 1. Please enter the assigned bank number issued by the KBA.**

Bank #

The total asset size should be entered as MILLIONS without commas or dollar sign. (ex. \$239,750,242 should be entered as 240 or \$4,321,987,654 should be entered as 4322)

**\* 2. Total Assets as of December 31, 2025**

\$



## 2026 KBA Personnel Survey - Part 2

### TOP MANAGEMENT (Section 3)

#### 1. CEO/President - Independent

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 2. CEO/President - Independent (10% + shares)

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 3. CEO - Affiliate/Branch of MBHC

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 4. #2 Executive

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Head of Operations**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Head of Lending**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Head of Commercial Lending**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Head of Consumer Lending**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**9. Head of Mortgage Lending**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. Head of Internal Audit**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**11. Head of Retail Banking**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**12. Head of Trust**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**13. Chief Financial Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**14. Market President**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



## 2026 KBA Personnel Survey - Part 2

### FINANCE & ACCOUNTING (Section 4)

#### 1. Controller

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

#### 2. Accounting Supervisor

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

#### 3. Staff Accountant

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

#### 4. Accounting Clerk

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

**5. Bookkeeping Supervisor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Bookkeeping Clerk**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Senior Clerk**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Clerk**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**9. Bookkeeper**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. Treasury Management Officer**

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

**11. Payroll Administrator**

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation



## 2026 KBA Personnel Survey - Part 2

### AUDIT & COMPLIANCE (Section 5)

#### 1. Staff Internal Auditor

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 2. Chief Compliance Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 3. Compliance Specialist

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 4. Bank Secrecy Act (BSA) Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Assistant BSA Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Risk Management Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. CRA Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Fraud Officer/Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



## 2026 KBA Personnel Survey - Part 2

### BANK OPERATIONS (Section 6)

#### 1. Data Processing Manager

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 2. Proof Operations Supervisor

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 3. Proof Operator

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 4. Data Entry Clerk

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Small Unit Supervisor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Operations Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Proof/Item Processing Supervisor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Branch Operations Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**9. Document Imaging Supervisor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. Document Imaging Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**11. Bank-wide Project Manager and Liaison to Senior Management**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**12. ITM Specialist/Video Teller**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**13. Cash Management Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



## 2026 KBA Personnel Survey - Part 2

### RETAIL BANKING (Section 7)

#### 1. Training Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 2. Internet/Electronic Banking Manager

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 3. Internet/Electronic Banking Specialist

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 4. Branch Manager (little lending activity)

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Branch Manager (lending activity)**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Regional Branch Coordinator**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Assistant Branch Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Head Teller**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**9. Teller (experienced)**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. Teller (mid-level)**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**11. Teller (entry level)**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**12. New Accounts Representative**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**13. Teller Operations Supervisor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**14. Insurance Sales Officer/Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**15. Insurance Sales Representative**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**16. Deposit Services Representative**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**17. Lead Deposit Services Representative**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**18. ACH Operator**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**19. Customer Service Representative (CSR)/Universal Banker**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**20. Call Center Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**21. Call Center Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**22. Business Banking Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



## 2026 KBA Personnel Survey - Part 2

### LENDING (Section 8)

#### 1. Senior Loan Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 2. Loan Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 3. Junior Loan Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

Commercial Lending

#### 4. Senior Commercial Loan Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Commercial Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Junior Commercial Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

Consumer/Installment Lending

**7. Consumer Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Junior Consumer Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

Mortgage/Real Estate Lending

**9. Senior Mortgage Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. Mortgage Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**11. Junior Mortgage Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**12. Mortgage Loan Underwriter**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**13. Mortgage Loan Processing Assistant**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**14. Staff Appraiser**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**15. Agricultural Loan Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**16. Loan Review Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

Lending Operations & Support

**17. Credit Analyst**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**18. Credit Analyst II**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**19. Senior Credit Analyst**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**20. Senior Loan Clerk/Loan Processor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**21. Collections Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**22. Collections Representative**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**23. Chief Credit Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**24. Loan Operations Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**25. Loan Operations Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**26. Loan Workout Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**27. Loan Processor/Administrative Assistant/Clerk**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**28. Loan Portfolio Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**29. Bank Card Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**30. HMDA Analyst**

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

**31. HMDA Manager**

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation



2026 KBA Personnel Survey - Part 2

**TRUST / INVESTMENT / PRIVATE BANKING (Section 9)**

**1. Brokerage Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**2. Trust Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**3. Investment Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**4. Licensed Investment Representative**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Investment Assistant**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Trust Administrative Assistant**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Wealth Management Manager/Advisor**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



## 2026 KBA Personnel Survey - Part 2

### MARKETING (Section 10)

#### 1. Marketing Officer

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

#### 2. Sales Representative/Team Member

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

#### 3. Business Development Officer

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

#### 4. Marketing Specialist

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation



2026 KBA Personnel Survey - Part 2

**INFORMATION SYSTEMS (Section 11)**

**1. Systems/Programming Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**2. Chief Information Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**3. Information Security Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**4. Network Administrator I**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Network Administrator II**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Systems Analyst**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Senior Systems Analyst**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Webmaster**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**9. Application Programmer/Analyst**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. PC Service and Support Administrator**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**11. ATM Coordinator**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**12. Information Technology (IT) Clerk/Administrative Assistant**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**13. Information Technology (IT) Clerk/Administrative Assistant-ATM/Debit Card**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**14. Information Technology Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**15. Information Security Administrative Support**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



## 2026 KBA Personnel Survey - Part 2

### HUMAN RESOURCES (Section 12)

#### 1. Top Human Resources Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 2. Human Resources Manager

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 3. Human Resources Generalist

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

#### 4. Human Resources Assistant

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Compensation and Benefits Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Training Director/Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Training Specialist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>



2026 KBA Personnel Survey - Part 2

**OFFICE & ADMINISTRATIVE SERVICES (Section 13)**

**1. Executive Administrative Assistant**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**2. Administrative Assistant**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**3. Receptionist**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**4. Courier/Messenger/Mail Room**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**5. Security Guard**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**6. Property Custodian/Facility Manager**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**7. Security Officer**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**8. Maintenance Worker (skilled)**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**9. Maintenance Worker (unskilled)**

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

**10. General Counsel**

# of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

**11. Other**



## 2026 KBA Personnel Survey - Part 2

### COMMENTS AND SUGGESTIONS

Because it is important that the KBA salary survey meets your needs, we welcome your comments or suggestions about ways that it could be improved or expanded.

**1. We would appreciate your opinions about this year's survey as well as any changes or additions you would like to see next year.**

**Please note that in order to keep the information confidential, your information cannot be carried forward from prior years.**



2026 KBA Personnel Survey - Part 2

2026 KBA Survey - Part 2 Completed

\* 1. Completed by:

This survey has been brought to you by  
the



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Certified Public Accountants



king + company  
CERTIFIED PUBLIC ACCOUNTANTS