



AT A GLANCE

Interactive Market Data Reports

Access and compare objective data on over 190 financial industry positions (Teller through CEO) from Northwest financial institutions with Milliman's easy-to-use interactive online data application.

Reporting Capabilities

- **Create an unlimited number of custom reports** by peer group, location, type, asset size, etc.
- **Print ready** professional pdf and Excel reports
- **Export** summary results and raw data into Excel

2021 Northwest Financial Industry Compensation Survey

Effective Date: May 2021 Publication Date: August 2021

1.0 BRANCH BANKING 1.01b Teller - Intermediate

<< Previous job Next job >>

Your Job Title: TELLER
Your Job Code: 1357TLLR

Processes a variety of basic customer account transactions and provides prompt, courteous, and friendly service. Actively sells and cross-sells bank services. Exercises independent judgment. Processes a variety of routine checking and savings deposits and withdrawals with limited supervision. Sells ... [Read More](#)



	Your Organization	
	Survey Data	% +/- Market Data
# of Firms	51	
# of Incumbents	1,119	18
Base Salary		
Simple Mean	32,208	-4.8 30,739
Weighted Mean	32,427	-5.5
25th Percentile ▼	31,200	-1.5
50th Percentile ▼	32,506	-5.7
75th Percentile ▼	33,280	-8.3
Total Cash		
Simple Mean	32,803	-6.7 30,739
Weighted Mean	33,111	-7.7
25th Percentile	31,305	-1.8
50th Percentile	32,793	-6.7
75th Percentile	34,075	-10.9
Salary Range		
Average Minimum	29,375	-17.7 24,960
Average Midpoint	34,934	-30.6 26,750
Average Maximum	40,494	-41.9 28,539
Additional Cash		
Bonus-Simple Mean	1,732	NA
Bonus-Weighted Mean	1,315	NA

Organizations	Matches
Matching Job	51
Reporting Base Pay	51
Reporting Salary Range	41
Market Additional Cash Paid	
Number of Firms	23
Number of Incumbents	582
% of Firms	45.1
% of Incumbents	52.0
Avg % of Base Pay	5.2
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	14
As % of Base Pay	7.3
Your Target Bonus	
As % of Base Pay	0.0
Market Salary Adjustments	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
Your Salary Adjustments	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00

INTERACTIVE FEATURES

Customize survey results:

- Create data breakouts by peer group, location, type, asset size, ownership, etc. using the "Set Criteria" feature
- Convert pay to hourly, monthly, or annual figures
- Age the data, actual salaries and/or salary ranges, using the "Adjust Salary" feature
- Adjust the percentiles
- Save criteria and settings

For more information, contact:

Lauren Busey
Tel +1 206 504 5535
lauren.busey@milliman.com

Interactive Market Data Reports

Create your own data breakouts using the “Set Criteria” feature.



Set Criteria

- Create an unlimited number of custom reports** by peer group, location, type, asset size, etc.
- Exclude your organization** from your data sets
- Save your criteria** and settings

Industries

- Region 1: Puget Sound Area
- Region 2: Western Washington (excl. Puget)
- Region 3: Eastern Washington
- Region 4: OR Portland Metro
- Region 5: OR Standard Counties
- Region 6: OR Nonurban Counties/Idaho
- Region 7: Anchorage/Kenai/Mat-Su
- Region 8: Fairbanks
- Region 9: Southeast (Juneau, Ketchikan, etc.)

Industries

- Banks
- Credit Unions
- Other

Ownership

- Privately Held
- Publicly Traded
- Other

Exclude Your Organization

Select All

Organizations Matching Criteria

- Advantis Credit Union
- Alaska USA Federal Credit Union
- ALPS Federal Credit Union
- Bank of Eastern Oregon
- Bank of the Pacific
- bankcda
- Banner Corporation
- Beneficial State Bank
- CapEd Credit Union

Not Matching Organizations

- Sample Institute

Organization Size

Number of Employees to

Assets (in \$ millions) to

Job Criteria

Exempt / Nonexempt	Union / Nonunion	Job Match Levels
<input checked="" type="checkbox"/> Exempt Jobs	<input checked="" type="checkbox"/> Union Jobs	<input checked="" type="checkbox"/> Lesser
<input checked="" type="checkbox"/> Nonexempt Jobs	<input checked="" type="checkbox"/> Nonunion Jobs	<input checked="" type="checkbox"/> Comparable
		<input checked="" type="checkbox"/> Greater

Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs