



AT A GLANCE

Interactive Market Data Reports

Access and compare objective data on over 180 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

2018 Northwest Financial Industry Compensation Survey

Effective Date: May 2018 Publication Date: August 2018

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	60	
# of Incumbents	1,677	1
Base Salary		
Simple Mean	30,210	4.1 31,512
Weighted Mean	31,014	1.6
25th Percentile ▼	28,191	10.5
50th Percentile ▼	29,649	5.9
75th Percentile ▼	31,330	0.6
Total Cash		
Simple Mean	31,049	6.2 33,088
Weighted Mean	31,883	3.6
25th Percentile	28,794	13.0
50th Percentile	30,280	8.5
75th Percentile	33,023	0.2
Salary Range		
Average Minimum	27,175	6.7 29,120
Average Midpoint	32,836	-2.5 32,029
Average Maximum	38,497	-10.2 34,937
Additional Cash		
Bonus-Simple Mean	1,559	1.1 1,576
Bonus-Weighted Mean	1,544	2.0

Organizations	Matches
Matching Job	60
Reporting Base Pay	59
Reporting Salary Range	54
Market Additional Cash Paid	
Number of Firms	36
Number of Incumbents	944
% of Firms	61.0
% of Incumbents	56.3
Avg % of Base Pay	5.0
Your Additional Cash Paid	
Number of Incumbents	1
% of Incumbents	100.0
Avg % of Base Pay	5.0
Market Target Bonus	
% of Firms	18
As % of Base Pay	6.3
Your Target Bonus	
As % of Base Pay	NA
Market Salary Adjustments	
	Actual Ranges
# Months	6 6
Annual Adj %	3.00 3.00
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:

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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

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

Exclude Your Organization

Select All

Organizations Matching Criteria

- Select All
- Organizations Matching Criteria
- Advantis Credit Union
- Alaska USA Federal Credit Union
- ALPS Federal Credit Union
- Baker Boyer Bank
- Bank of Eastern Oregon
- Bank of Idaho
-

Not Matching Organizations

- Milliman