



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

2022 Northwest Financial Industry Compensation Survey

Effective Date: May 2022 Publication Date: August 2022

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	46	
# of Incumbents	818	6
Base Salary		
Simple Mean	37,807	10.4 42,206
Weighted Mean	36,548	13.4
25th Percentile ▼	35,198	16.6
50th Percentile ▼	37,305	11.6
75th Percentile ▼	40,159	4.9
Total Cash		
Simple Mean	38,675	8.4 42,206
Weighted Mean	37,507	11.1
25th Percentile	35,967	14.8
50th Percentile	37,749	10.6
75th Percentile	41,336	2.1
Salary Range		
Average Minimum	34,075	18.1 41,600
Average Midpoint	40,199	16.0 47,840
Average Maximum	46,324	14.3 54,080
Additional Cash		
Bonus-Simple Mean	2,223	NA
Bonus-Weighted Mean	2,949	NA

Organizations	Matches
Matching Job	46
Reporting Base Pay	46
Reporting Salary Range	36
Market Additional Cash Paid	
Number of Firms	19
Number of Incumbents	266
% of Firms	41.3
% of Incumbents	32.5
Avg % of Base Pay	5.8
Your Additional Cash Paid	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
Market Target Bonus	
% of Firms	13
As % of Base Pay	7.0
Your Target Bonus	
As % of Base Pay	NA
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

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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
- Bank of Eastern Oregon
- Bank of the Pacific
- bankcda
- Banner Corporation
- CapEd Credit Union
- Cashmere Valley Bank
- Citizens Bank

Not Matching Organizations

- Sample Institute

Organization Size

Number of Employees to

Assets (in \$ millions) to

Job Criteria

<h5>Exempt / Nonexempt</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Exempt Jobs <input checked="" type="checkbox"/> Nonexempt Jobs 	<h5>Union / Nonunion</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Union Jobs <input checked="" type="checkbox"/> Nonunion Jobs 	<h5>Job Match Levels</h5> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Lesser <input checked="" type="checkbox"/> Comparable <input checked="" type="checkbox"/> Greater
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Bonus Payer / Non-bonus Payer

- Bonus Payer Jobs
- Non-bonus Payer Jobs