



AT A GLANCE

## Interactive Market Data Reports

Access and compare objective data on over 207 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

#### 2023 Northwest Financial Industry Compensation Survey

Effective Date: May 2023 Publication Date: August 2023

##### 1.0 BRANCH BANKING

##### 1.01b Teller - Intermediate

Your Job Title: TELLER

Your Job Code: 1357TLR

<< Previous job

Next job >>

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	44		
# of Incumbents	761		24
<b>Base Salary</b>			
Simple Mean	40,692	8.8	44,624
Weighted Mean	41,294	7.5	
25th Percentile ▼	37,185	16.7	
50th Percentile ▼	39,609	11.2	
75th Percentile ▼	43,612	2.3	
<b>Total Cash</b>			
Simple Mean	41,625	6.7	44,624
Weighted Mean	42,151	5.5	
25th Percentile	38,327	14.1	
50th Percentile	40,678	8.8	
75th Percentile	44,229	0.9	
<b>Salary Range</b>			
Average Minimum	36,124	17.3	43,680
Average Midpoint	43,007	12.0	48,880
Average Maximum	49,891	7.7	54,080
<b>Additional Cash</b>			
Bonus-Simple Mean	2,330	NA	NA
Bonus-Weighted Mean	2,435	NA	

Organizations	Matches
Matching Job	44
Reporting Base Pay	44
Reporting Salary Range	36
<b>Market Additional Cash Paid</b>	
Number of Firms	19
Number of Incumbents	268
% of Firms	43.2
% of Incumbents	35.2
Avg % of Base Pay	5.7
<b>Your Additional Cash Paid</b>	
Number of Incumbents	0
% of Incumbents	0.0
Avg % of Base Pay	0.0
<b>Market Target Bonus</b>	
% of Firms	25
As % of Base Pay	6.2
<b>Your Target Bonus</b>	
As % of Base Pay	NA
<b>Market Salary Adjustments</b>	
	Actual Ranges
# Months	0 0
Annual Adj %	0.00 0.00
<b>Your Salary Adjustments</b>	
	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](mailto: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

#### 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

- ☒ Bank of Eastern Oregon
- ☒ Bank of the Pacific
- ☒ bankcda
- ☒ Beneficial State Bank
- ☒ CapEd Credit Union
- ☒ Cascade Federal Credit Union
- ☒ Cashmere Valley Bank
- ☒ Central Willamette Credit Union

#### Not Matching Organizations

- ☐ Sample Institute