



GENERAL BULLETIN

CONNECTICUT
BANKERS
ASSOCIATION
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2010 - 28

February 16, 2010

SENT TO:

TO THE CHIEF EXECUTIVE OFFICER
OR INDIVIDUAL ADDRESSED

CEO, CEO+
Human Resources

RE: 2010 Banking Benefits and
Human Resources Policies Questionnaire

We are pleased to announce the **2010 Banking Benefits and Human Resources Policies Survey** questionnaire is available for review and online completion. This biennial survey is a comprehensive survey encompassing benefits and personnel procedures offered by member banks to their full-time employees (several questions provide information for part-time employees). The following list summarizes the sections of the questionnaire:

SECTIONS

Absence From Work

- Paid Time Off
- Vacation
- Sick Days
- Paid Holidays
- Personal Days
- Bereavement Leave
- Weather Emergencies
- Short-term Disability
- Personal Leaves of Absence
- Long-Term Disability

Health and Insurance

- Health & Medical Insurance
- Dental Insurance
- Vision Care
- Reimbursement Accounts
- Life Insurance
- Long-term Care

Retirement Plans (FTEs)

- Defined Benefit Plans
- Defined Contribution Plans
- Profit Sharing Plans
- Employee Stock Ownership

Other Employee Benefits & Human Resource Policies

- Education Assistance
- HR Policies & Practices
- Other Benefit Programs
- Benefits & Payroll Cost
- Employee Turnover
- Benefits for Retired Employees
- Severance Programs

New! Executive Benefits & Perquisites

HARD COPY

There is a printable version of the survey available online, which is **only** provided to help users gather data before going online to complete the survey. All survey submissions should be completed by entering the information in the secure, online survey instrument.

RESULTS/FEES

Pearl Meyer & Partners will compile the data and provide the results for the Association. Pearl Meyer & Partners has extensive experience in providing a broad range of consulting services to the banking industry.

Please note this is the first year Pearl Meyer & Partners is tabulating the results. As such, they do not have your information from 2008 when this survey was last conducted. They will, however, have this information populated in the 2012 questionnaire for your ease in submitting data in the next round.

No individual bank data will be shown in the final report and care will be taken to preserve the anonymity of each bank and its data. The CBA will be sending out an order form for the survey report approximately two (2) weeks before the report is finalized. The survey report will be offered in PDF format.

	Participant Cost - State OR Region Report	Participant Cost – State & Region Reports	Non- participant Cost - State OR Region Report	Non-participant Cost – State & Region Reports
2010 Banking Benefits and Human Resources Policies Survey	\$575	\$775	\$950	\$1,050

** Region Report includes data from Connecticut, Massachusetts and New York. Includes 6% Connecticut State sales tax.

DEADLINE

The deadline for completing the questionnaire is **Friday, April 16, 2010**. Our goal of a July delivery of the **2010 Banking Benefits and Human Resources Policies Survey** results can only be made with your timely submission of the questionnaire. If you need additional information regarding the survey, please don't hesitate to call me or Ken Cardinal at Pearl Meyer & Partners at (508) 630-1473 or ken.cardinal@pearlmeyer.com.

Sincerely,

COLLEEN E. CLANCY
Vice President

2010 BANKING BENEFITS AND HUMAN RESOURCES POLICIES SURVEY

ELECTRONIC REPORTING INSTRUCTIONS

To access the online survey, complete the following steps:

- 1) Click on the following link, or copy and paste the link into your web browser:
https://surveys.pearlmeier.com/survey/bank_ben_2010.htm
- 2) As instructed, enter your full e-mail address followed by any 4 numbers of your choosing to begin the survey. Please keep the 4 numbers you chose in a safe place for future reference. In order to access the survey and your saved answers again later, you must use the same email address and 4 number combination.
- 3) You may print a hardcopy of the survey to aid you by clicking the "Printable Version" button at any time. Please note, the online survey will not display all of the questions that are on the survey hardcopy. The website will only show questions that pertain to the benefits you have indicated your institution offers. If you wish to have a record of your answers after you complete the survey, you may click the "Printable Version" button at the end and your responses will be shown.
- 4) If you need to close your browser at any time and return to complete the survey later, make note of the section heading (in brown) at the top of the page where you left off. Then click "Exit/Return to Table of Contents" and close your browser. When you are ready to continue with the survey, click the survey link again, enter your email address and 4 number combination, then select "Save/Next". You will then click through the Contact Information section by selecting "Save/Next". From the Table of Contents page, you can then select the section where you left off and click "Save/Next" to go directly to the beginning of that section.

Helpful Hints

- You can use your browser's back button to return to previous pages.

Question Routing

- If you are asked a question in the survey about a benefit you do not have, clicking on "No" (or equivalent) will prevent you from seeing any further questions about that benefit. If you leave the question blank, you may see follow-up questions regarding that benefit. Clicking "No" for benefits your institution does not offer will allow you to route through the survey faster.
- The tool will not allow you to move forward to the next page if you have entered non-numbers in number fields.
- When using drop-down boxes, please be careful not to accidentally change your selection when scrolling to the next question.