



# GENERAL BULLETIN

CONNECTICUT  
BANKERS  
ASSOCIATION  
10 Waterside Drive  
Farmington, CT 06032-3083  
(860) 677-5060  
FAX: (860) 677-5066

2020 - 050

May 28, 2020

**SENT TO:**

TO THE CHIEF EXECUTIVE OFFICER  
OR INDIVIDUAL ADDRESSED

CEO, CEO+  
Human Resources  
Associate Member

RE: 2020 Banking Benefits and Human  
Resources Policies Survey Report

We are pleased to announce the results of the 2020 Banking Benefits and Human Resources Policies Survey Report are completed. The survey provides the most comprehensive benefits and personnel policy information for financial institutions. In addition to Connecticut banks, the survey information includes comprehensive data from banks in the Northeast (New England states plus New York State).

Increasing benefits costs, balanced with a need to attract and retain valued employees, has created pressure for management to carefully review the effectiveness of their benefits and human resources practices. This report summarizes what financial institutions are offering to their employees. This year, the report also offers detailed tables showing data counts and percentages, as well as a breakdown by asset size, number of full-time employees, and institution structure. A summary of the report sections is listed below for your review:

## 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

### **Executive Benefits & Perquisites**

*(provided only to banks providing this data)*

## RESULTS

Pearl Meyer once again has compiled the data for the Association. Pearl Meyer has extensive experience in providing a broad range of consulting services to the banking industry. The results include comprehensive data from the 13 CBA participant banks, as well as national data for the first time.

Beginning with the 2020 Survey report results, purchasing financial institutions will be provided the report and access to unlimited Custom Peer Group Reports (CPGR). CPGR's are a great tool that will allow banks to choose the peer group that best fits their institution's needs. Categories listed below will be available when selecting CPGR's. Banks can also select a mix of these five categories to fine tune their peer group:

- Institutions
- State
- Asset Size
- FTE
- Stock vs. Mutual

## ORDER

To provide the fastest delivery of the report results, please download and complete the [report order form](#) and email it to [cba@ctbank.com](mailto:cba@ctbank.com). Once you have ordered the report, the CBA will invoice you for the cost. You will then be contacted by Pearl Meyer with your login information so you can download the report and run the Custom Peer Group Reports.

If you should have any questions pertaining to the 2020 Banking Benefits and Human Resources Policies Survey Report, please don't hesitate to contact Jordan Gagnon at [jordan.gagnon@pearlmeyer.com](mailto:jordan.gagnon@pearlmeyer.com), Senior Survey Account Manager or the Association.

Sincerely,

THOMAS S. MONGELLOW  
President, CEO & Treasurer