

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1010 Position Title: Supervisory Economist (Section Chief)**

**Grade: 29**

Has overall responsibility for the output of the primary organizational unit within an economic research division. Designs and supervises a program of economic research to provide in-depth analysis of the US economy and international developments. Prepares and implements programs for the analysis of ongoing economic developments, the production of economic statistics, regulation of financial markets, and forecasts of real and financial variables, which serve as inputs to the formulation and implementation of the organization's national economic policy. Has in-depth knowledge in a wide array of economic areas, as well as demonstrated professional scope and substantial achievements which satisfy the qualifications of a Senior Economist (1020). Additionally, the chief bears a much broader set of managerial responsibilities. Ph.D. in economics or statistics plus a minimum of 5-7 years experience. Supervises 5-20 Ph.D. level economists and 7-30 total staff in research, analysis, automation, and statistics functions. Reports to an officer. Consults directly with senior management, and, at times, with the head of the organization and other members of the organization's governing body.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00007	GVT	4	Equal	Yes	137.8	117.5	150.5	1.0	-	138.1	Yes/Yes	1	-	117.5	134.0	150.5
00120	FRB	3	Equal	Yes	142.2	139.7	144.6	4.8	-	147.0	Yes/Yes	3	-	92.9	120.7	148.5
00024	REG	3	Equal	Yes	147.0	139.0	155.2	1.5	-	147.5	Yes/No	1	-	89.3	122.3	155.2
00410	FRB	3	Weaker	Yes	148.0	131.6	162.5	12.5	-	156.3	Yes/No	2	-	115.2	153.6	192.0
<b>00019</b>	<b>BOG</b>	<b>21</b>	<b>Equal</b>	<b>Yes</b>	<b>148.5</b>	<b>140.9</b>	<b>168.2</b>	<b>23.3</b>	<b>-</b>	<b>170.7</b>	<b>Yes/No</b>	<b>20</b>	<b>-</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00208	FIN	13	Equal	No	163.8	140.9	179.8	-	-	163.8	No/No	-	-	119.8	149.8	179.8
00100	FRB	1	Equal	Yes	165.0	165.0	165.0	-	-	165.0	Yes/Yes	-	-	129.1	198.6	268.1
00016	FRB	2	Equal	Yes	171.5	167.0	176.0	-	16.3	187.8	No/Yes	-	2	155.6	190.6	225.6
00004	PVT	64	Stronger	Yes	173.6	149.3	197.2	-	-	173.6	No/No	-	-	143.7	176.1	208.5
00130	PVT	1	Equal	Yes	176.0	176.0	176.0	-	-	176.0	No/No	-	-	123.0	176.0	228.0
00003	FRB	3	Equal	Yes	176.4	164.0	188.7	25.0	-	201.4	Yes/Yes	3	-	110.8	170.5	230.1
00125	FRB	6	Equal	Yes	180.9	176.4	187.2	10.8	-	191.7	Yes/Yes	6	-	149.6	187.0	224.4
00110	PVT	7	Stronger	Yes	183.4	168.1	207.0	-	6.7	185.3	No/Yes	-	2	-	-	-
00002	REG	2	Equal	Yes	184.5	184.5	184.5	7.0	-	191.5	Yes/Yes	2	-	92.1	129.0	165.9
00036	PVT	1	Equal	Yes	198.0	198.0	198.0	-	-	198.0	Yes/No	-	-	-	-	-
00026	PVT	1	Equal	Yes	228.9	228.9	228.9	-	-	228.9	No/No	-	-	141.5	176.9	212.2
<b>16</b>		<b>135</b>			<b>170.3</b>	<b>161.7</b>	<b>179.3</b>	<b>10.7</b>	<b>11.5</b>	<b>176.4</b>		<b>38</b>	<b>4</b>	<b>120.9</b>	<b>159.0</b>	<b>196.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1020 Position Title: Senior Economist**

**Grade: 28**

Is a highly skilled and experienced economist whose work is distinguished from other economists by expertise in one or more of the following areas: economic analysis, research, communication, or database management. Has accumulated an outstanding record of substantial publications in professional journals and academic books, key contributions to the staff's economic analysis, development of quantitative methods, or database management. Independently develops and drafts speeches and testimony, special briefings, research and analysis of current developments and regulatory issues. Provides leadership and coordination in his/her areas of expertise; may lead the work of small groups within a section or take responsibility for particular tasks. Ph.D. in economics or statistics plus a minimum of 5-7 years experience. May act as backup for Chief in Chief's absence; may coordinate small working groups. Reports to Section Chief, but has significant contact with senior management. Acknowledged expert who provides leadership across the organization in area(s) of specialization, often involving complex economic or statistical issues.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00110	PVT	53	Equal	Yes	107.0	80.5	151.0	-	2.3	107.1	No/Yes	-	2	78.0	102.7	147.1
00120	FRB	4	Equal	No	111.2	78.7	128.5	4.4	3.5	116.5	Yes/Yes	4	1	81.0	105.2	129.4
00026	PVT	1	Equal	Yes	111.5	111.5	111.5	-	-	111.5	No/No	-	-	96.8	121.0	145.2
00409	FRB	1	Equal	No	113.2	113.2	113.2	-	-	113.2	Yes/No	-	-	85.0	106.2	127.5
00115	FRB	1	Equal	No	115.0	115.0	115.0	8.0	-	123.0	Yes/No	1	-	101.7	119.6	137.5
00407	FRB	6	Equal	Yes	117.6	102.0	140.0	2.3	-	119.9	Yes/No	6	-	82.4	123.5	164.6
00208	FIN	22	Equal	No	125.2	104.6	159.4	-	-	125.2	No/No	-	-	100.5	130.7	160.8
00003	FRB	7	Equal	No	125.8	121.2	130.3	5.8	-	129.9	Yes/Yes	5	-	91.7	119.2	146.7
00130	PVT	22	Equal	No	126.8	112.2	142.5	-	-	126.8	No/No	-	-	87.6	125.2	162.8
00004	PVT	333	Equal	No	128.9	111.2	158.0	-	-	128.9	No/No	-	-	110.3	137.9	165.4
00016	FRB	3	Equal	No	130.3	123.0	138.8	-	-	130.3	No/Yes	-	-	96.7	118.4	140.0
<b>00019</b>	<b>BOG</b>	<b>52</b>	<b>Equal</b>	<b>No</b>	<b>130.8</b>	<b>115.2</b>	<b>145.9</b>	<b>21.1</b>	<b>-</b>	<b>150.7</b>	<b>Yes/No</b>	<b>49</b>	<b>-</b>	<b>97.2</b>	<b>121.5</b>	<b>145.8</b>
00007	GVT	7	Equal	No	134.8	115.8	142.0	3.9	9.2	137.2	Yes/Yes	2	1	110.8	126.4	142.0
00405	FRB	6	Equal	Yes	135.6	130.0	141.6	-	-	135.6	No/No	-	-	98.8	128.3	157.9
00125	FRB	8	Equal	Yes	139.6	129.9	150.2	-	-	139.6	Yes/Yes	-	-	128.3	160.3	192.3
00412	FRB	6	Equal	No	140.3	120.2	168.1	-	5.0	142.8	No/Yes	-	3	120.2	150.2	180.2
00024	REG	5	Weaker	No	141.0	110.7	155.2	1.2	-	141.5	Yes/No	2	-	96.0	125.6	155.2
00410	FRB	3	Weaker	No	143.1	129.4	150.1	3.1	-	146.2	Yes/No	3	-	121.0	151.3	181.5
00100	FRB	4	Equal	No	146.9	141.9	161.6	-	5.4	152.3	Yes/Yes	-	4	129.1	198.6	219.5
00036	PVT	3	Equal	Yes	158.0	155.0	162.0	-	-	158.0	No/No	-	-	-	-	-
00022	REG	1	Equal	No	158.0	158.0	158.0	-	0.5	158.5	No/Yes	-	1	93.7	138.0	182.3

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1020 Position Title: Senior Economist**

**Grade: 28**

Is a highly skilled and experienced economist whose work is distinguished from other economists by expertise in one or more of the following areas: economic analysis, research, communication, or database management. Has accumulated an outstanding record of substantial publications in professional journals and academic books, key contributions to the staff's economic analysis, development of quantitative methods, or database management. Independently develops and drafts speeches and testimony, special briefings, research and analysis of current developments and regulatory issues. Provides leadership and coordination in his/her areas of expertise; may lead the work of small groups within a section or take responsibility for particular tasks. Ph.D. in economics or statistics plus a minimum of 5-7 years experience. May act as backup for Chief in Chief's absence; may coordinate small working groups. Reports to Section Chief, but has significant contact with senior management. Acknowledged expert who provides leadership across the organization in area(s) of specialization, often involving complex economic or statistical issues.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00038	PVT	18	Equal	No	161.4	137.5	182.5	4.3	-	165.2	Yes/No	16	-	-	-	-
00002	REG	2	Equal	No	173.3	170.6	175.9	-	-	173.3	Yes/Yes	-	-	92.1	129.0	165.9
<b>23</b>		<b>568</b>			<b>133.7</b>	<b>121.2</b>	<b>147.0</b>	<b>6.0</b>	<b>4.3</b>	<b>136.2</b>		<b>88</b>	<b>12</b>	<b>99.9</b>	<b>130.4</b>	<b>159.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1030 Position Title: Economist II**

**Grade: 27**

Must have developed expertise in one or more specialized areas of economics or finance, providing analysis of complex issues using advanced theoretical and quantitative techniques. Requires strong analytical abilities, demonstrated research capabilities, familiarity with relevant economic institutions and available data sources, excellent communication skills, and sensitivity to institutional priorities. May advise less experienced economists and oversee work of research assistants. Analyzes, forecasts, and reports on developments in domestic or international economies and financial markets; conducts economic analysis of options for regulatory decisions; designs and conducts long range research aimed at improving theoretical and quantitative techniques. Ph.D. plus a minimum of 3-4 years experience. Reports to Section Chief. Carries out assignments from direct supervisor and from senior management. Routine assignments are performed with considerable independence; more complex assignments may be reviewed by a supervisor. Must have capacity to take on significant responsibility for the quality and timeliness of work.

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					Avg.	Low	High							Min.	Midpt.	Max.
00026	PVT	1	Stronger	No	95.7	95.7	95.7	-	-	95.7	No/No	-	-	78.5	98.2	117.8
00409	FRB	2	Equal	No	98.9	-	-	-	-	98.9	Yes/No	-	-	73.6	92.0	110.4
00120	FRB	3	Equal	No	102.9	101.8	104.2	2.0	-	103.6	Yes/No	1	-	71.5	93.0	114.5
00208	FIN	22	Equal	No	104.2	90.0	123.9	-	-	104.2	No/No	-	-	89.7	116.6	143.6
00004	PVT	190	Equal	No	106.6	95.1	122.9	-	-	106.6	No/No	-	-	98.5	123.1	147.7
00016	FRB	4	Equal	No	107.4	105.8	108.5	-	5.2	108.7	No/Yes	-	1	75.3	97.9	120.5
00130	PVT	66	Equal	No	107.6	92.9	128.0	-	-	107.6	No/No	-	-	75.0	105.6	136.2
00410	FRB	6	Weaker	No	107.8	98.1	118.3	1.7	-	108.6	Yes/No	3	-	89.8	112.3	134.7
00407	FRB	2	Equal	No	108.6	105.2	112.0	1.6	-	110.2	Yes/No	2	-	72.8	94.5	116.2
00007	GVT	16	Equal	No	109.7	97.0	124.3	1.8	8.7	111.0	Yes/Yes	7	1	97.0	110.7	124.3
<b>00019</b>	<b>BOG</b>	<b>53</b>	<b>Equal</b>	<b>No</b>	<b>112.9</b>	<b>106.6</b>	<b>125.4</b>	<b>13.6</b>	<b>-</b>	<b>124.2</b>	<b>Yes/No</b>	<b>44</b>	<b>-</b>	<b>83.6</b>	<b>104.5</b>	<b>125.5</b>
00003	FRB	4	Equal	No	115.7	110.0	121.4	4.5	-	120.2	Yes/Yes	4	-	81.6	106.1	130.6
00038	PVT	42	Weaker	Yes	117.5	94.0	141.0	2.8	-	120.1	Yes/No	40	-	76.1	103.1	130.1
00125	FRB	9	Equal	No	119.0	115.0	122.6	4.4	-	123.4	Yes/Yes	9	-	107.2	134.0	161.0
00405	FRB	2	Equal	No	120.8	116.7	125.0	4.0	-	122.8	Yes/No	1	-	86.4	112.2	137.9
00024	REG	16	Equal	No	121.1	100.9	136.6	-	-	121.1	Yes/No	-	-	84.5	110.6	136.6
00100	FRB	7	Equal	No	124.7	116.0	145.0	-	9.9	131.7	Yes/Yes	-	5	99.3	134.0	168.8
00002	REG	17	Equal	No	125.1	104.5	143.2	0.8	-	125.7	Yes/Yes	12	-	71.5	100.2	128.8
<b>18</b>		<b>462</b>			<b>111.5</b>	<b>102.7</b>	<b>123.4</b>	<b>3.7</b>	<b>7.9</b>	<b>113.6</b>		<b>123</b>	<b>7</b>	<b>84.0</b>	<b>108.3</b>	<b>132.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1045 Position Title: Economist I**

**Grade: 26**

Must have demonstrated knowledge and competence in the application of advance theoretical and quantitative techniques, typically acquired by completion of a Ph.D. in economics, finance, or a closely related field, or exceptional knowledge of economic data and institutions, typically acquired through related work experience. Is well along in developing an area or subject matter specialty and/or expertise in empirical or theoretical research. Is able to work with appreciable independence on issues in his or her fields of expertise and to resolve technical and analytical problems with limited assistance from higher level staff. Analyzes, forecasts, and reports on developments in domestic or international economies and financial markets; conducts economic analysis of options for regulatory decisions; designs and conducts long range research aimed at improving theoretical and quantitative techniques. Ph.D. is required. Reports to Section Chief. Carries out assignments from direct supervisor. Assignments typically are reviewed by a supervisor. Able to make important and sophisticated contributions in area of concentration. Work should reflect considerable depth and polish.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00110	PVT	48	Equal	Yes	72.5	56.5	87.0	-	-	72.5	No/No	-	-	56.5	78.9	99.8
00409	FRB	1	Equal	No	73.3	73.3	73.3	-	-	73.3	Yes/No	-	-	58.9	73.6	88.4
00412	FRB	1	Equal	No	75.4	75.4	75.4	-	0.5	75.9	No/Yes	-	1	67.0	83.7	100.4
00024	REG	2	Equal	No	81.9	79.6	84.3	1.5	-	83.4	Yes/No	2	-	74.4	97.4	120.3
00115	FRB	1	Equal	No	85.0	85.0	85.0	4.6	-	89.6	Yes/No	1	-	75.1	88.4	101.7
00038	PVT	25	Weaker	Yes	86.6	72.5	97.0	1.1	-	87.0	Yes/No	9	-	62.9	93.9	118.7
00004	PVT	96	Equal	No	86.8	75.7	95.8	-	-	86.8	No/No	-	-	78.5	98.1	117.8
00130	PVT	36	Equal	No	87.7	80.8	100.0	-	-	87.7	No/No	-	-	67.6	90.1	112.6
00208	FIN	17	Equal	No	89.3	81.8	103.9	-	-	89.3	No/No	-	-	81.8	102.2	122.6
00407	FRB	3	Equal	No	89.6	87.0	92.0	-	-	89.6	Yes/No	-	-	62.0	80.5	99.0
00002	REG	8	Equal	No	90.3	74.2	101.0	1.0	-	90.6	Yes/Yes	2	-	54.1	75.7	97.3
00100	FRB	3	Equal	No	101.5	97.0	107.6	-	-	101.5	Yes/Yes	-	-	72.7	94.4	116.2
00410	FRB	3	Equal	No	102.9	94.6	112.8	-	0.5	103.1	No/Yes	-	1	76.1	95.1	114.2
<b>00019</b>	<b>BOG</b>	<b>41</b>	<b>Equal</b>	<b>No</b>	<b>103.5</b>	<b>90.9</b>	<b>107.4</b>	<b>-</b>	<b>4.0</b>	<b>103.6</b>	<b>No/Yes</b>	<b>-</b>	<b>1</b>	<b>71.6</b>	<b>89.5</b>	<b>107.4</b>
00125	FRB	4	Equal	No	105.0	97.8	113.3	5.6	-	110.6	Yes/Yes	4	-	93.2	116.5	139.8
00405	FRB	4	Equal	No	117.0	110.0	120.0	-	-	117.0	No/No	-	-	75.4	98.0	120.5
00406	REG	1	Stronger	No	120.0	120.0	120.0	-	-	120.0	No/Yes	-	-	77.6	100.8	124.1
<b>17</b>		<b>294</b>			<b>92.3</b>	<b>85.4</b>	<b>98.6</b>	<b>2.8</b>	<b>1.7</b>	<b>93.0</b>		<b>18</b>	<b>3</b>	<b>70.9</b>	<b>91.6</b>	<b>111.8</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1050 Position Title: Research Assistant (Entry Level)**

**Grade: 22**

Provides support for the organization's economists, statisticians, and financial analysts in their research, current reporting, modeling, and forecasting; has general knowledge of principles of economics, statistics, or finance and ability to apply standard quantitative techniques. Provides assistance in data collection and publication programs, managing information flows, maintaining the database, and preparing data for use in analytical work. Bachelor's degree in economics, statistics, mathematics, computer science, or a related field. Provides assistance to 2 to 10 professional economists, statisticians, or financial analysts. Work may involve contacts at all levels within the division.

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					Avg.	Low	High							Min.	Midpt.	Max.
00026	PVT	1	Equal	No	34.0	34.0	34.0	-	-	34.0	No/No	-	-	31.2	39.1	46.9
00410	FRB	4	Equal	No	37.0	35.9	38.7	-	2.1	39.1	No/Yes	-	4	33.8	42.3	50.8
00110	PVT	51	Stronger	No	37.4	34.5	42.0	-	2.0	37.4	No/Yes	-	1	35.0	39.0	47.2
00115	FRB	1	Equal	No	37.5	37.5	37.5	2.1	-	39.6	Yes/No	1	-	35.4	41.7	48.0
00016	FRB	1	Equal	No	38.0	38.0	38.0	-	-	38.0	No/Yes	-	-	31.7	39.5	47.3
00036	PVT	12	Equal	No	39.3	35.0	45.4	-	-	39.3	No/No	-	-	-	-	-
00038	PVT	17	Weaker	No	39.3	35.0	43.6	-	-	39.3	No/No	-	-	33.8	49.4	61.3
00003	FRB	17	Equal	No	42.1	41.0	43.2	-	-	42.1	No/Yes	-	-	36.7	45.8	55.0
<b>00019</b>	<b>BOG</b>	<b>32</b>	<b>Equal</b>	<b>No</b>	<b>42.3</b>	<b>42.2</b>	<b>42.8</b>	-	<b>0.5</b>	<b>42.3</b>	<b>No/Yes</b>	-	<b>1</b>	<b>39.0</b>	<b>48.7</b>	<b>58.4</b>
00405	FRB	6	Equal	No	43.8	43.0	46.0	-	-	43.8	No/No	-	-	34.0	42.5	51.0
00407	FRB	2	Equal	No	44.5	42.0	47.0	-	-	44.5	Yes/No	-	-	37.6	47.0	56.4
00100	FRB	3	Equal	No	44.8	42.8	48.8	-	1.0	45.1	No/Yes	-	1	35.9	44.9	53.9
00024	REG	12	Equal	No	45.6	39.7	51.7	-	-	45.6	Yes/No	-	-	39.7	56.0	72.4
00120	FRB	9	Equal	No	45.8	44.0	48.7	-	-	45.8	Yes/No	-	-	42.1	52.7	63.3
00125	FRB	18	Equal	No	47.6	44.8	53.1	2.8	-	48.1	Yes/Yes	3	-	39.8	49.7	59.7
00022	REG	1	Weaker	No	47.7	47.7	47.7	-	-	47.7	No/No	-	-	44.4	62.6	80.8
00004	PVT	11	Equal	No	47.8	45.3	53.9	-	-	47.8	No/No	-	-	44.4	55.6	66.8
00002	REG	4	Equal	No	48.7	35.2	48.7	0.7	-	49.4	Yes/Yes	4	-	31.9	42.3	52.6
00406	REG	2	Equal	No	50.0	45.0	55.0	-	-	50.0	No/Yes	-	-	44.0	57.2	70.4
<b>19</b>		<b>204</b>			<b>42.8</b>	<b>40.1</b>	<b>45.6</b>	<b>1.9</b>	<b>1.4</b>	<b>43.1</b>		<b>8</b>	<b>7</b>	<b>37.2</b>	<b>47.6</b>	<b>57.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1051 Position Title: Research Assistant (Full Performance Level)**

**Grade: 23**

Provides support for the organization's economists, statisticians, and financial analysts in their research, current reporting, modeling, and forecasting; has specific knowledge of principles of economics, statistics, or finance and ability to apply standard quantitative techniques. Assumes responsibility for aspects of major data collection and publication programs, handles internal and external data requests on the organization's statistics and econometric models. Bachelor's degree in economics, statistics, mathematics, computer science, or a related field. Minimum of 1 year experience. Provides assistance to 2 to 10 professional economists, statisticians, or financial analysts. Work may involve contacts at all levels within the division. May assist in training new research assistants or interns.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	8	Equal	No	39.3	39.3	39.3	-	-	39.3	No/No	-	-	35.4	44.2	53.0
00026	PVT	1	Stronger	No	40.0	40.0	40.0	-	-	40.0	No/No	-	-	36.7	45.9	55.0
00036	PVT	1	Equal	No	42.0	42.0	42.0	-	-	42.0	No/No	-	-	-	-	-
00016	FRB	3	Equal	No	44.5	43.5	45.5	-	2.6	45.4	No/Yes	-	1	42.1	52.6	63.1
<b>00019</b>	<b>BOG</b>	<b>52</b>	<b>Equal</b>	<b>No</b>	<b>48.6</b>	<b>45.7</b>	<b>70.1</b>	-	<b>1.4</b>	<b>49.6</b>	<b>No/Yes</b>	-	<b>38</b>	<b>44.8</b>	<b>56.0</b>	<b>67.2</b>
00110	PVT	53	Stronger	No	48.7	41.0	64.1	-	-	48.7	No/Yes	-	-	43.0	60.2	71.5
00018	PVT	2	Equal	No	49.7	44.3	55.0	-	-	49.7	No/No	-	-	34.0	43.5	53.0
00405	FRB	4	Equal	No	49.7	47.4	50.5	-	-	49.7	No/No	-	-	38.9	48.6	58.4
00115	FRB	9	Equal	No	50.4	44.3	57.2	1.6	-	51.8	Yes/No	8	-	43.8	51.5	59.2
00407	FRB	4	Equal	No	50.8	48.5	52.5	1.1	-	51.9	Yes/No	4	-	42.4	53.0	63.6
00120	FRB	3	Equal	No	56.7	53.5	62.2	-	0.2	56.8	Yes/Yes	-	2	47.6	59.5	71.4
00130	PVT	6	Equal	No	58.1	52.0	61.0	-	-	58.1	No/No	-	-	48.9	62.7	76.5
00125	FRB	2	Equal	No	61.3	57.9	64.7	3.0	-	64.3	Yes/Yes	2	-	50.9	63.6	76.4
00004	PVT	21	Equal	No	61.5	58.2	66.2	-	-	61.5	No/No	-	-	55.8	69.8	83.8
00208	FIN	1	Equal	No	65.5	65.5	65.5	-	-	65.5	No/No	-	-	57.9	72.4	86.9
<b>15</b>		<b>170</b>			<b>51.1</b>	<b>48.2</b>	<b>55.7</b>	<b>1.9</b>	<b>1.4</b>	<b>51.6</b>		<b>14</b>	<b>41</b>	<b>44.4</b>	<b>56.0</b>	<b>67.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1060 Position Title: Managing Senior Counsel**

**Grade: 29**

Handles the most complex legal issues of the Division, requiring expertise in more than one area. Formulates policy recommendations, and manages the work of other attorneys. Assigns projects, establishes priorities and due dates, monitors progress and results, and evaluates performance. Represents the organization at domestic and international meetings and conferences, often with respect to significant policy issues. Formally supervises an average of 5 staff attorneys. Minimum 6-8 years of experience. Law Degree. Member of Bar.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00007	GVT	151	Equal	Yes	144.7	119.2	150.5	2.1	9.3	146.5	Yes/Yes	107	5	117.5	134.0	150.5
00120	FRB	2	Equal	Yes	144.9	142.8	147.0	-	11.0	155.9	Yes/Yes	-	2	110.8	170.4	230.1
00410	FRB	1	Weaker	Yes	151.0	151.0	151.0	10.0	-	161.0	Yes/No	1	-	115.2	153.6	192.0
<b>00019</b>	<b>BOG</b>	<b>5</b>	<b>Equal</b>	<b>Yes</b>	<b>157.4</b>	<b>146.6</b>	<b>168.2</b>	<b>16.7</b>	<b>-</b>	<b>174.1</b>	<b>Yes/No</b>	<b>5</b>	<b>-</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00024	REG	34	Equal	Yes	163.8	123.7	189.3	-	-	163.8	Yes/No	-	-	86.0	137.7	201.0
00016	FRB	1	Stronger	Yes	169.0	169.0	169.0	-	10.0	179.0	No/Yes	-	1	155.6	190.6	225.6
00004	PVT	2	Equal	Yes	171.6	169.4	173.9	-	-	171.6	No/No	-	-	143.7	176.1	208.5
00208	FIN	1	Equal	No	174.0	174.0	174.0	-	-	174.0	No/No	-	-	139.0	170.0	202.0
00406	REG	1	Stronger	Yes	179.3	179.3	179.3	-	-	179.3	No/Yes	-	-	122.1	158.7	195.3
00125	FRB	1	Equal	Yes	180.7	180.7	180.7	-	30.0	210.7	Yes/Yes	-	1	151.2	189.0	226.8
00002	REG	5	Equal	Yes	201.4	198.2	207.6	4.5	-	205.0	Yes/Yes	4	-	117.7	163.0	208.3
00100	FRB	1	Equal	Yes	220.8	220.8	220.8	-	-	220.8	Yes/Yes	-	-	148.5	228.4	308.4
00026	PVT	1	Equal	Yes	241.2	241.2	241.2	-	-	241.2	No/No	-	-	200.0	250.0	300.0
00408	OTH	5	Equal	Yes	262.3	235.1	284.0	44.4	-	306.7	Yes/No	5	-	-	-	-
00036	PVT	3	Equal	Yes	268.0	265.0	270.0	11.2	-	279.2	Yes/No	3	-	-	-	-
00037	FIN	1	Equal	Yes	300.0	300.0	300.0	110.0	-	410.0	Yes/No	1	-	176.9	221.2	276.5
00003	FRB	1	Equal	Yes	301.0	301.0	301.0	30.0	-	331.0	Yes/Yes	1	-	182.2	263.1	344.0
<b>17</b>		<b>216</b>			<b>201.8</b>	<b>195.1</b>	<b>206.3</b>	<b>28.6</b>	<b>15.1</b>	<b>218.2</b>		<b>127</b>	<b>9</b>	<b>138.6</b>	<b>183.1</b>	<b>229.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1070 Position Title: Senior Attorney**

**Grade: 28**

Provides legal recommendations and policy making advice to senior management. Demonstrates a high degree of expertise in a specific legal area, and is competent in several other legal areas. Has significant leadership and administrative control in a major area of the division. Conducts legal research, proposing resolutions for the most complex legal issues in one or more of the following areas: merger and acquisition activity involving federal and state banking law; offering of new products by banking organizations; securities and anti-trust law; corporate and accounting issues; consumer credit laws and other regulatory matters. Provides guidance to attorneys and support staff. May represent the organization in litigation involving significant and/or sensitive issues. Senior level without formal supervisory responsibilities below General Counsel and other top officers or partners. Leadership responsibilities. Minimum 4-6 years of experience (expertise in specialized area). Law Degree. Member of Bar.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00003	FRB	1	Equal	Yes	110.0	110.0	110.0	-	-	110.0	Yes/Yes	-	-	102.4	133.1	163.9
00002	REG	48	Equal	No	115.0	96.1	142.7	1.5	-	115.5	Yes/Yes	16	-	71.5	100.2	128.8
00410	FRB	2	Weaker	No	119.5	119.5	119.5	5.0	-	124.5	Yes/No	2	-	113.0	141.3	169.6
00120	FRB	1	Equal	Yes	120.9	120.9	120.9	-	2.5	123.4	Yes/Yes	-	1	92.9	120.7	148.5
00022	REG	11	Equal	No	126.1	-	-	-	0.5	126.2	No/Yes	-	2	-	-	-
00004	PVT	6	Stronger	No	126.5	118.5	135.1	-	-	126.5	No/No	-	-	110.3	137.9	165.4
<b>00019</b>	<b>BOG</b>	<b>35</b>	<b>Equal</b>	<b>No</b>	<b>133.8</b>	<b>115.1</b>	<b>145.8</b>	<b>12.4</b>	<b>-</b>	<b>145.5</b>	<b>Yes/No</b>	<b>33</b>	<b>-</b>	<b>97.2</b>	<b>121.5</b>	<b>145.8</b>
00007	GVT	185	Equal	No	135.0	110.8	142.0	1.6	8.1	135.9	Yes/Yes	97	3	110.8	126.4	142.0
00026	PVT	2	Equal	Yes	136.9	118.8	155.0	-	-	136.9	No/No	-	-	115.2	144.0	172.8
00411	FIN	25	Equal	Yes	145.0	-	-	-	-	145.0	Yes/Yes	-	-	-	-	-
00006	GVT	1	Equal	No	150.2	150.2	150.2	10.0	-	160.2	Yes/Yes	1	-	90.1	120.2	150.2
00406	REG	2	Stronger	No	151.1	140.2	164.2	-	-	151.1	No/Yes	-	-	109.0	141.7	174.4
00024	REG	139	Equal	No	152.0	112.3	185.8	2.1	-	153.1	Yes/No	71	-	88.3	125.8	242.6
00408	OTH	26	Equal	No	163.1	125.3	193.8	1.1	15.0	164.6	Yes/Yes	22	1	-	-	-
00208	FIN	3	Equal	No	164.2	155.7	176.4	-	-	164.2	No/No	-	-	119.8	149.8	179.7
00036	PVT	7	Equal	No	199.3	162.5	230.0	-	-	199.3	No/No	-	-	-	-	-
00037	FIN	1	Equal	No	210.0	210.0	210.0	70.0	-	280.0	Yes/No	1	-	141.6	177.0	221.2
<b>17</b>		<b>495</b>			<b>144.6</b>	<b>131.1</b>	<b>158.8</b>	<b>13.0</b>	<b>6.5</b>	<b>150.7</b>		<b>243</b>	<b>7</b>	<b>104.8</b>	<b>133.8</b>	<b>169.6</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1080 Position Title: Attorney (Full Performance Level)**

**Grade: 27**

Advises management on complex legal issues requiring specialized familiarity with federal banking and financial services law, and interpretation of an extensive body of related federal and state laws. Engages in legal research and writing, analyzes proposals, identifies legal issues, proposes resolutions and alternative solutions, and assists senior management in final resolution of legal issues in one or more of the following areas: merger and acquisition activity involving federal and state banking law; offering of new products by banking organizations; securities and anti-trust law; corporate and accounting issues; regulatory matters; consumer credit laws. May handle prosecution and all other aspects of appellate and trial court litigation including researching and drafting appellate briefs, presenting oral arguments, and negotiating with opposing counsel. Assists in representing the organization at banking and other financial meetings and negotiations. Minimum of 2-3 years of experience. Handles cases independently. Law Degree. Member of Bar.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	3	Equal	No	82.1	78.0	84.4	-	2.0	83.4	No/Yes	-	2	67.0	83.8	100.6
00405	FRB	1	Equal	No	82.3	82.3	82.3	-	-	82.3	No/No	-	-	65.9	85.6	105.3
00411	FIN	958	Equal	No	87.3	-	-	-	-	87.3	Yes/Yes	-	-	-	-	-
00125	FRB	2	Weaker	No	87.5	86.8	88.1	7.1	-	94.6	Yes/Yes	2	-	83.3	104.2	125.0
00002	REG	4	Equal	No	96.7	92.2	100.7	-	-	96.7	Yes/Yes	-	-	54.1	75.7	97.3
00407	FRB	2	Equal	No	103.0	102.0	104.0	3.1	-	106.1	Yes/No	2	-	72.8	94.5	116.2
<b>00019</b>	<b>BOG</b>	<b>11</b>	<b>Equal</b>	<b>No</b>	<b>105.9</b>	<b>100.4</b>	<b>125.5</b>	<b>8.7</b>	<b>-</b>	<b>113.0</b>	<b>Yes/No</b>	<b>9</b>	<b>-</b>	<b>83.6</b>	<b>104.5</b>	<b>125.5</b>
00004	PVT	12	Equal	No	110.9	97.6	117.9	-	-	110.9	No/No	-	-	98.5	123.1	147.7
00026	PVT	2	Equal	Yes	113.0	105.0	122.8	-	-	113.0	No/No	-	-	96.0	121.0	145.2
00120	FRB	2	Equal	No	113.3	113.2	113.4	-	6.2	119.5	Yes/Yes	-	2	81.0	105.2	129.4
00007	GVT	721	Equal	No	114.2	97.0	124.3	1.0	6.2	114.5	Yes/Yes	222	2	97.0	110.7	124.3
00208	FIN	17	Equal	No	116.4	96.1	139.3	-	-	116.4	No/No	-	-	89.7	125.3	160.8
00100	FRB	2	Equal	No	118.6	114.6	122.6	-	0.5	118.9	Yes/Yes	-	1	129.1	198.6	268.1
00003	FRB	3	Equal	No	120.7	115.0	127.2	-	-	120.7	Yes/Yes	-	-	102.4	133.1	163.9
00408	OTH	10	Equal	No	121.2	71.9	175.0	6.7	-	126.6	Yes/No	8	-	-	-	-
00406	REG	3	Stronger	No	122.6	117.2	125.6	-	-	122.6	No/Yes	-	-	86.9	112.9	139.0
00006	GVT	4	Equal	No	127.5	119.7	135.2	4.5	-	129.8	Yes/Yes	2	-	81.1	108.2	135.2
00024	REG	49	Equal	No	132.7	110.4	159.7	0.8	-	133.0	Yes/No	21	-	77.7	111.1	159.7
<b>18</b>		<b>1,806</b>			<b>108.7</b>	<b>100.0</b>	<b>120.5</b>	<b>10.0</b>	<b>3.7</b>	<b>110.5</b>		<b>266</b>	<b>7</b>	<b>85.4</b>	<b>112.3</b>	<b>140.2</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1090 Position Title: Attorney (Entry Level)**

**Grade: 25**

Performs extensive legal research and writing. Prepares memoranda and correspondence; does initial drafting of orders that will be released as official statements of the organization; and responds to inquiries on official regulations and decisions. Works under close supervision of more experienced attorneys. Requires a superior academic record from an accredited law school. Law Degree. Member of Bar within 14 months of hire.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00411	FIN	158	Stronger	No	63.0	-	-	-	-	63.0	Yes/Yes	-	-	-	-	-
00100	FRB	3	Equal	No	67.4	58.2	78.1	-	1.0	67.7	Yes/Yes	-	1	53.7	69.8	85.9
00007	GVT	24	Equal	No	68.7	59.3	76.0	1.2	-	68.8	Yes/Yes	1	-	59.3	67.7	76.0
00002	REG	4	Equal	No	77.1	72.4	86.8	-	-	77.1	Yes/Yes	-	-	39.6	55.5	71.4
00024	REG	4	Stronger	No	83.8	76.0	86.4	-	-	83.8	Yes/No	-	-	61.6	85.3	106.0
<b>00019</b>	<b>BOG</b>	<b>4</b>	<b>Equal</b>	<b>No</b>	<b>86.5</b>	<b>86.5</b>	<b>86.5</b>	-	-	<b>86.5</b>	<b>No/Yes</b>	-	-	<b>62.2</b>	<b>77.7</b>	<b>93.3</b>
00208	FIN	10	Equal	No	86.8	73.0	91.7	-	-	86.8	No/No	-	-	81.8	102.2	122.6
<b>7</b>		<b>207</b>			<b>76.2</b>	<b>70.9</b>	<b>84.3</b>	<b>1.2</b>	<b>1.0</b>	<b>76.2</b>		<b>1</b>	<b>1</b>	<b>59.7</b>	<b>76.4</b>	<b>92.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1091 Position Title: Paralegal**

**Grade: 23**

Handles various aspects of litigation support including legal research, deposition digesting, cite checking, and various technical aspects of brief preparation and filing. Also coordinates witness appearances, and maintains documents and databases. Processes requests filed under the Freedom of Information Act and the Privacy Act, identifies and retrieves responsive documents, identifies portions of documents to be redacted, drafts response letters to requesters identifying exemptions that justify withholding of documents; and advises attorneys on technical aspects of drafting of regulatory documents to be published. Requires a Bachelors degree or equivalent experience. Completion of American Bar Association-approved Legal Assistant program or equivalent course work or experience. Minimum 1 year of paralegal experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00003	FRB	3	Equal	No	52.2	50.0	55.1	0.8	-	52.5	Yes/Yes	1	-	46.7	58.4	70.0
00006	GVT	1	Equal	No	53.5	53.5	53.5	-	-	53.5	Yes/Yes	-	-	35.6	47.5	59.3
00018	PVT	3	Equal	No	55.0	48.0	61.0	-	-	55.0	No/No	-	-	47.0	63.0	79.0
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>56.1</b>	<b>56.1</b>	<b>56.1</b>	-	-	<b>56.1</b>	<b>No/Yes</b>	-	-	<b>44.8</b>	<b>56.0</b>	<b>67.2</b>
00120	FRB	1	Equal	No	56.4	56.4	56.4	-	1.7	58.1	Yes/Yes	-	1	52.1	66.4	80.7
00406	REG	1	Stronger	No	57.3	57.3	57.3	-	-	57.3	No/Yes	-	-	49.3	64.1	78.9
00007	GVT	67	Equal	No	57.7	49.0	71.6	0.7	-	57.9	Yes/Yes	21	-	49.0	60.3	71.6
00032	LAW	138	Equal	No	59.0	34.2	87.3	2.6	-	59.8	Yes/No	43	-	-	-	-
00411	FIN	404	Stronger	No	62.5	-	-	-	-	62.5	Yes/Yes	-	-	-	-	-
00208	FIN	6	Equal	No	72.8	68.5	76.6	-	-	72.8	No/No	-	-	64.9	81.1	97.3
00024	REG	48	Equal	No	75.6	62.4	100.5	0.9	-	76.1	Yes/No	28	-	56.6	77.6	109.0
<b>11</b>		<b>673</b>			<b>59.8</b>	<b>53.5</b>	<b>67.5</b>	<b>1.3</b>	<b>1.7</b>	<b>60.1</b>		<b>93</b>	<b>1</b>	<b>49.6</b>	<b>63.8</b>	<b>79.2</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1100 Position Title: Software Applications Manager**

**Grade: 28**

Supports multiple client business functions in a complex nationwide environment. Responsible for providing application design and programming services for local and wide area distributed processing and mainframe environments. Supervises project managers and senior technical staff. Responsible for both technical and administrative functions; responsible for recovering the cost of services and operations through a charge-back system. Manages the analysis of business requirements and the design, development, and implementation of applications using client/server and other distributed technologies, internet and web technologies, mainframe systems, and other database technologies. Serves as a group manager. Reports to an executive who reports directly to the Chief Information Officer. Master's degree or equivalent. Minimum 6 years related experience, including strong technical management experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00411	FIN	1,806	Equal	No	83.4	-	-	-	-	83.4	No/No	-	-	-	-	-
00410	FRB	5	Equal	No	90.6	75.3	99.5	-	2.6	92.7	No/Yes	-	4	69.1	85.1	102.1
00016	FRB	7	Equal	Yes	96.5	82.9	111.4	-	13.3	106.0	No/Yes	-	5	75.3	97.9	120.5
00407	FRB	4	Equal	Yes	99.1	91.4	104.5	11.0	-	110.1	Yes/No	4	-	79.4	99.2	119.0
00125	FRB	3	Equal	Yes	99.3	98.3	101.5	5.3	-	102.8	Yes/Yes	2	-	79.5	99.4	119.3
00100	FRB	3	Equal	Yes	102.0	96.2	110.4	3.0	2.7	106.7	Yes/Yes	2	3	72.7	94.4	116.2
00018	PVT	2	Equal	Yes	104.5	102.4	106.5	9.1	-	113.6	Yes/No	2	-	61.0	82.0	103.0
00026	PVT	2	Weaker	Yes	108.1	99.3	117.0	-	-	108.1	No/No	-	-	-	-	-
00405	FRB	3	Stronger	Yes	110.9	107.3	113.0	5.0	-	115.9	Yes/No	3	-	75.4	98.0	120.5
00408	OTH	1	Weaker	Yes	114.7	114.7	114.7	41.5	-	156.2	Yes/No	1	-	-	-	-
00200	LAW	1	Equal	Yes	115.0	115.0	115.0	11.1	-	126.1	Yes/No	1	-	79.3	107.1	134.8
00004	PVT	18	Equal	Yes	120.1	106.0	137.9	-	-	120.1	No/No	-	-	98.5	123.1	147.7
00003	FRB	3	Equal	Yes	122.3	116.4	130.0	6.0	1.5	129.3	Yes/Yes	3	2	91.7	119.2	146.7
00007	GVT	1	Equal	No	122.7	122.7	122.7	-	-	122.7	Yes/Yes	-	-	97.2	119.6	142.0
00120	FRB	3	Equal	Yes	123.7	120.0	125.6	-	6.7	130.4	Yes/Yes	-	3	92.9	120.7	148.5
<b>00019</b>	<b>BOG</b>	<b>10</b>	<b>Equal</b>	<b>Yes</b>	<b>127.7</b>	<b>113.6</b>	<b>145.7</b>	<b>-</b>	<b>6.1</b>	<b>134.5</b>	<b>No/Yes</b>	<b>-</b>	<b>11</b>	<b>97.2</b>	<b>121.5</b>	<b>145.8</b>
00036	PVT	1	Equal	Yes	131.0	131.0	131.0	-	-	131.0	No/No	-	-	-	-	-
00208	FIN	5	Equal	No	131.9	118.6	144.9	-	-	131.9	No/No	-	-	100.5	130.7	160.8
00006	GVT	1	Equal	Yes	133.7	133.7	133.7	-	-	133.7	Yes/Yes	-	-	90.1	120.2	150.2
00206	PVT	2	Equal	Yes	143.3	141.4	145.1	14.4	-	157.7	Yes/No	2	-	-	-	-
00406	REG	1	Stronger	Yes	152.4	152.4	152.4	-	-	152.4	No/Yes	-	-	109.3	141.7	174.5
00022	REG	3	Equal	Yes	156.2	-	-	-	1.7	156.8	No/Yes	-	1	85.9	126.6	167.2

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1100 Position Title: Software Applications Manager**

**Grade: 28**

Supports multiple client business functions in a complex nationwide environment. Responsible for providing application design and programming services for local and wide area distributed processing and mainframe environments. Supervises project managers and senior technical staff. Responsible for both technical and administrative functions; responsible for recovering the cost of services and operations through a charge-back system. Manages the analysis of business requirements and the design, development, and implementation of applications using client/server and other distributed technologies, internet and web technologies, mainframe systems, and other database technologies. Serves as a group manager. Reports to an executive who reports directly to the Chief Information Officer. Master's degree or equivalent. Minimum 6 years related experience, including strong technical management experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00002	REG	1	Equal	Yes	159.9	159.9	159.9	4.3	-	164.2	Yes/Yes	1	-	117.7	163.0	208.3
00024	REG	1	Equal	Yes	171.2	171.2	171.2	-	-	171.2	Yes/No	-	-	106.5	139.2	172.0
<b>24</b>		<b>1,887</b>			<b>121.7</b>	<b>116.8</b>	<b>127.0</b>	<b>11.1</b>	<b>4.9</b>	<b>127.4</b>		<b>21</b>	<b>29</b>	<b>88.4</b>	<b>115.2</b>	<b>142.1</b>

# Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1110 Position Title: Applications Programmer/Analyst**

**Grade: 25**

Determines client requirements and designs, develops, or modifies application software for local and wide area distributed processing and mainframe environments. Works independently on complex projects. May serve as lead analyst. Is fully functional in all areas of applications systems design and development. Translates and defines client requirements and develops total conceptual and general design for application systems on distributed processing and mainframe platforms. Bachelor's Degree and a minimum of 4 years of experience, including 2 years as lead analyst. Reports directly to manager of an Information Technology section.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	4	Weaker	No	57.9	51.5	60.7	-	1.1	58.4	Yes/Yes	-	2	47.4	59.2	71.0
00110	PVT	4	Weaker	No	62.0	49.3	75.0	-	1.0	62.3	No/Yes	-	1	51.0	60.9	74.7
00003	FRB	13	Equal	No	65.0	58.3	68.7	-	2.8	65.4	No/Yes	-	2	52.7	65.9	79.0
00018	PVT	25	Stronger	Yes	67.8	53.0	79.5	-	-	67.8	No/No	-	-	47.0	63.0	79.0
00410	FRB	18	Equal	No	68.1	57.1	79.9	-	1.3	69.0	Yes/Yes	-	13	57.1	71.4	85.6
00016	FRB	9	Equal	No	72.5	64.9	79.9	-	3.0	74.5	No/Yes	-	6	57.0	71.1	85.2
00407	FRB	24	Equal	No	74.3	61.0	86.0	2.2	-	76.0	Yes/No	18	-	55.2	77.1	99.0
00100	FRB	6	Equal	Yes	74.5	66.5	81.9	-	2.1	76.6	No/Yes	-	6	53.7	69.8	85.9
<b>00019</b>	<b>BOG</b>	<b>33</b>	<b>Equal</b>	<b>No</b>	<b>75.6</b>	<b>65.0</b>	<b>93.2</b>	<b>-</b>	<b>2.2</b>	<b>77.3</b>	<b>No/Yes</b>	<b>-</b>	<b>26</b>	<b>62.2</b>	<b>77.7</b>	<b>93.3</b>
00206	PVT	8	Equal	No	75.7	69.0	93.0	2.8	-	78.5	Yes/No	8	-	49.6	62.0	74.4
00125	FRB	10	Equal	No	76.4	67.8	84.1	2.2	-	77.7	Yes/Yes	6	-	47.9	59.9	71.9
00200	LAW	9	Equal	No	79.3	64.5	87.5	4.8	-	83.5	Yes/No	8	-	63.5	85.0	107.1
00413	PVT	448	Equal	No	80.5	39.0	110.0	-	1.7	80.8	No/Yes	-	75	61.3	85.8	110.3
00120	FRB	22	Equal	No	81.7	66.6	87.0	6.0	3.1	83.2	Yes/Yes	3	5	60.0	75.9	92.3
00007	GVT	6	Equal	No	84.6	75.2	97.8	-	-	84.6	Yes/Yes	-	-	69.5	85.8	102.1
00002	REG	28	Equal	No	91.3	66.1	108.2	2.8	-	91.9	Yes/Yes	6	-	54.1	75.7	97.3
00004	PVT	26	Equal	No	92.0	80.5	116.5	-	-	92.0	No/No	-	-	78.5	98.1	117.8
00405	FRB	8	Stronger	Yes	96.3	85.6	102.3	2.5	-	97.2	Yes/No	3	-	65.9	85.6	105.3
00022	REG	8	Equal	No	110.4	-	-	-	-	110.4	No/Yes	-	-	71.7	105.6	139.5
00208	FIN	16	Equal	No	114.3	102.4	134.1	-	-	114.3	No/No	-	-	89.7	116.7	143.6
00006	GVT	1	Equal	No	117.0	117.0	117.0	3.1	-	120.1	Yes/Yes	1	-	70.2	93.6	117.0
00024	REG	21	Equal	No	126.0	105.1	137.0	1.1	-	126.7	Yes/No	13	-	84.5	110.6	136.6
<b>22</b>		<b>747</b>			<b>83.8</b>	<b>69.8</b>	<b>94.3</b>	<b>3.1</b>	<b>2.0</b>	<b>84.9</b>		<b>66</b>	<b>136</b>	<b>61.4</b>	<b>79.8</b>	<b>98.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1115 Position Title: Senior Security Analyst**

**Grade: 27**

Serves as an expert level analyst for computer security systems. Monitors current security systems to control access to systems and detects and reports violations. Develops new security measures as required. Serves as lead for technical projects. Analyzes hardware and software to provide security for microcomputers, mainframes, office systems, local and wide area networks, voice/data systems, etc. Conducts complex risk assessments, risk certifications, software security reviews, changes in legislation, professional security standards, and business requirements. Bachelor's Degree in Computer Science or related discipline. Requires a minimum of 7 years experience working with computer security systems.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	7	Equal	No	62.3	55.0	74.1	0.9	0.8	63.7	Yes/Yes	5	7	55.0	68.7	82.4
00407	FRB	8	Equal	No	72.7	56.0	96.1	2.9	-	73.8	Yes/No	3	-	62.0	89.1	116.2
00405	FRB	5	Equal	No	79.0	69.5	98.8	-	-	79.0	No/No	-	-	57.6	80.2	105.3
00016	FRB	3	Equal	No	83.4	82.9	84.2	-	3.0	85.4	No/Yes	-	2	64.1	83.2	102.3
00036	PVT	1	Equal	No	87.8	87.8	87.8	-	-	87.8	No/No	-	-	-	-	-
00120	FRB	1	Equal	No	88.5	88.5	88.5	-	2.5	91.0	Yes/Yes	-	1	71.5	93.0	114.5
00110	PVT	2	Weaker	Yes	96.4	93.1	99.7	-	-	96.4	No/Yes	-	-	56.7	74.8	97.5
00100	FRB	2	Equal	Yes	96.9	91.4	102.4	4.0	3.6	102.5	Yes/Yes	1	2	72.7	94.4	116.2
<b>00019</b>	<b>BOG</b>	<b>2</b>	<b>Equal</b>	<b>No</b>	<b>97.7</b>	<b>97.6</b>	<b>97.8</b>	<b>-</b>	<b>2.0</b>	<b>98.7</b>	<b>No/Yes</b>	<b>-</b>	<b>1</b>	<b>83.6</b>	<b>104.5</b>	<b>125.5</b>
00410	FRB	1	Equal	No	101.1	101.1	101.1	-	2.5	103.6	No/Yes	-	1	68.4	85.5	102.6
00413	PVT	47	Equal	No	101.9	82.0	127.1	-	3.1	102.7	No/Yes	-	12	71.7	100.4	129.1
00406	REG	1	Stronger	No	103.0	103.0	103.0	-	-	103.0	No/Yes	-	-	77.6	100.8	124.1
00024	REG	7	Equal	No	107.9	84.5	128.1	-	-	107.9	Yes/No	-	-	84.5	110.6	136.6
00208	FIN	1	Equal	No	118.6	118.6	118.6	-	-	118.6	No/No	-	-	100.5	130.7	161.0
00125	FRB	1	Equal	No	125.5	125.5	125.5	-	-	125.5	Yes/Yes	-	-	102.3	127.9	153.5
00007	GVT	1	Equal	Yes	126.4	126.4	126.4	-	-	126.4	Yes/Yes	-	-	97.3	119.7	142.0
00002	REG	3	Equal	No	126.8	118.4	140.7	-	-	126.8	Yes/Yes	-	-	71.5	100.2	128.8
00022	REG	1	Equal	Yes	127.6	127.6	127.6	-	1.0	128.6	No/Yes	-	1	85.9	126.6	167.2
00006	GVT	1	Equal	No	133.7	133.7	133.7	-	-	133.7	Yes/Yes	-	-	81.1	108.1	135.2
00004	PVT	1	Equal	No	136.8	136.8	136.8	-	-	136.8	No/No	-	-	104.4	130.5	156.7
<b>20</b>		<b>96</b>			<b>103.7</b>	<b>99.0</b>	<b>109.9</b>	<b>2.6</b>	<b>2.3</b>	<b>104.6</b>		<b>9</b>	<b>27</b>	<b>77.3</b>	<b>101.5</b>	<b>126.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1122 Position Title: Database Administrator**

**Grade: 27**

Serves as technical advisor/consultant for complex data base/data communications projects. May serve as project lead. Analyzes, enhances, and maintains the Board's database and data communications systems. Works simultaneously on several complex projects. Deviates from traditional methods to design and maintain systems. Expertise is greater than full-performance/journey level database administrator. Analyzes, plans, installs, configures, enhances and maintains database/data communications software, such as performance monitors, application development tools, and database utilities. Bachelor's Degree in Computer Science. A minimum of 5 years of experience in database systems. Working knowledge of DB2 utilities and related database software.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00413	PVT	28	Equal	No	69.2	48.8	91.9	-	1.1	69.4	No/Yes	-	6	52.4	73.3	94.2
00100	FRB	1	Equal	Yes	76.4	76.4	76.4	-	1.7	78.1	No/Yes	-	1	53.7	69.8	85.9
00410	FRB	5	Equal	No	77.7	70.9	80.9	-	1.4	78.8	No/Yes	-	4	59.4	74.3	89.1
00412	FRB	4	Equal	No	81.3	71.5	92.0	1.6	0.8	82.7	Yes/Yes	2	3	62.6	78.3	94.0
00125	FRB	4	Equal	No	84.2	80.7	89.4	1.6	-	85.8	Yes/Yes	4	-	66.8	83.5	100.2
00026	PVT	1	Weaker	No	84.3	84.3	84.3	-	-	84.3	No/No	-	-	63.6	79.5	95.4
00208	FIN	5	Equal	No	85.4	69.5	107.3	-	-	85.4	No/No	-	-	64.9	104.3	143.6
00408	OTH	71	Equal	No	85.8	63.0	114.3	2.7	-	87.3	Yes/No	40	-	-	-	-
00110	PVT	1	Equal	No	92.1	92.1	92.1	-	1.5	93.6	No/Yes	-	1	-	-	-
00115	FRB	3	Equal	No	93.9	91.3	95.2	2.1	-	95.3	Yes/No	2	-	76.0	89.4	102.8
00405	FRB	4	Equal	No	95.2	92.5	102.2	3.0	-	96.7	Yes/No	2	-	65.9	85.6	105.3
00120	FRB	3	Equal	No	96.6	95.0	99.3	2.0	4.2	102.1	Yes/Yes	2	3	71.5	93.0	114.5
00206	PVT	4	Equal	No	97.5	90.7	105.9	4.2	-	101.7	Yes/No	4	-	54.9	68.6	82.3
00407	FRB	3	Equal	No	104.1	94.5	109.0	2.0	-	104.8	Yes/No	1	-	72.8	94.5	116.2
00002	REG	7	Equal	No	104.3	97.2	108.2	2.9	-	105.9	Yes/Yes	4	-	54.1	75.7	97.3
00024	REG	6	Equal	No	107.4	90.0	115.8	-	-	107.4	Yes/No	-	-	74.4	97.4	120.3
<b>00019</b>	<b>BOG</b>	<b>6</b>	<b>Equal</b>	<b>No</b>	<b>107.5</b>	<b>102.6</b>	<b>111.3</b>	<b>-</b>	<b>1.7</b>	<b>108.7</b>	<b>No/Yes</b>	<b>-</b>	<b>4</b>	<b>83.6</b>	<b>104.5</b>	<b>125.5</b>
00003	FRB	7	Equal	No	109.2	102.2	122.6	3.0	2.0	110.5	Yes/Yes	1	3	81.6	106.1	130.6
00007	GVT	2	Equal	No	110.0	109.0	112.3	-	-	110.0	Yes/Yes	-	-	80.3	98.8	117.3
00022	REG	4	Equal	No	114.8	-	-	-	-	114.8	No/Yes	-	-	71.7	105.6	139.5
00006	GVT	2	Stronger	No	116.8	116.6	117.0	0.9	-	117.3	Yes/Yes	1	-	70.2	93.6	117.0
00406	REG	1	Stronger	No	120.7	120.7	120.7	-	-	120.7	No/Yes	-	-	77.6	100.8	124.1
<b>22</b>		<b>172</b>			<b>96.1</b>	<b>88.5</b>	<b>102.3</b>	<b>2.4</b>	<b>1.8</b>	<b>97.3</b>		<b>63</b>	<b>25</b>	<b>67.9</b>	<b>88.8</b>	<b>109.8</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1123 Position Title: Senior Communications Analyst**

**Grade: 26**

Leads and coordinates design, installation, testing, maintenance, and enhancement of major data communication systems, including wide and local area networks and distributed processing networks linking mainframes, departmental computers, and microcomputers. Works independently; sets project objectives. Plans and coordinates major projects; directs the technical work of less senior analysts, allocates resources, and assists with problem resolution. Advises management on the selection, replacement, and upgrade of hardware and software components of communication systems. Bachelor's Degree in computer science or electrical engineering. A minimum of 5 years of work experience. Demonstrated knowledge of internal architecture of major communications systems, including SNA, packet switching, token ring, Ethernet, FDDI protocols, and analog and digital voice facilities.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00413	PVT	31	Equal	No	69.6	53.7	87.5	-	1.6	70.3	No/Yes	-	13	52.4	73.3	94.2
00125	FRB	1	Equal	No	76.3	76.3	76.3	5.7	-	82.0	Yes/Yes	1	-	50.1	62.2	75.2
00120	FRB	7	Equal	Yes	89.6	84.4	95.6	-	4.6	92.9	Yes/Yes	-	5	71.5	93.0	114.5
<b>00019</b>	<b>BOG</b>	<b>7</b>	<b>Equal</b>	<b>No</b>	<b>89.8</b>	<b>78.7</b>	<b>107.4</b>	<b>-</b>	<b>2.8</b>	<b>91.8</b>	<b>No/Yes</b>	<b>-</b>	<b>5</b>	<b>71.6</b>	<b>89.5</b>	<b>107.4</b>
00003	FRB	5	Equal	No	91.0	86.4	96.8	-	1.8	92.1	No/Yes	-	3	72.4	94.2	115.9
00408	OTH	53	Stronger	No	92.0	55.4	124.5	3.1	-	94.2	Yes/No	38	-	-	-	-
00007	GVT	2	Equal	No	104.8	95.6	113.9	0.5	5.6	107.9	Yes/Yes	1	1	80.3	98.8	117.3
00006	GVT	2	Equal	No	106.0	101.5	110.6	-	-	106.0	Yes/Yes	-	-	70.2	93.6	117.0
00130	PVT	138	Stronger	No	110.5	90.3	135.7	-	-	110.5	No/No	-	-	75.0	105.6	136.2
00022	REG	2	Equal	No	112.7	-	-	-	-	112.7	No/Yes	-	-	71.7	105.6	139.5
00208	FIN	3	Equal	No	114.2	94.7	134.7	-	-	114.2	No/No	-	-	73.0	108.3	143.6
00024	REG	4	Equal	No	120.5	109.7	126.6	1.5	-	121.6	Yes/No	3	-	84.5	110.6	136.6
00406	REG	1	Equal	No	126.9	126.9	126.9	-	-	126.9	No/Yes	-	-	86.9	112.9	139.0
<b>13</b>		<b>256</b>			<b>100.3</b>	<b>87.8</b>	<b>111.4</b>	<b>2.7</b>	<b>3.3</b>	<b>101.8</b>		<b>43</b>	<b>27</b>	<b>71.6</b>	<b>95.6</b>	<b>119.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1145 Position Title: Information Systems Analyst**

**Grade: 23**

Participates in the maintenance of reliable network services and user support to a single department on a network of Unix and NT systems based on knowledge of automated technology and understanding of the department's automation needs. Configures, installs, and troubleshoots hardware as assigned. Requires a bachelor's degree or equivalent experience. Plus 1 year of experience in information systems.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00413	PVT	2	Equal	No	46.7	36.6	56.8	-	-	46.7	No/Yes	-	-	32.5	43.0	53.5
00018	PVT	3	Stronger	No	47.1	45.0	51.3	-	-	47.1	No/No	-	-	40.5	52.0	63.5
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>55.4</b>	<b>55.4</b>	<b>55.4</b>	-	<b>1.9</b>	<b>61.2</b>	<b>No/Yes</b>	-	<b>3</b>	<b>44.8</b>	<b>56.0</b>	<b>67.2</b>
00003	FRB	1	Equal	No	57.0	57.0	57.0	-	-	57.0	No/Yes	-	-	52.7	65.9	79.0
00038	PVT	4	Stronger	No	57.3	50.0	70.5	-	-	57.3	No/No	-	-	45.3	65.7	81.6
00006	GVT	1	Stronger	No	58.9	58.9	58.9	0.4	-	59.3	Yes/Yes	1	-	52.6	70.2	87.8
00120	FRB	1	Equal	No	64.7	64.7	64.7	-	-	64.7	Yes/Yes	-	-	52.1	66.4	80.7
00405	FRB	2	Equal	No	66.6	52.3	65.3	-	-	66.6	No/No	-	-	-	-	-
00412	FRB	1	Equal	No	70.1	70.1	70.1	-	0.1	70.2	No/Yes	-	1	47.3	59.1	70.9
00200	LAW	14	Equal	No	70.2	58.1	79.4	4.3	-	73.9	Yes/No	12	-	58.1	78.4	98.8
00002	REG	1	Equal	No	72.7	72.7	72.7	-	-	72.7	Yes/Yes	-	-	39.6	55.5	71.4
00406	REG	1	Stronger	No	78.3	78.3	78.3	-	-	78.3	No/Yes	-	-	69.2	90.0	110.8
00208	FIN	34	Equal	No	81.4	57.9	105.8	-	-	81.4	No/No	-	-	57.9	90.3	122.6
<b>13</b>		<b>66</b>			<b>63.6</b>	<b>58.2</b>	<b>68.2</b>	<b>2.4</b>	<b>1.0</b>	<b>64.3</b>		<b>13</b>	<b>4</b>	<b>49.4</b>	<b>66.0</b>	<b>82.3</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1147 Position Title: Financial Systems Analyst**

**Grade: 22**

Responsible for the analysis of economic, financial and structure data. Develops the requirements for automated collection. Analyzes reporting series and structure data questions and problems; responds to client inquiries in the areas of regulation, automation, data transactions and structure processing. Performs primary and backup financial and structure data analysis for data series, assists in the development of high-level analytical techniques to be used for cross-sectional and time-series analysis of data trends, the effects of banking structure changes on economic and financial data, and the improvement and maintenance of the quality of structure data. The FSA is expected to have an understanding of the underlying accounting and economic theories that characterize the organization's regulatory and reporting requirements and should have a good understanding of data processing capabilities. Bachelor's Degree or equivalent work experience, plus knowledge of financial/accounting principles, data processing issues, computer operations and various PC software packages. Directly supervised by manager. Follows established standards and procedures, contacts are mostly internal.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
<b>00019</b>	<b>BOG</b>	<b>6</b>	<b>Equal</b>	<b>No</b>	<b>41.2</b>	<b>40.0</b>	<b>43.0</b>	-	<b>1.5</b>	<b>41.5</b>	<b>No/Yes</b>	-	<b>1</b>	<b>39.0</b>	<b>48.7</b>	<b>58.4</b>
00405	FRB	8	Equal	No	48.9	42.4	53.9	0.9	-	49.6	Yes/No	6	-	38.9	48.6	58.4
00125	FRB	4	Equal	No	49.0	43.2	54.1	1.0	-	50.3	Yes/Yes	5	-	40.1	50.2	60.2
00110	PVT	2	Weaker	No	51.0	46.0	56.1	-	-	51.0	No/Yes	-	-	41.3	50.3	64.7
00407	FRB	14	Equal	No	52.6	39.2	71.0	0.6	-	53.1	Yes/No	12	-	37.6	60.2	82.8
00018	PVT	1	Weaker	No	54.0	54.0	54.0	-	-	54.0	No/No	-	-	43.0	57.5	72.0
00004	PVT	3	Equal	No	56.0	54.5	58.1	-	-	56.0	No/No	-	-	49.8	62.3	74.8
00120	FRB	1	Equal	No	63.0	63.0	63.0	-	0.7	63.7	Yes/Yes	-	1	47.6	59.5	71.4
00003	FRB	8	Equal	No	78.4	69.8	93.6	-	2.7	80.8	No/Yes	-	7	64.3	83.6	102.9
00200	LAW	1	Equal	No	91.8	91.8	91.8	4.6	-	96.4	Yes/No	1	-	67.9	91.6	115.4
00006	GVT	2	Equal	No	111.4	105.8	117.0	3.3	-	114.7	Yes/Yes	2	-	70.2	93.6	117.0
00024	REG	1	Equal	No	121.2	121.2	121.2	-	-	121.2	Yes/No	-	-	94.5	110.6	136.6
<b>12</b>		<b>51</b>			<b>68.2</b>	<b>64.2</b>	<b>73.1</b>	<b>2.1</b>	<b>1.6</b>	<b>69.4</b>		<b>26</b>	<b>9</b>	<b>52.9</b>	<b>68.1</b>	<b>84.6</b>

## Position Data Array - Sorted by Average Annual Base Salary

Position Code: 1151 Position Title: Auditor

Grade: 26

Conducts performance audits in accordance with Generally Accepted Government Auditing Standards (GAGAS), of the organization's program, operations, activities, and functions. These audits assess and promote economy, efficiency and effectiveness and help prevent and detect fraud, waste and abuse. Evaluates compliance with laws and regulations, the adequacy of internal controls, and the operational efficiency and effectiveness of the organization's programs. Bachelor's degree plus a minimum of five years of audit experience. Certification in one of the following: Certified Public Accounting, Certified Internal Auditor, Certified Fraud Examiner, Certified Information System Auditor.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00115	FRB	4	Equal	No	43.2	33.7	49.1	2.4	-	44.4	Yes/No	2	-	41.7	49.1	56.5
00408	OTH	4	Equal	No	47.0	40.5	55.0	1.0	-	47.3	Yes/No	1	-	-	-	-
00018	PVT	4	Equal	No	47.5	47.1	49.5	-	-	47.5	No/No	-	-	43.0	57.5	72.0
00412	FRB	1	Stronger	No	50.2	50.2	50.2	-	1.0	51.2	No/Yes	-	1	42.5	53.1	63.7
00410	FRB	4	Equal	No	53.6	47.1	56.5	-	0.8	54.2	No/Yes	-	3	51.2	64.0	76.8
00003	FRB	1	Equal	No	59.5	59.5	59.5	2.5	-	62.0	Yes/Yes	1	-	46.7	58.4	70.0
00016	FRB	5	Equal	No	63.3	60.8	64.9	-	2.0	63.7	No/Yes	-	1	49.2	61.4	73.6
00409	FRB	6	Equal	No	65.4	-	-	-	-	65.4	No/No	-	-	52.9	64.8	76.7
00407	FRB	8	Equal	No	67.4	56.7	75.2	1.0	-	68.1	Yes/No	6	-	55.2	77.1	99.0
00100	FRB	7	Stronger	No	67.6	65.0	71.8	-	1.1	68.2	Yes/Yes	-	4	47.3	61.5	75.7
00125	FRB	6	Stronger	No	74.4	65.2	85.5	-	-	74.4	Yes/Yes	-	-	58.0	72.6	87.1
00405	FRB	3	Equal	No	76.5	71.7	84.6	-	-	76.5	No/No	-	-	57.6	74.8	92.0
<b>00019</b>	<b>BOG</b>	<b>6</b>	<b>Equal</b>	<b>No</b>	<b>78.6</b>	<b>71.6</b>	<b>85.9</b>	<b>-</b>	<b>2.6</b>	<b>81.2</b>	<b>No/Yes</b>	<b>-</b>	<b>6</b>	<b>71.6</b>	<b>89.5</b>	<b>107.4</b>
00120	FRB	6	Equal	No	89.9	83.8	93.8	5.0	2.7	93.4	Yes/Yes	2	4	63.3	80.7	98.1
00038	PVT	1	Equal	No	97.0	97.0	97.0	2.0	-	99.0	Yes/No	1	-	62.9	93.9	118.7
00004	PVT	2	Equal	No	99.1	90.9	107.3	-	-	99.1	No/No	-	-	87.9	109.9	131.9
00032	LAW	1	Equal	No	100.0	100.0	100.0	-	-	100.0	No/No	-	-	-	-	-
00024	REG	24	Equal	No	103.5	89.2	117.4	-	-	103.5	Yes/No	-	-	70.6	95.3	123.4
00006	GVT	2	Equal	No	104.2	101.7	106.8	1.0	-	104.7	Yes/Yes	1	-	70.2	93.6	117.0
00208	FIN	16	Equal	No	113.2	74.9	160.8	-	-	113.2	No/No	-	-	73.0	116.9	160.8
<b>20</b>		<b>111</b>			<b>75.1</b>	<b>68.8</b>	<b>82.7</b>	<b>2.1</b>	<b>1.7</b>	<b>75.9</b>		<b>14</b>	<b>19</b>	<b>58.0</b>	<b>76.3</b>	<b>94.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1160 Position Title: Senior Financial Analyst**

**Grade: 28**

Leads teams in financial analysis projects in one or more of the following: merger and acquisition activity of the organization or federal and state banking law; analysis of new products offered by the organization or banking organizations; development or analyses of banking regulations or major organizational policy to meet regulations. Performs analysis of complex financial issues relating to the solvency of the organization. MBA plus a minimum of 6 years experience in financial analysis.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00407	FRB	5	Equal	No	62.3	59.7	64.7	1.0	-	63.3	Yes/No	5	-	55.2	69.0	82.8
00410	FRB	2	Equal	Yes	62.7	61.6	63.8	-	1.8	65.5	No/Yes	-	3	59.2	74.1	88.9
00412	FRB	2	Equal	No	65.6	59.0	72.1	-	1.5	66.4	No/Yes	-	1	59.0	73.8	88.6
00409	FRB	6	Equal	No	74.8	-	-	-	-	74.8	Yes/No	-	-	58.9	73.6	88.4
00405	FRB	8	Stronger	No	74.9	73.0	78.6	2.2	-	75.2	Yes/No	1	-	57.6	74.8	92.0
00413	PVT	14	Equal	No	75.5	62.5	84.0	-	2.3	76.8	No/Yes	-	8	61.3	85.8	110.3
00408	OTH	124	Stronger	No	78.7	58.7	110.0	4.9	1.0	82.6	Yes/Yes	97	1	-	-	-
00200	LAW	1	Equal	No	81.5	81.5	81.5	6.2	-	87.7	Yes/No	1	-	67.9	91.6	115.4
00003	FRB	7	Equal	No	94.5	85.6	106.0	3.8	3.5	97.1	Yes/Yes	2	3	72.4	94.2	115.9
00208	FIN	8	Equal	No	105.0	85.9	154.5	-	-	105.0	No/No	-	-	81.8	121.3	160.8
00024	REG	20	Equal	No	112.3	85.1	135.5	-	-	112.3	Yes/No	-	-	86.7	113.4	140.1
00007	GVT	2	Equal	No	114.7	113.9	115.6	-	-	114.7	Yes/Yes	-	-	80.3	98.8	117.3
00002	REG	5	Equal	No	119.7	99.9	148.2	1.1	-	120.6	Yes/Yes	4	-	71.5	100.2	128.8
<b>00019</b>	<b>BOG</b>	<b>25</b>	<b>Equal</b>	<b>No</b>	<b>131.6</b>	<b>115.0</b>	<b>145.7</b>	<b>-</b>	<b>5.3</b>	<b>137.1</b>	<b>No/Yes</b>	<b>-</b>	<b>26</b>	<b>97.2</b>	<b>121.5</b>	<b>145.8</b>
<b>14</b>		<b>229</b>			<b>89.6</b>	<b>80.1</b>	<b>104.6</b>	<b>3.2</b>	<b>2.6</b>	<b>91.4</b>		<b>110</b>	<b>42</b>	<b>69.9</b>	<b>91.7</b>	<b>113.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1170 Position Title: Financial Analyst II**

**Grade: 27**

Performs complex in-depth analyses related to financial issues including: merger and acquisition activity of the organization or federal and state banking law; analysis of new products offered by the organization or banking organizations; development or analyses of banking regulations or major organizational policy to meet regulations. Conducts special studies and projects of significant issues and advises senior management through oral/written reports. Monitors trends and issues in the financial environment. Performs in-depth analysis including recommendations for resolution or further action. MBA or related experience. Minimum 5 years experience in financial analysis.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	7	Equal	No	54.3	52.5	59.3	-	1.0	55.0	No/Yes	-	5	52.5	65.6	78.7
00409	FRB	5	Equal	No	61.1	-	-	-	-	61.1	Yes/No	-	-	52.9	64.8	76.7
00408	OTH	165	Stronger	No	61.2	45.4	82.3	3.8	2.9	63.7	Yes/Yes	104	4	-	-	-
00413	PVT	20	Equal	No	68.2	38.0	85.4	-	2.0	69.0	No/Yes	-	8	52.4	73.3	94.2
00032	LAW	3	Equal	No	72.4	69.0	78.3	3.8	-	74.9	Yes/No	2	-	-	-	-
00208	FIN	15	Equal	No	81.3	73.0	94.7	-	-	81.3	No/No	-	-	73.0	97.8	122.6
00120	FRB	9	Equal	No	88.0	83.0	92.3	1.3	1.3	89.6	Yes/Yes	4	7	65.1	83.0	100.9
00002	REG	4	Equal	No	88.7	79.0	94.5	0.5	-	89.1	Yes/Yes	3	-	54.1	75.7	97.3
00007	GVT	1	Equal	No	90.9	90.9	90.9	-	-	90.9	Yes/Yes	-	-	69.9	86.0	102.1
00024	REG	10	Equal	No	98.6	85.1	111.4	-	-	98.6	Yes/No	-	-	68.4	97.5	140.6
<b>00019</b>	<b>BOG</b>	<b>61</b>	<b>Equal</b>	<b>No</b>	<b>107.8</b>	<b>88.5</b>	<b>125.0</b>	<b>-</b>	<b>3.7</b>	<b>109.7</b>	<b>No/Yes</b>	<b>-</b>	<b>32</b>	<b>83.6</b>	<b>104.5</b>	<b>125.5</b>
00022	REG	2	Equal	No	111.8	-	-	-	-	111.8	No/No	-	-	78.5	115.6	152.7
<b>12</b>		<b>302</b>			<b>82.0</b>	<b>70.4</b>	<b>91.4</b>	<b>2.4</b>	<b>2.2</b>	<b>82.9</b>		<b>113</b>	<b>56</b>	<b>65.0</b>	<b>86.4</b>	<b>109.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1180 Position Title: Financial Analyst I**

**Grade: 25**

Performs complex analyses related to financial issues including: merger and acquisition activity of the organization or federal and state banking law; analysis of new products offered by the organization or banking organization; researches and identifies problems related to the financial condition of the organization; assists higher level staff in conducting special studies and projects. Prepares written reports and memoranda to senior management which formulate conclusions and recommendations based on analysis. MBA or related experience. Minimum 2 years experience in financial analysis.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00410	FRB	2	Equal	No	43.5	42.9	44.1	-	1.5	45.0	No/Yes	-	2	38.5	48.1	57.8
00412	FRB	4	Equal	No	46.7	41.8	50.1	-	1.1	47.0	No/Yes	-	1	41.3	51.6	61.9
00408	OTH	147	Stronger	No	47.5	28.9	108.0	2.5	-	48.3	Yes/No	44	-	-	-	-
00413	PVT	19	Equal	No	49.0	39.8	60.2	-	1.1	49.3	No/Yes	-	5	38.4	53.8	69.2
00409	FRB	1	Equal	No	51.1	51.1	51.1	-	-	51.1	Yes/No	-	-	73.6	92.0	110.4
00407	FRB	1	Equal	No	51.2	51.2	51.2	-	-	51.2	Yes/No	-	-	42.4	53.0	63.6
00120	FRB	6	Equal	No	65.7	64.0	67.4	1.1	0.5	66.9	Yes/Yes	4	6	50.6	64.5	78.5
00208	FIN	4	Equal	No	68.5	67.1	70.4	-	-	68.5	No/No	-	-	64.9	81.1	97.3
00018	PVT	1	Equal	No	69.5	69.5	69.5	-	-	69.5	No/No	-	-	40.5	52.0	63.5
<b>00019</b>	<b>BOG</b>	<b>8</b>	<b>Equal</b>	<b>No</b>	<b>70.6</b>	<b>62.1</b>	<b>85.1</b>	-	<b>2.0</b>	<b>71.4</b>	<b>No/Yes</b>	-	<b>3</b>	<b>62.2</b>	<b>77.7</b>	<b>93.3</b>
00007	GVT	3	Equal	No	76.4	76.4	76.4	-	-	76.4	Yes/Yes	-	-	58.8	72.4	85.9
00038	PVT	1	Weaker	No	86.8	86.8	86.8	-	-	86.8	Yes/No	-	-	62.9	93.9	118.7
00024	REG	4	Equal	No	93.7	76.3	112.7	-	-	93.7	Yes/No	-	-	69.9	90.3	114.7
<b>13</b>		<b>201</b>			<b>63.1</b>	<b>58.3</b>	<b>71.8</b>	<b>1.8</b>	<b>1.2</b>	<b>63.5</b>		<b>48</b>	<b>17</b>	<b>53.7</b>	<b>69.2</b>	<b>84.6</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1191 Position Title: Manager, Financial Accounting**

**Grade: 29**

Manages a Financial Accounting department for an organization with regionally located subsidiaries or divisions. Responsible for: (1) financial reporting; (2) formulation of financial accounting and reporting policy and standards; (3) evaluation of financial performance; (4) compliance with FASB; (5) development of automation strategies and risk management; (6) cost accounting; (7) treasury activities; and (8) supervision of centralized accounting services. Directs centralized financial reporting and financial accounting activities, ensuring financial controls are in place. Manages staffing, budget preparation, long-range planning, and operational planning. May report to Chief Financial Officer. An MBA and CPA are required. A minimum of 5 years of experience in financial accounting management. Knowledge of automated accounting and reporting systems.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00408	OTH	3	Equal	Yes	73.2	61.0	86.0	1.0	-	73.5	Yes/No	1	-	-	-	-
00016	FRB	1	Weaker	Yes	80.0	80.0	80.0	-	6.0	86.0	No/Yes	-	1	64.1	83.2	102.3
00413	PVT	5	Equal	Yes	81.3	75.0	94.9	-	5.2	85.4	No/Yes	-	4	61.3	85.8	110.3
00125	FRB	5	Equal	Yes	85.2	72.8	98.9	8.0	-	88.4	Yes/Yes	2	-	72.8	90.9	109.1
00018	PVT	4	Equal	Yes	90.1	74.0	110.0	28.5	-	118.6	Yes/No	4	-	55.0	74.0	93.0
00412	FRB	1	Equal	Yes	97.0	97.0	97.0	-	3.0	100.0	No/Yes	-	1	71.5	89.4	107.3
00038	PVT	1	Equal	Yes	102.0	102.0	102.0	3.0	-	105.0	Yes/No	1	-	-	-	-
00006	GVT	1	Equal	Yes	105.4	105.4	105.4	-	-	105.4	Yes/No	-	-	81.1	108.1	135.2
00200	LAW	1	Equal	Yes	109.2	109.2	109.2	10.9	-	120.1	Yes/No	1	-	79.3	107.1	134.8
00120	FRB	1	Equal	Yes	117.0	117.0	117.0	-	3.8	120.8	Yes/Yes	-	1	92.9	120.7	148.5
00003	FRB	1	Equal	Yes	118.7	118.7	118.7	5.0	-	123.7	Yes/Yes	1	-	91.7	119.2	146.7
00410	FRB	1	Equal	Yes	119.6	119.6	119.6	4.2	3.0	126.8	Yes/Yes	1	1	88.7	118.2	147.8
00007	GVT	1	Equal	Yes	130.1	130.1	130.1	1.5	-	131.6	Yes/Yes	1	-	97.2	119.6	142.0
00032	LAW	1	Equal	Yes	132.0	132.0	132.0	12.0	-	144.0	Yes/No	1	-	-	-	-
00208	FIN	1	Equal	No	142.0	142.0	142.0	-	-	142.0	No/No	-	-	119.9	149.9	179.8
00002	REG	1	Equal	Yes	145.8	145.8	145.8	-	-	145.8	Yes/Yes	-	-	92.1	129.0	165.9
00024	REG	1	Equal	Yes	147.7	147.7	147.7	-	-	147.7	Yes/No	-	-	89.3	122.3	155.2
00100	FRB	1	Equal	Yes	170.9	170.9	170.9	4.0	2.0	176.9	Yes/Yes	1	1	129.1	198.6	268.1
00110	PVT	1	Equal	No	173.0	173.0	173.0	-	-	173.0	No/Yes	-	-	-	-	-
<b>19</b>		<b>32</b>			<b>116.9</b>	<b>114.4</b>	<b>120.0</b>	<b>7.8</b>	<b>3.8</b>	<b>121.8</b>		<b>14</b>	<b>9</b>	<b>85.7</b>	<b>114.4</b>	<b>143.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1193 Position Title: Senior Project Manager, Emerging Activities**

**Grade: 29**

Provides expert, technical guidance regarding issues pertaining to emerging financial conglomerate activities. Identifies or develops new or alternative supervisory methods and practices to enhance the supervision of financial conglomerates. Recommends changes to policies and procedures and coordinates the implementation of changes. Monitors insurance industry practices (e.g., changes in accounting conventions and tax laws, segregation of underwriting and investment risks assumed by customers, insurance agency assumption of underwriting risks). Identifies and researches areas of emerging risk and policy concerns. Participates in both on- and off-site reviews. Monitors "niche products" commonly offered by banks (e.g., title and credit insurance, mortgage reinsurance, annuities and insurance/bank vehicles). Masters degree or equivalent experience. Minimum of 7 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00024	REG	5	Equal	No	131.5	110.4	150.7	1.6	-	132.5	Yes/No	3	-	96.0	125.6	155.2
00208	FIN	190	Equal	No	135.6	105.0	179.0	-	-	135.6	No/No	-	-	100.5	140.2	179.8
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>162.8</b>	<b>162.8</b>	<b>162.8</b>	-	-	<b>162.8</b>	<b>No/Yes</b>	-	-	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
<b>3</b>		<b>196</b>			<b>143.3</b>	<b>126.1</b>	<b>164.2</b>	<b>1.6</b>	<b>0.0</b>	<b>143.6</b>		<b>3</b>	<b>0</b>	<b>102.9</b>	<b>135.3</b>	<b>167.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1200 Position Title: Accountant**

**Grade: 23**

Performs internal accounting functions and financial reviews utilizing generally accepted accounting principles, methods, and procedures. Acts under general supervision, and assists subordinate level accountants as necessary. Maintains internal accounts and records of transactions in a fully automated financial management system. Researches and evaluates financial alternatives and suggests changes and improvements to the financial management system. Internal Accounting - Office of the Controller. Bachelor's plus minimum of 2-3 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	4	Weaker	No	39.4	37.6	42.5	-	-	39.4	No/Yes	-	-	31.7	39.6	47.5
00408	OTH	49	Stronger	No	42.3	25.9	65.8	2.4	-	42.8	Yes/No	11	-	-	-	-
00206	PVT	8	Equal	No	42.4	37.8	51.6	1.7	-	44.1	Yes/No	8	-	36.8	44.1	51.5
00409	FRB	1	Equal	No	45.1	45.1	45.1	-	-	45.1	Yes/No	-	-	26.6	31.2	35.9
00413	PVT	60	Equal	No	46.4	35.3	57.2	-	1.0	46.5	No/Yes	-	8	38.4	53.8	69.2
00115	FRB	5	Equal	No	49.6	46.5	51.1	0.8	-	49.9	Yes/No	2	-	42.2	49.6	57.0
00125	FRB	4	Equal	No	50.3	45.5	54.6	1.3	-	50.9	Yes/Yes	2	-	39.0	48.8	58.4
00110	PVT	2	Equal	No	50.9	49.0	52.9	-	-	50.9	No/Yes	-	-	32.8	40.1	49.1
00130	PVT	4	Weaker	No	52.8	50.0	55.1	-	-	52.8	No/No	-	-	38.6	59.4	80.2
00032	LAW	4	Equal	No	52.9	49.0	58.0	3.8	-	54.8	Yes/No	2	-	-	-	-
00407	FRB	14	Equal	No	53.9	43.0	67.1	2.1	-	54.9	Yes/No	7	-	42.4	56.9	71.4
00016	FRB	6	Equal	No	54.9	50.6	59.1	-	1.6	56.2	No/Yes	-	5	49.2	61.4	73.6
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>58.1</b>	<b>58.1</b>	<b>58.1</b>	-	-	<b>58.1</b>	<b>No/Yes</b>	-	-	<b>44.8</b>	<b>56.0</b>	<b>67.2</b>
00120	FRB	4	Equal	No	67.6	63.8	70.9	-	1.0	68.6	Yes/Yes	-	4	52.1	66.4	80.7
00004	PVT	4	Stronger	No	70.3	69.7	70.8	-	-	70.3	No/No	-	-	59.4	74.3	89.2
00007	GVT	2	Equal	No	72.6	72.1	73.2	1.2	-	73.2	Yes/Yes	1	-	58.8	72.4	85.9
00208	FIN	21	Equal	No	77.2	62.1	99.6	-	-	77.2	No/No	-	-	57.9	83.7	109.5
00411	FIN	329	Equal	No	82.5	-	-	-	-	82.5	Yes/Yes	-	-	-	-	-
00024	REG	10	Equal	No	86.6	73.5	99.1	0.5	-	86.8	Yes/No	4	-	40.0	87.9	106.0
00006	GVT	1	Equal	Yes	87.1	87.1	87.1	-	-	87.1	Yes/Yes	-	-	70.2	93.6	117.0
00003	FRB	1	Equal	Yes	89.0	89.0	89.0	3.7	1.0	93.7	Yes/Yes	1	1	81.6	106.1	130.6
00002	REG	8	Equal	No	89.6	71.4	108.2	-	-	89.6	Yes/Yes	-	-	54.1	75.7	97.3
00022	REG	2	Equal	No	96.2	-	-	-	-	96.2	No/No	-	-	65.4	96.4	127.4
<b>23</b>		<b>544</b>			<b>63.4</b>	<b>55.3</b>	<b>67.4</b>	<b>1.9</b>	<b>1.2</b>	<b>64.0</b>		<b>38</b>	<b>18</b>	<b>48.1</b>	<b>64.9</b>	<b>80.2</b>

# Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1220 Position Title: Procurement Manager**

**Grade: 28**

Manages, directs, plans, budgets, and controls all aspects of a centralized purchasing activity involving the acquisition of all goods, services and construction required by the organization. Supervises the development of procurement specifications, solicitation of bids and requests for proposals to ensure adequate competition, the acquisition of quality products and services from responsible vendors at reasonable cost. Bachelor's degree plus a minimum of 6 years experience. Responsible for both contract administration and purchasing. Supervises an average of 6 employees.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00038	PVT	1	Weaker	No	72.8	72.8	72.8	-	-	72.8	Yes/No	-	-	62.9	93.9	118.7
00016	FRB	1	Equal	Yes	79.0	79.0	79.0	-	-	79.0	No/Yes	-	-	64.1	83.2	102.3
00110	PVT	1	Weaker	Yes	83.4	83.4	83.4	-	-	83.4	No/Yes	-	-	-	-	-
00410	FRB	1	Equal	Yes	88.5	88.5	88.5	-	1.5	90.0	Yes/Yes	-	1	65.5	81.9	98.3
00032	LAW	1	Equal	No	89.0	89.0	89.0	7.0	-	96.0	Yes/No	1	-	-	-	-
00100	FRB	1	Equal	Yes	90.3	90.3	90.3	-	3.0	93.3	Yes/Yes	-	1	72.7	94.4	116.2
00412	FRB	1	Equal	Yes	91.0	91.0	91.0	-	2.5	93.5	Yes/Yes	-	1	65.0	81.3	97.6
00413	PVT	3	Equal	Yes	91.9	83.1	96.4	-	-	91.9	No/Yes	-	-	61.3	85.8	110.3
00408	OTH	8	Equal	Yes	94.0	65.0	137.7	4.6	-	98.6	Yes/No	8	-	-	-	-
00115	FRB	1	Equal	Yes	94.0	94.0	94.0	1.5	-	95.5	Yes/No	1	-	88.0	103.5	119.0
00004	PVT	1	Stronger	Yes	100.6	100.6	100.6	-	-	100.6	No/No	-	-	98.5	123.1	147.7
00120	FRB	1	Equal	Yes	101.7	101.7	101.7	4.5	-	106.2	Yes/Yes	1	-	71.5	93.0	114.5
00125	FRB	1	Stronger	Yes	102.5	102.5	102.5	-	-	102.5	Yes/Yes	-	-	-	-	-
00130	PVT	1	Equal	Yes	104.5	104.5	104.5	-	-	104.5	No/No	-	-	74.4	111.1	147.8
00007	GVT	1	Equal	Yes	105.9	105.9	105.9	-	-	105.9	Yes/Yes	-	-	85.1	104.7	124.3
00006	GVT	1	Equal	Yes	113.3	113.3	113.3	-	-	113.3	Yes/Yes	-	-	81.1	108.1	135.2
00208	FIN	1	Equal	No	121.0	121.0	121.0	-	-	121.0	No/No	-	-	100.5	130.7	160.9
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>125.3</b>	<b>125.3</b>	<b>125.3</b>	-	<b>2.0</b>	<b>127.3</b>	<b>No/Yes</b>	-	<b>1</b>	<b>97.2</b>	<b>121.5</b>	<b>145.8</b>
00024	REG	8	Equal	Yes	132.8	104.8	154.0	-	-	132.8	Yes/No	-	-	86.0	139.3	172.0
00002	REG	1	Equal	Yes	136.0	136.0	136.0	3.5	-	139.5	Yes/Yes	1	-	71.5	100.2	128.8
00411	FIN	2	Stronger	Yes	145.0	-	-	-	-	145.0	Yes/Yes	-	-	-	-	-
00022	REG	1	Equal	Yes	162.6	162.6	162.6	-	3.5	166.1	No/Yes	-	1	93.7	138.0	182.3
<b>22</b>		<b>39</b>			<b>105.7</b>	<b>100.7</b>	<b>107.1</b>	<b>4.2</b>	<b>2.5</b>	<b>107.2</b>		<b>12</b>	<b>5</b>	<b>78.8</b>	<b>105.5</b>	<b>130.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1250 Position Title: Technical Editor**

**Grade: 24**

Edits and rewrites text, tables, graphics, reports, pamphlets, books, and other materials of a highly technical nature, using standard editorial techniques. Serves as managing editor for one or more of the organization's official publications. Ensures that reports are logically arranged, that language and technical complexity are appropriate for the intended audience, and that style conforms to standards. Bachelor's Degree. Minimum of 3-5 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00110	PVT	2	Equal	No	43.0	41.6	44.4	-	-	43.0	No/Yes	-	-	35.7	45.1	61.5
00410	FRB	2	Equal	No	49.8	45.0	54.6	-	1.1	50.9	No/Yes	-	2	43.2	53.9	64.7
00036	PVT	1	Equal	No	52.5	52.5	52.5	-	-	52.5	No/No	-	-	-	-	-
00100	FRB	1	Equal	No	60.0	60.0	60.0	-	-	60.0	No/Yes	-	-	47.3	61.5	75.7
<b>00019</b>	<b>BOG</b>	<b>2</b>	<b>Equal</b>	<b>No</b>	<b>61.4</b>	<b>58.0</b>	<b>64.7</b>	-	<b>3.5</b>	<b>63.2</b>	<b>No/Yes</b>	-	<b>1</b>	<b>52.9</b>	<b>66.1</b>	<b>79.3</b>
00412	FRB	3	Stronger	No	61.4	45.0	71.9	-	0.5	61.7	No/Yes	-	2	44.0	55.0	66.0
00130	PVT	16	Equal	No	63.3	53.0	73.5	-	-	63.3	No/No	-	-	43.5	63.1	82.7
00409	FRB	1	Equal	No	67.0	67.0	67.0	-	-	67.0	Yes/No	-	-	52.9	64.8	76.7
00038	PVT	2	Equal	Yes	74.9	72.0	77.8	-	-	74.9	No/No	-	-	45.3	65.7	81.6
00120	FRB	1	Equal	No	75.5	75.5	75.5	1.5	-	77.0	Yes/Yes	1	-	58.1	74.1	90.1
00208	FIN	9	Equal	No	85.1	63.8	120.7	-	-	85.1	No/No	-	-	51.3	87.0	122.7
00002	REG	3	Equal	No	94.7	87.2	100.3	-	-	94.7	Yes/Yes	-	-	54.1	75.7	97.3
<b>12</b>		<b>43</b>			<b>65.7</b>	<b>60.1</b>	<b>71.9</b>	<b>1.5</b>	<b>1.7</b>	<b>66.1</b>		<b>1</b>	<b>5</b>	<b>48.0</b>	<b>64.7</b>	<b>81.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1261 Position Title: Senior Training Administrator**

**Grade: 26**

Plays a lead role in developing, planning, and conducting training seminars and educational programs. Evaluates training activities to ensure program quality and effectiveness. Works with staff to identify training needs, recommends new improvements to existing programs. Identifies, selects and evaluates visiting instructors to ensure instructor proficiency and to maintain high quality adult education. Bachelor's degree or equivalent experience. Minimum 3-4 years experience in training or adult education.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00115	FRB	2	Equal	No	56.9	54.5	59.3	1.4	-	58.3	Yes/No	2	-	49.5	58.2	66.9
00412	FRB	2	Equal	No	56.9	55.2	58.7	-	1.8	58.7	No/Yes	-	2	46.2	57.7	69.2
00130	PVT	1	Equal	No	64.5	64.5	64.5	-	-	64.5	No/No	-	-	47.0	68.1	89.2
00410	FRB	1	Equal	No	64.5	64.5	64.5	-	-	64.5	No/Yes	-	-	45.5	56.8	68.2
00016	FRB	3	Stronger	No	65.4	61.3	68.6	-	2.5	66.2	No/Yes	-	1	57.0	71.1	85.2
00100	FRB	2	Equal	No	69.3	66.7	71.8	-	1.9	71.2	No/Yes	-	2	53.7	69.8	85.9
00004	PVT	1	Stronger	Yes	72.9	72.9	72.9	-	-	72.9	No/No	-	-	68.3	85.4	102.5
00408	OTH	9	Stronger	No	79.4	70.5	100.0	4.6	-	84.0	Yes/No	9	-	-	-	-
00003	FRB	1	Equal	No	85.8	85.8	85.8	-	3.5	89.3	No/Yes	-	1	64.3	83.6	102.9
<b>00019</b>	<b>BOG</b>	<b>5</b>	<b>Equal</b>	<b>Yes</b>	<b>87.1</b>	<b>77.7</b>	<b>97.0</b>	-	<b>2.5</b>	<b>88.1</b>	<b>No/Yes</b>	-	<b>2</b>	<b>71.6</b>	<b>89.5</b>	<b>107.4</b>
00405	FRB	2	Equal	Yes	87.2	84.6	89.9	-	-	87.2	No/No	-	-	65.9	85.6	105.3
00120	FRB	1	Equal	No	87.9	87.9	87.9	-	1.5	89.4	Yes/Yes	-	1	61.5	78.4	95.3
00022	REG	1	Equal	No	94.0	94.0	94.0	-	-	94.0	No/No	-	-	65.4	96.4	127.4
00002	REG	5	Equal	No	101.7	79.0	119.8	2.8	-	103.9	Yes/Yes	4	-	54.1	75.7	97.3
00007	GVT	1	Equal	Yes	102.9	102.9	102.9	-	-	102.9	Yes/Yes	-	-	85.1	104.7	124.3
00024	REG	11	Equal	No	103.5	78.5	136.6	1.0	-	103.9	Yes/No	5	-	74.4	99.8	136.6
00208	FIN	2	Equal	No	112.7	107.9	117.5	-	-	112.7	No/No	-	-	81.2	112.4	143.6
00006	GVT	1	Equal	No	114.0	114.0	114.0	-	-	114.0	Yes/Yes	-	-	70.2	93.6	117.0
<b>18</b>		<b>51</b>			<b>83.7</b>	<b>79.0</b>	<b>89.2</b>	<b>2.5</b>	<b>2.3</b>	<b>84.8</b>		<b>20</b>	<b>9</b>	<b>62.4</b>	<b>81.6</b>	<b>101.4</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1270 Position Title: Senior Benefits Counselor**

**Grade: 24**

Counsels employees and retirees on all matters pertaining to benefits, including multiple defined benefit and defined contribution plans, health and dental insurance, long-term disability, life insurance, flexible benefit plans, etc. Counsels beneficiaries on options and payments in death cases. Advises applicants and new hires on benefits programs. Prepares annuity estimates, retirement plan deposits/redeposits, and computes thrift plan contribution rates to ensure IRS compliance. Conducts benefits portion of new employee orientation. Bachelor's degree or equivalent work experience and at least four years of specialized experience in benefits. Reports to the Benefits Supervisor. Work involves contacts at all levels throughout the Board. May provide guidance and direction to lower level staff.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00018	PVT	6	Equal	No	48.1	40.0	55.2	-	-	48.1	No/No	-	-	40.5	52.0	63.5
00412	FRB	1	Equal	No	58.0	58.0	58.0	-	-	58.0	No/Yes	-	-	43.4	54.2	65.0
<b>00019</b>	<b>BOG</b>	<b>2</b>	<b>Equal</b>	<b>No</b>	<b>66.0</b>	<b>64.9</b>	<b>67.2</b>	-	<b>3.3</b>	<b>67.7</b>	<b>No/Yes</b>	-	<b>1</b>	<b>52.9</b>	<b>66.1</b>	<b>79.3</b>
00026	PVT	1	Equal	Yes	68.0	68.0	68.0	-	-	68.0	No/No	-	-	58.8	73.5	88.2
00004	PVT	1	Stronger	No	72.5	72.5	72.5	-	-	72.5	No/No	-	-	59.4	74.3	89.2
00003	FRB	2	Equal	No	76.3	73.6	79.0	-	2.0	78.3	No/Yes	-	2	57.1	74.2	91.3
00032	LAW	1	Equal	Yes	77.0	77.0	77.0	6.0	-	83.0	Yes/No	1	-	-	-	-
00007	GVT	3	Equal	No	82.1	80.9	83.3	-	-	82.1	Yes/Yes	-	-	69.9	86.0	102.1
00006	GVT	3	Equal	No	85.8	84.4	87.0	3.2	-	86.9	Yes/Yes	1	-	60.8	81.1	101.4
00208	FIN	4	Equal	No	87.7	69.2	98.3	-	-	87.7	No/No	-	-	57.9	83.7	109.5
00002	REG	1	Equal	No	90.7	90.7	90.7	-	-	90.7	Yes/Yes	-	-	54.0	75.7	97.3
00024	REG	3	Equal	No	95.1	80.7	113.1	-	-	95.1	Yes/No	-	-	74.4	97.4	120.3
00411	FIN	6	Equal	No	99.5	-	-	-	-	99.5	Yes/Yes	-	-	-	-	-
<b>13</b>		<b>34</b>			<b>77.4</b>	<b>71.7</b>	<b>79.1</b>	<b>4.6</b>	<b>2.7</b>	<b>78.3</b>		<b>2</b>	<b>3</b>	<b>57.2</b>	<b>74.4</b>	<b>91.6</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1280 Position Title: Recruitment Specialist**

**Grade: 24**

Recruits and places qualified candidates. Identifies recruiting sources, develops advertising strategies, conducts field recruiting, and coordinates the internal job posting process. Provides short-term career counseling to employees. Develops and implements creative and aggressive recruiting plans to improve staff diversity. Identifies changes in organization and position structure, employee turnover, and career progression patterns, and recommends appropriate strategies to meet them. Represents the organization at outside recruiting events. Advises management on recruitment/placement issues. Bachelor's degree plus minimum of 4 years of experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00006	GVT	1	Equal	No	40.2	40.2	40.2	-	-	40.2	Yes/Yes	-	-	28.8	38.4	48.0
00018	PVT	1	Equal	No	47.0	47.0	47.0	-	-	47.0	No/No	-	-	40.5	52.0	63.4
00412	FRB	1	Equal	No	48.0	48.0	48.0	-	2.0	50.0	No/Yes	-	1	39.4	49.2	59.0
00016	FRB	1	Equal	No	50.0	50.0	50.0	-	1.2	51.2	No/Yes	-	1	49.2	61.4	73.6
00407	FRB	3	Equal	No	50.9	45.0	54.6	0.8	-	51.4	Yes/No	2	-	42.4	-	71.4
00038	PVT	3	Weaker	No	50.9	50.5	51.5	-	-	50.9	No/No	-	-	45.3	65.7	81.6
00125	FRB	1	Equal	No	57.0	57.0	57.0	-	-	57.0	Yes/Yes	-	-	56.1	70.2	84.2
00115	FRB	1	Equal	No	58.3	58.3	58.3	0.7	-	59.0	Yes/No	1	-	53.9	63.4	72.9
00032	LAW	1	Equal	No	58.9	58.9	58.9	4.4	-	67.7	Yes/No	2	-	-	-	-
00411	FIN	38	Equal	No	65.7	-	-	-	-	65.7	Yes/Yes	-	-	-	-	-
<b>00019</b>	<b>BOG</b>	<b>2</b>	<b>Equal</b>	<b>No</b>	<b>66.0</b>	<b>65.0</b>	<b>67.0</b>	-	-	<b>66.0</b>	<b>No/Yes</b>	-	<b>1</b>	<b>52.9</b>	<b>66.1</b>	<b>79.3</b>
00004	PVT	3	Stronger	No	67.9	66.2	71.1	-	-	67.9	No/No	-	-	59.4	74.3	89.2
00206	PVT	1	Weaker	No	72.4	72.4	72.4	3.2	-	75.6	Yes/No	1	-	-	-	-
00408	OTH	13	Equal	No	79.9	65.0	91.7	2.7	-	81.7	Yes/No	9	-	-	-	-
00200	LAW	5	Equal	Yes	81.5	75.0	87.4	5.8	-	87.3	Yes/No	5	-	-	-	-
00022	REG	1	Equal	No	81.6	81.6	81.6	-	0.5	82.1	No/Yes	-	1	61.8	87.1	112.5
00007	GVT	1	Equal	No	82.1	82.1	82.1	-	-	82.1	Yes/Yes	-	-	69.9	86.0	102.1
00405	FRB	1	Equal	Yes	88.1	88.1	88.1	2.5	-	90.6	Yes/No	1	-	57.6	74.8	92.0
00003	FRB	8	Equal	No	89.6	83.5	100.0	3.5	2.4	91.9	Yes/Yes	1	6	72.4	94.2	115.9
00024	REG	2	Weaker	No	91.3	90.9	91.8	-	-	91.3	Yes/No	-	-	74.4	97.4	120.3
00208	FIN	11	Equal	No	93.3	80.9	104.4	-	-	93.3	No/No	-	-	73.0	97.8	122.6
<b>21</b>		<b>99</b>			<b>67.6</b>	<b>65.3</b>	<b>70.2</b>	<b>3.0</b>	<b>1.5</b>	<b>69.0</b>		<b>22</b>	<b>10</b>	<b>54.8</b>	<b>71.9</b>	<b>86.8</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1290 Position Title: Librarian**

**Grade: 24**

Provides reference and research services to the organization, performing a variety of assignments in the areas of reference, acquisitions, cataloging, and periodical literature. Requires ability to use on-line databases and public access catalogs. Is responsible for one or more of the following areas: provides reference and research services to a professional staff and to the general public; reviews publications, catalogs, library-oriented materials, advertisements, and internal requests to select documents appropriate for the library's collection; performs the cataloging function, as well as maintaining the accuracy and quality of the catalog; oversees all areas relating to periodical literature-both foreign and domestic; prepares library publications and releases; participates in or manages special projects designed to improve library services and performance. Master's degree in library science or equivalent experience. Minimum 1-3 years experience. Reports to Chief Librarian.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00115	FRB	1	Equal	No	42.8	42.8	42.8	0.7	-	43.5	Yes/No	1	-	40.5	47.6	54.7
00407	FRB	2	Equal	No	43.8	41.2	46.4	0.5	-	44.3	Yes/No	2	-	37.6	45.8	56.4
00110	PVT	2	Equal	No	46.0	39.4	52.7	-	-	46.0	No/Yes	-	-	36.4	50.8	71.0
00003	FRB	1	Equal	No	48.0	48.0	48.0	-	-	48.0	No/Yes	-	-	46.7	58.4	70.0
00410	FRB	2	Equal	No	51.5	51.5	51.5	-	1.3	52.8	No/Yes	-	2	45.7	57.1	68.5
00016	FRB	1	Equal	No	51.6	51.6	51.6	-	1.3	52.9	No/Yes	-	1	42.1	52.6	63.1
00100	FRB	1	Equal	No	56.2	56.2	56.2	-	-	56.2	No/Yes	-	-	47.3	61.5	75.7
00405	FRB	3	Equal	Yes	60.4	55.1	63.7	-	-	60.4	No/No	-	-	44.5	55.6	66.8
00038	PVT	2	Equal	Yes	60.8	50.0	71.6	-	-	60.8	No/No	-	-	45.3	65.7	81.6
00130	PVT	22	Equal	No	61.8	53.0	72.5	-	-	61.8	No/No	-	-	45.1	65.3	85.5
00206	PVT	3	Equal	No	61.8	60.4	63.6	2.5	-	64.3	Yes/No	3	-	49.6	62.0	74.5
00412	FRB	1	Equal	No	65.7	65.7	65.7	-	-	65.7	No/Yes	-	-	44.3	55.3	66.4
00004	PVT	4	Stronger	No	66.0	61.7	69.1	-	-	66.0	No/No	-	-	59.4	74.3	89.2
<b>00019</b>	<b>BOG</b>	<b>4</b>	<b>Equal</b>	<b>No</b>	<b>67.1</b>	<b>62.2</b>	<b>78.4</b>	-	<b>1.8</b>	<b>68.5</b>	<b>No/Yes</b>	-	<b>3</b>	<b>52.9</b>	<b>66.1</b>	<b>79.3</b>
00032	LAW	7	Equal	No	75.8	60.0	75.0	3.2	-	77.6	Yes/No	4	-	-	-	-
00208	FIN	4	Equal	No	75.8	65.9	96.8	-	-	75.8	No/No	-	-	64.9	87.2	109.5
00120	FRB	2	Equal	No	76.0	74.4	77.6	-	-	76.0	Yes/No	-	-	58.1	74.1	90.1
00007	GVT	3	Equal	No	78.6	69.9	89.6	-	-	78.6	Yes/Yes	-	-	69.9	86.0	102.1
00024	REG	1	Equal	No	80.5	80.5	80.5	-	-	80.5	Yes/No	-	-	69.9	87.9	106.0
00200	LAW	2	Stronger	No	84.1	75.4	92.9	7.4	-	91.5	Yes/No	2	-	-	-	-
00002	REG	2	Equal	No	85.1	79.5	90.8	-	-	85.1	Yes/Yes	-	-	54.1	75.7	97.3
<b>21</b>		<b>70</b>			<b>63.8</b>	<b>59.3</b>	<b>68.4</b>	<b>2.9</b>	<b>1.5</b>	<b>64.6</b>		<b>12</b>	<b>6</b>	<b>50.2</b>	<b>64.7</b>	<b>79.4</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1295 Position Title: Public Affairs Assistant**

**Grade: 22**

Researches requests from the media, general public, etc. regarding organization policies, schedules, and public information initiatives. Provides responses verbally and in writing. Reviews newspapers, business magazines, etc., and prepares news clips documents. Coordinates release of information to the public with several other sections within the organization. Makes arrangements for conferences, luncheons and dinner meetings, and including preparation of agendas. Reports to executive (Vice President/Assistant/Associate Director) at level below Senior Vice President/Division Director. Minimum of 2 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00110	PVT	1	Equal	No	38.5	38.5	38.5	-	-	38.5	No/Yes	-	-	34.8	50.5	70.8
00032	LAW	1	Equal	No	40.0	40.0	40.0	0.6	-	40.6	Yes/No	1	-	-	-	-
00407	FRB	3	Equal	No	43.5	38.0	49.7	1.8	-	44.1	Yes/No	1	-	37.6	47.0	56.4
00115	FRB	1	Equal	No	45.9	45.9	45.9	0.8	-	46.7	Yes/No	1	-	39.7	46.7	53.7
00208	FIN	2	Equal	No	56.3	56.0	56.6	-	-	56.3	No/No	-	-	51.3	64.1	77.0
00120	FRB	1	Equal	No	66.4	66.4	66.4	-	3.5	69.9	Yes/Yes	-	1	52.1	66.4	80.7
<b>6</b>		<b>9</b>			<b>48.4</b>	<b>47.5</b>	<b>49.5</b>	<b>1.1</b>	<b>3.5</b>	<b>49.4</b>		<b>3</b>	<b>1</b>	<b>43.1</b>	<b>54.9</b>	<b>67.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1311 Position Title: Training Technician**

**Grade: 35**

Performs administrative functions associated with training activities. Registers students in courses, enters instructor information into database, maintains and updates student and instructor records, and prepares reports as necessary. Reserves hotel rooms under the Board's contract(s) for student lodging, and readjusts reservations as enrollments change. Prepares tuition, materials, and hotel invoices. Prepares and maintains all student materials (e.g., handouts, audio visual aids, and other materials used in courses). Designs and creates various documents to be used in training. Prepares routine correspondence and handles periodic mailings. Ensures classrooms are well supplied. Sets up, operates and disassembles equipment used in training (e.g., VCRs and monitors, overhead projectors, etc.). Ensures classroom set-ups are adequate and appropriate. High School diploma or equivalent experience. Minimum of 3 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00007	GVT	1	Equal	No	37.2	37.2	37.2	0.1	-	37.3	Yes/Yes	1	-	33.1	40.1	47.0
00006	GVT	1	Equal	No	40.3	40.3	40.3	0.2	-	40.5	Yes/Yes	1	-	28.8	38.4	48.0
00130	PVT	2	Equal	No	40.6	40.3	40.8	-	-	40.6	No/No	-	-	29.2	38.8	48.4
<b>00019</b>	<b>BOG</b>	<b>2</b>	<b>Equal</b>	<b>No</b>	<b>43.0</b>	<b>40.5</b>	<b>45.5</b>	-	-	<b>43.0</b>	<b>No/Yes</b>	-	-	<b>33.7</b>	<b>42.2</b>	<b>50.6</b>
00405	FRB	1	Equal	No	46.5	46.5	46.5	-	-	46.5	No/No	-	-	38.9	48.6	58.4
00002	REG	9	Equal	No	48.9	43.6	53.3	0.9	-	49.2	Yes/Yes	3	-	31.9	42.3	52.6
00024	REG	6	Equal	No	57.2	52.8	62.2	0.5	-	57.5	Yes/No	4	-	39.7	53.3	63.8
00120	FRB	1	Equal	No	62.3	62.3	62.3	-	0.5	62.8	Yes/Yes	-	1	47.6	59.5	71.4
<b>8</b>		<b>23</b>			<b>47.0</b>	<b>45.4</b>	<b>48.5</b>	<b>0.4</b>	<b>0.5</b>	<b>47.2</b>		<b>9</b>	<b>1</b>	<b>35.4</b>	<b>45.4</b>	<b>55.0</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1320 Position Title: Legal Secretary**

**Grade: 34**

Provides secretarial and administrative support that is specific to the legal function of the organization. Requires strong organizational skills, ability to deal with deadline pressure and prioritize assignments; knowledge of the legal division's functions and projects. Communicates with external organizations and court personnel to obtain legal information; maintains docket of pending litigation, produces memoranda, regulations, and drafts in specified legal format. Secretary to Attorney(s) or non-partners in a law firm. Knowledge of legal terminology. Minimum 3 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00003	FRB	5	Equal	No	46.9	43.1	51.1	-	0.8	47.7	No/Yes	-	5	41.4	51.7	62.0
00002	REG	13	Equal	No	51.8	44.7	59.2	1.4	-	52.5	Yes/Yes	7	-	31.9	42.3	52.6
00406	REG	1	Stronger	No	56.7	56.7	56.7	-	-	56.7	No/Yes	-	-	39.3	51.1	62.9
00200	LAW	29	Equal	No	57.2	47.4	67.0	2.4	-	59.2	Yes/No	24	-	46.4	57.9	70.1
00032	LAW	194	Equal	No	59.4	28.8	72.8	1.8	-	59.7	Yes/No	29	-	-	-	-
00120	FRB	1	Equal	No	60.8	60.8	60.8	-	1.2	62.0	Yes/Yes	-	1	57.6	59.5	71.4
00024	REG	9	Equal	No	65.2	57.3	68.5	-	-	65.2	Yes/No	-	-	45.1	57.8	82.2
<b>7</b>		<b>252</b>			<b>56.9</b>	<b>48.4</b>	<b>62.3</b>	<b>1.9</b>	<b>1.0</b>	<b>57.6</b>		<b>60</b>	<b>6</b>	<b>43.6</b>	<b>53.4</b>	<b>66.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1325 Position Title: Senior Secretary**

**Grade: 35**

Provides secretarial and administrative support to a high-level official. Requires ability to effectively communicate with all levels within the organization. Exhibits initiative and good organizational skills. Demonstrates ability to set priorities, manage workflow, and independently complete assignments. Maintains supervisor's calendar, arranges meetings, prepares logistics associated with setting up meetings, maintains files, and drafts routine responses to general inquiries. Secretary to executive (Vice President/Assistant/Associate Director) at level below Senior Vice President/Division Director. High school diploma (or equivalent experience) plus a minimum of 4 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00120	FRB	3	Equal	No	40.6	36.0	43.4	-	1.2	41.4	Yes/Yes	-	2	31.8	39.8	47.8
00409	FRB	19	Equal	No	41.3	-	-	-	-	41.3	No/No	-	-	34.2	40.2	46.2
00036	PVT	13	Equal	No	44.5	41.0	50.7	-	-	44.5	No/No	-	-	-	-	-
00405	FRB	2	Equal	No	44.5	41.3	47.6	-	-	44.5	No/No	-	-	34.0	42.5	51.0
<b>00019</b>	<b>BOG</b>	<b>25</b>	<b>Equal</b>	<b>No</b>	<b>44.7</b>	<b>36.0</b>	<b>50.1</b>	-	<b>1.9</b>	<b>45.9</b>	<b>No/Yes</b>	-	<b>16</b>	<b>33.7</b>	<b>42.2</b>	<b>50.6</b>
00018	PVT	20	Equal	No	45.4	38.0	57.0	-	-	45.4	No/No	-	-	34.0	43.5	53.0
00038	PVT	17	Equal	No	46.7	40.1	55.6	-	-	46.7	No/No	-	-	29.8	45.2	60.6
00130	PVT	61	Equal	No	49.3	41.4	60.1	-	-	49.3	No/No	-	-	36.3	46.6	56.9
00004	PVT	119	Equal	No	52.1	45.3	71.3	-	-	52.1	No/No	-	-	44.4	55.6	66.8
00006	GVT	1	Equal	No	53.2	53.2	53.2	0.3	-	53.5	Yes/Yes	1	-	32.0	42.7	53.4
00413	PVT	19	Equal	No	53.2	40.0	65.7	-	2.1	53.8	No/Yes	-	5	39.4	52.2	65.0
00208	FIN	100	Equal	No	57.7	41.9	68.0	-	-	57.7	No/No	-	-	41.9	54.5	61.1
00024	REG	2	Equal	No	62.0	60.2	63.8	-	-	62.0	Yes/No	-	-	45.1	54.4	63.8
00007	GVT	6	Equal	No	62.9	60.6	64.3	-	-	62.9	Yes/Yes	-	-	44.6	54.5	64.3
00002	REG	9	Equal	No	70.4	63.9	76.3	1.7	-	71.2	Yes/Yes	4	-	39.6	55.5	71.4
00411	FIN	15	Equal	No	72.1	55.7	103.0	-	-	72.1	Yes/Yes	-	-	-	-	-
00110	PVT	4	Stronger	No	73.4	62.3	85.5	-	-	73.4	No/Yes	-	-	50.0	61.8	95.6
<b>17</b>		<b>435</b>			<b>53.8</b>	<b>47.3</b>	<b>63.5</b>	<b>1.0</b>	<b>1.7</b>	<b>54.0</b>		<b>5</b>	<b>23</b>	<b>38.1</b>	<b>48.7</b>	<b>60.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1330 Position Title: Secretary**

**Grade: 34**

Provides secretarial and general administrative support to the manager and 5 to 30 staff members of one of the organization's primary operational units. Requires a high degree of accuracy and dependability as well as the ability to communicate with all levels within the organization and to set priorities and complete assignments under tight deadlines.

Maintains files, proofreads, maintains leave records, processes travel reimbursements and other administrative forms, etc. Reports to manager of unit. Has knowledge of the organization's policies and procedures on leave, travel, confidentiality, and typing style; is familiar with the responsibilities of staff in his/her unit and related areas. High school diploma (or equivalent experience) plus a minimum of 3 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00120	FRB	2	Equal	No	34.2	28.7	39.7	-	-	34.2	Yes/Yes	-	-	27.6	34.5	41.4
00409	FRB	11	Equal	No	35.0	-	-	-	-	35.0	No/No	-	-	30.2	35.5	40.8
00413	PVT	44	Equal	No	35.7	28.8	43.9	-	0.7	35.9	No/Yes	-	14	27.6	36.6	45.6
00018	PVT	19	Equal	No	36.4	34.0	41.3	-	-	36.4	No/No	-	-	29.5	37.0	44.5
00110	PVT	2	Weaker	No	38.0	36.4	39.7	-	-	38.0	No/Yes	-	-	25.2	31.6	39.4
00038	PVT	3	Equal	No	39.0	35.2	41.8	-	-	39.0	No/No	-	-	26.4	38.5	50.5
00405	FRB	5	Equal	No	39.7	35.0	44.5	-	-	39.7	No/No	-	-	29.7	37.1	44.5
00006	GVT	4	Equal	Yes	40.9	35.2	43.9	0.4	-	41.1	Yes/Yes	2	-	28.8	38.4	48.0
<b>00019</b>	<b>BOG</b>	<b>5</b>	<b>Equal</b>	<b>No</b>	<b>41.2</b>	<b>36.5</b>	<b>43.3</b>	-	<b>1.8</b>	<b>41.9</b>	<b>No/Yes</b>	-	<b>2</b>	<b>30.3</b>	<b>37.9</b>	<b>45.5</b>
00130	PVT	62	Equal	No	41.3	34.4	50.0	-	-	41.3	No/No	-	-	32.4	41.5	50.6
00007	GVT	56	Equal	No	42.9	33.6	47.0	0.7	-	43.1	Yes/Yes	13	-	33.1	40.1	47.0
00411	FIN	103	Equal	No	43.4	29.6	56.4	-	-	43.4	Yes/Yes	-	-	-	-	-
00208	FIN	59	Equal	No	44.5	34.9	58.2	-	-	44.5	No/No	-	-	36.6	47.5	58.5
00004	PVT	105	Equal	No	44.9	38.4	55.2	-	-	44.9	No/No	-	-	39.8	49.7	59.7
00024	REG	1	Equal	No	50.0	50.0	50.0	-	-	50.0	Yes/No	-	-	39.7	47.9	56.2
00002	REG	23	Equal	No	50.6	58.5	52.6	1.0	-	51.0	Yes/Yes	8	-	31.9	42.3	52.6
00022	REG	2	Equal	No	63.8	-	-	-	-	63.8	No/No	-	-	38.0	53.7	69.3
<b>17</b>		<b>506</b>			<b>42.4</b>	<b>36.6</b>	<b>47.2</b>	<b>0.7</b>	<b>1.3</b>	<b>42.5</b>		<b>23</b>	<b>16</b>	<b>31.7</b>	<b>40.6</b>	<b>49.6</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1340 Position Title: Clerk-Typist**

**Grade: 32**

Typically provides clerical and typing support to a group of individuals in one of the organization's primary operational units. Requires knowledge of office procedures, accurate typing skills, word processing ability, and understanding of the organization's policies and procedures. Duties are normally performed with guidance from a higher level secretary. High School diploma or equivalent, with demonstration of basic typing and grammar skills.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00110	PVT	1	Equal	No	29.0	29.0	29.0	-	-	29.0	No/Yes	-	-	20.8	24.9	32.1
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>35.2</b>	<b>35.2</b>	<b>35.2</b>	-	-	<b>35.2</b>	<b>No/Yes</b>	-	-	<b>24.5</b>	<b>30.6</b>	<b>36.7</b>
00208	FIN	22	Equal	No	36.9	28.9	49.3	-	-	36.9	No/No	-	-	32.8	42.7	52.6
00024	REG	1	Equal	No	38.4	38.4	38.4	-	-	38.4	Yes/No	-	-	27.1	32.8	38.4
<b>4</b>		<b>25</b>			<b>34.9</b>	<b>32.9</b>	<b>38.0</b>	<b>0.0</b>	<b>0.0</b>	<b>34.9</b>		<b>0</b>	<b>0</b>	<b>26.3</b>	<b>32.8</b>	<b>40.0</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1345 Position Title: Mail Clerk**

**Grade: 32**

Responsible for the timely and accurate distribution of internal and external mail throughout the organization in accordance with established guidelines and procedures. High school diploma or equivalent experience. Works under direct supervision of the Supervisor/Asst. Supervisor; may receive guidance from a senior mail clerk. Work required lifting moderately heavy boxes, prolonged walking and/or standing. Uses freight elevator and operates conveyor system requiring exercise of safety precautions.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00026	PVT	3	Stronger	No	25.8	25.2	27.0	-	-	25.8	No/No	-	-	25.2	31.5	37.8
00018	PVT	7	Equal	No	27.5	25.0	30.7	-	-	27.5	No/No	-	-	19.5	24.0	28.5
00110	PVT	2	Equal	No	28.1	25.2	31.1	-	-	28.1	No/Yes	-	-	20.8	24.9	32.1
<b>00019</b>	<b>BOG</b>	<b>6</b>	<b>Equal</b>	<b>No</b>	<b>28.9</b>	<b>27.6</b>	<b>30.5</b>	-	<b>1.1</b>	<b>29.5</b>	<b>No/Yes</b>	-	<b>3</b>	<b>24.5</b>	<b>30.6</b>	<b>36.7</b>
00038	PVT	2	Equal	No	30.0	30.0	30.0	-	-	30.0	No/No	-	-	26.4	45.2	60.6
00036	PVT	1	Equal	No	32.5	32.5	32.5	-	-	32.5	No/No	-	-	-	-	-
00206	PVT	4	Equal	No	32.8	29.1	36.2	1.6	-	34.4	Yes/No	4	-	24.6	28.3	32.0
00120	FRB	1	Equal	No	33.2	33.2	33.2	-	-	33.2	Yes/Yes	-	-	26.1	32.0	37.9
00007	GVT	11	Equal	No	33.8	26.4	37.4	-	-	33.8	No/Yes	-	-	26.7	32.1	37.4
00024	REG	7	Equal	No	36.8	33.7	38.4	-	-	36.8	Yes/No	-	-	27.1	32.8	38.4
00003	FRB	15	Equal	No	38.2	34.0	43.9	0.3	-	38.3	Yes/No	3	-	32.6	40.8	48.9
<b>11</b>		<b>59</b>			<b>31.6</b>	<b>29.3</b>	<b>33.7</b>	<b>1.0</b>	<b>1.1</b>	<b>31.8</b>		<b>7</b>	<b>3</b>	<b>25.4</b>	<b>32.2</b>	<b>39.0</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1350 Position Title: Computer Operator**

**Grade: 36**

Monitors and controls multi-computer processing, master terminal operations for a large-scale data base management system, and the network terminal control for the data communications system. Monitors and controls multiple mainframe operating and communications systems and computer peripheral equipment, such as tape drives, disk drives, printers, etc. Monitors remedial/preventive maintenance procedures for all equipment. Assists in shift operations such as training, completing production reports, and maintaining supplies and materials needed for efficient operation. High school diploma (or equivalent experience) plus a minimum of 4 years experience. Multiple mainframe operating and communications systems environment.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00003	FRB	1	Equal	No	27.1	27.1	27.1	-	-	27.1	Yes/No	-	-	32.6	40.8	48.9
00413	PVT	4	Equal	No	37.1	32.2	39.6	-	-	37.1	No/Yes	-	-	27.6	36.6	45.6
<b>00019</b>	<b>BOG</b>	<b>7</b>	<b>Equal</b>	<b>No</b>	<b>52.3</b>	<b>44.3</b>	<b>65.2</b>	-	<b>1.1</b>	<b>53.4</b>	<b>No/Yes</b>	-	<b>7</b>	<b>38.2</b>	<b>47.7</b>	<b>57.3</b>
<b>3</b>		<b>12</b>			<b>38.8</b>	<b>34.5</b>	<b>44.0</b>	<b>0.0</b>	<b>1.1</b>	<b>39.2</b>		<b>0</b>	<b>7</b>	<b>32.8</b>	<b>41.7</b>	<b>50.6</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1370 Position Title: Accounts Payable Assistant**

**Grade: 35**

Performs a variety of tasks related to the disbursement of agency funds to vendors and contractors. Handles the most complicated or non-repetitive duties requiring experience and judgment. Reviews invoices and processes correct payments according to contractual agreements; ensures proper accounting allocation of expenditures, contacts vendors/contractors to resolve questions regarding invoices. High school or equivalent. Minimum of 4 years experience. Knowledge of accounting practices and procedures.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00018	PVT	1	Equal	No	32.0	32.0	32.0	-	-	32.0	No/No	-	-	25.0	31.2	37.4
00026	PVT	1	Equal	No	32.0	32.0	32.0	-	-	32.0	No/No	-	-	28.0	35.1	42.1
00032	LAW	6	Equal	No	37.5	32.0	41.3	-	-	37.5	No/No	-	-	-	-	-
00036	PVT	1	Equal	No	41.0	41.0	41.0	-	-	41.0	No/No	-	-	-	-	-
00038	PVT	1	Equal	No	41.3	41.3	41.3	-	-	41.3	No/No	-	-	29.8	45.2	60.6
00004	PVT	6	Stronger	No	41.9	40.7	43.4	-	-	41.9	No/No	-	-	39.8	49.7	59.7
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>45.5</b>	<b>45.5</b>	<b>45.5</b>	-	<b>1.0</b>	<b>46.5</b>	<b>No/Yes</b>	-	<b>1</b>	<b>33.7</b>	<b>42.2</b>	<b>50.6</b>
00006	GVT	1	Equal	Yes	50.0	50.0	50.0	0.7	-	50.7	Yes/Yes	1	-	32.0	42.7	53.4
00024	REG	6	Equal	No	53.8	50.8	56.2	-	-	53.8	Yes/No	-	-	39.7	47.9	56.2
00002	REG	6	Equal	No	58.5	52.9	62.7	1.5	-	58.8	Yes/Yes	1	-	39.6	55.5	71.4
00208	FIN	2	Equal	No	62.4	53.7	71.0	-	-	62.4	No/No	-	-	51.3	64.1	77.0
00406	REG	1	Stronger	No	64.4	64.4	64.4	-	-	64.4	No/Yes	-	-	49.3	64.1	78.9
<b>12</b>		<b>33</b>			<b>46.7</b>	<b>44.7</b>	<b>48.4</b>	<b>1.1</b>	<b>1.0</b>	<b>46.9</b>		<b>2</b>	<b>1</b>	<b>36.8</b>	<b>47.8</b>	<b>58.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1380 Position Title: Payroll Assistant**

**Grade: 35**

Responsible for the processing and preparation of the biweekly payroll (salary increases, premium pay, employee benefit information, tax levies, etc) in an automated environment in accordance with organizational pay policies and applicable laws. Requires a working knowledge of generally accepted payroll accounting principles, federal government payroll policies, federal and state tax laws, personnel and employee benefit functions, and mainframe and microcomputer data processing. Reports to Payroll Supervisor. 1700 employee biweekly payroll. Minimum of 4 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00018	PVT	5	Equal	No	37.7	35.0	41.0	-	-	37.7	No/No	-	-	29.5	37.0	44.5
00120	FRB	2	Equal	No	39.2	38.5	39.9	-	-	39.2	Yes/Yes	-	-	31.8	39.8	47.8
00007	GVT	8	Equal	No	40.6	33.1	47.0	0.4	-	40.8	Yes/Yes	5	-	33.1	40.1	47.0
00038	PVT	1	Stronger	No	42.8	42.8	42.8	-	-	42.8	No/No	-	-	33.8	49.4	61.3
00032	LAW	2	Equal	No	49.1	45.2	52.9	-	-	49.1	No/No	-	-	-	-	-
00024	REG	1	Equal	No	56.6	56.6	56.6	-	-	56.6	Yes/No	-	-	47.8	60.1	72.4
00208	FIN	1	Equal	No	57.3	57.3	57.3	-	-	57.3	No/No	-	-	51.3	64.1	77.0
00006	GVT	1	Equal	Yes	62.5	62.5	62.5	-	-	62.5	Yes/Yes	-	-	45.5	60.7	75.9
<b>8</b>		<b>21</b>			<b>48.2</b>	<b>46.4</b>	<b>50.0</b>	<b>0.4</b>	<b>0.0</b>	<b>48.3</b>		<b>5</b>	<b>0</b>	<b>39.0</b>	<b>50.2</b>	<b>60.8</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1395 Position Title: Senior Human Resources Technician**

**Grade: 36**

Provides administrative and technical support to one or more HR functional areas. Works closely with the senior professional staff to develop and implement a variety of HR programs and services. Duties typically include establishing and maintaining subject matter files in connection with assigned responsibilities; establishing or revising files to meet current needs and legal requirements; retrieving information from files and accessing information from other sources when required. Minimum of two years of college (or equivalent experience), plus six years of specific work experience. Requires knowledge and direct administrative experience in at least two HR disciplines. Contacts include internal staff and external contacts (e.g., vendors, contractors, temp agencies, academic institutions). May lead/provide training to lower level staff and temporary employees.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00026	PVT	2	Equal	No	38.6	36.5	40.8	-	-	38.6	No/No	-	-	31.2	39.1	46.9
00007	GVT	3	Equal	No	46.9	42.4	49.8	0.5	-	47.4	Yes/Yes	3	-	36.7	44.4	52.1
<b>00019</b>	<b>BOG</b>	<b>4</b>	<b>Equal</b>	<b>No</b>	<b>47.9</b>	<b>40.5</b>	<b>53.7</b>	-	<b>1.4</b>	<b>49.3</b>	<b>No/Yes</b>	-	<b>4</b>	<b>38.2</b>	<b>47.7</b>	<b>57.3</b>
00130	PVT	5	Equal	No	48.2	42.5	52.3	-	-	48.2	No/No	-	-	32.0	42.6	53.3
00200	LAW	1	Equal	No	49.0	49.0	49.0	2.4	-	51.4	Yes/No	1	-	33.4	41.7	50.1
00024	REG	1	Equal	No	55.4	55.4	55.4	-	-	55.4	Yes/No	-	-	45.1	54.4	63.8
00006	GVT	1	Equal	No	58.2	58.2	58.2	-	-	58.2	Yes/Yes	-	-	35.6	47.4	59.3
00208	FIN	2	Equal	No	65.0	62.0	68.0	-	-	65.0	No/No	-	-	51.0	64.0	77.0
00120	FRB	1	Equal	No	75.4	75.4	75.4	-	4.0	79.4	Yes/Yes	-	1	52.6	67.1	81.6
<b>9</b>		<b>20</b>			<b>53.8</b>	<b>51.3</b>	<b>55.8</b>	<b>1.5</b>	<b>2.7</b>	<b>54.8</b>		<b>4</b>	<b>5</b>	<b>39.5</b>	<b>49.8</b>	<b>60.2</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1425 Position Title: Telephone Operator**

**Grade: 33**

Monitors a systems console, routing and screening incoming calls, placing long distance and overseas calls, providing information to callers. Maintains records relevant to telephone service. High school diploma (or equivalent experience) plus a minimum of 1 year experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00409	FRB	1	Equal	No	26.4	26.4	26.4	-	-	26.4	No/No	-	-	22.0	25.3	28.6
00006	GVT	1	Equal	Yes	29.7	29.7	29.7	-	-	29.7	Yes/Yes	-	-	23.3	31.1	38.9
00026	PVT	2	Equal	No	29.7	24.5	34.9	-	-	29.7	No/No	-	-	23.2	29.1	34.9
00018	PVT	6	Equal	No	31.9	30.3	33.1	-	-	31.9	No/No	-	-	22.0	27.3	32.6
00120	FRB	1	Equal	No	35.5	35.5	35.5	-	-	35.5	Yes/Yes	-	-	30.2	37.7	45.2
00206	PVT	1	Equal	No	40.3	40.3	40.3	1.8	-	42.1	Yes/No	1	-	27.2	31.3	35.4
<b>6</b>		<b>12</b>			<b>32.3</b>	<b>31.1</b>	<b>33.3</b>	<b>1.8</b>	<b>0.0</b>	<b>32.6</b>		<b>1</b>	<b>0</b>	<b>24.7</b>	<b>30.3</b>	<b>35.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1450 Position Title: Purchasing Agent/Buyer**

**Grade: 36**

Initiates and/or assists in the procurement of materials and supplies to fulfill organizational needs and requirements. Works with divisions to develop specifications, prepare solicitation documents, obtain bids. Procures furniture, equipment, building services and supplies, etc. Non-exempt but may compare to exempt (Para-professional). High school diploma (or equivalent experience) plus a minimum of 3 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00018	PVT	1	Equal	No	38.6	38.6	38.6	-	-	38.6	No/No	-	-	40.5	52.0	63.5
00038	PVT	1	Equal	Yes	46.4	46.4	46.4	-	-	46.4	No/No	-	-	45.3	65.7	81.6
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>51.0</b>	<b>51.0</b>	<b>51.0</b>	-	<b>2.5</b>	<b>53.5</b>	<b>No/Yes</b>	-	<b>1</b>	<b>38.2</b>	<b>47.7</b>	<b>57.3</b>
00002	REG	2	Equal	No	54.2	45.8	55.9	-	-	54.2	Yes/Yes	-	-	39.6	55.5	71.4
00024	REG	1	Equal	No	56.2	56.2	56.2	-	-	56.2	Yes/No	-	-	45.1	54.4	63.8
00022	REG	1	Equal	No	58.8	58.8	58.8	-	-	58.8	No/No	-	-	41.1	58.0	74.8
00006	GVT	1	Equal	Yes	64.4	64.4	64.4	0.3	-	64.7	Yes/Yes	1	-	52.6	70.2	87.8
00413	PVT	7	Equal	No	73.3	56.6	83.0	-	1.7	74.0	No/Yes	-	3	52.4	73.3	94.2
<b>8</b>		<b>15</b>			<b>55.4</b>	<b>52.2</b>	<b>56.8</b>	<b>0.3</b>	<b>2.1</b>	<b>55.8</b>		<b>1</b>	<b>4</b>	<b>44.4</b>	<b>59.6</b>	<b>74.3</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 1451 Position Title: Senior Staff Assistant**

**Grade: 36**

Performs a variety of administrative, research, and technical duties. Maintains, administers, and/or accesses databases of information on operations. Prepares reports, assists in preparation of examinations and operations reviews, and coordinates periodic meetings and conferences. Retrieves statistical data from mainframe computer and provides data to staff upon request. Uses spreadsheet software to develop and maintain databases, uses graphics programs to prepare exhibits for staff presentations. Arranges meetings and conferences. Drafts correspondence using accepted format and style. High School diploma or equivalent experience. Minimum of 5 years experience.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00026	PVT	12	Equal	No	39.7	33.1	45.4	-	-	39.7	No/No	-	-	31.2	39.1	46.9
00120	FRB	12	Equal	No	45.8	38.3	51.0	1.0	0.9	46.3	Yes/Yes	2	5	36.3	45.3	54.4
<b>00019</b>	<b>BOG</b>	<b>29</b>	<b>Equal</b>	<b>No</b>	<b>53.1</b>	<b>46.3</b>	<b>57.3</b>	-	<b>2.0</b>	<b>55.0</b>	<b>No/Yes</b>	-	<b>27</b>	<b>38.2</b>	<b>47.7</b>	<b>57.3</b>
00208	FIN	5	Equal	No	57.2	49.6	65.6	-	-	57.2	No/No	-	-	41.9	54.5	61.1
00024	REG	1	Equal	No	63.7	63.7	63.7	-	-	63.7	Yes/No	-	-	47.8	60.1	72.4
<b>5</b>		<b>59</b>			<b>51.9</b>	<b>46.2</b>	<b>56.6</b>	<b>1.0</b>	<b>1.5</b>	<b>52.4</b>		<b>2</b>	<b>32</b>	<b>39.1</b>	<b>49.3</b>	<b>58.4</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2050 Position Title: Manager, Credit Risk**

**Grade: 29**

Carries out initiatives that help advance the organization's supervision of credit risk. Identifies and employs resources that provide a timely flow of information on risk management practices, risk exposures, and credit conditions. Initiatives include the development of sound practice guidance, rulemakings, examination procedures, training programs and examiner tools. Ensures that credit risk subject matter experts provide input into large, complex banking organization (LCBO) supervisory plans that reflect the credit risk section's understanding of emerging risks and organization priorities. Collaborates with officers and examination staff. Provides briefings, speeches and testimony to management regarding advances in supervisory practices, emerging credit issues or credit quality trends. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent experience) plus minimum seven years of in-depth experience in evaluating and analyzing the risk management practices of banking organizations. Requires expert knowledge of risk management systems and practices.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00412	FRB	1	Equal	Yes	92.5	92.5	92.5	-	4.0	96.5	Yes/Yes	-	1	73.7	92.1	110.5
00100	FRB	1	Equal	Yes	95.0	95.0	95.0	-	-	95.0	No/Yes	-	-	72.7	94.4	116.2
00405	FRB	1	Equal	No	95.3	95.3	95.3	-	-	95.3	No/No	-	-	75.4	98.0	120.5
00410	FRB	1	Equal	Yes	116.2	116.2	116.2	4.9	3.4	124.5	Yes/Yes	1	1	78.5	98.2	117.8
00006	GVT	1	Equal	Yes	135.9	135.9	135.9	1.0	-	136.9	Yes/No	1	-	135.9	193.3	250.7
00208	FIN	1	Equal	No	151.0	151.0	151.0	-	-	151.0	No/No	-	-	100.5	130.7	160.8
00007	GVT	1	Equal	Yes	162.4	162.4	162.4	-	-	162.4	Yes/Yes	-	-	108.8	136.3	163.7
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>164.9</b>	<b>164.9</b>	<b>164.9</b>	-	<b>26.9</b>	<b>191.8</b>	<b>No/Yes</b>	-	<b>1</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00022	REG	1	Equal	Yes	170.6	170.6	170.6	-	2.5	173.1	No/Yes	-	1	101.2	149.0	196.8
00024	REG	4	Equal	Yes	174.9	159.6	191.0	-	-	174.9	Yes/No	-	-	134.7	203.5	283.5
00002	REG	1	Equal	Yes	177.7	177.7	177.7	2.0	-	179.7	Yes/Yes	1	-	117.7	163.0	208.3
<b>11</b>		<b>14</b>			<b>139.7</b>	<b>138.3</b>	<b>141.1</b>	<b>2.6</b>	<b>9.2</b>	<b>143.7</b>		<b>3</b>	<b>4</b>	<b>101.0</b>	<b>136.2</b>	<b>172.5</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2060 Position Title: Manager, Anti-Money Laundering Policy and Compliance**

**Grade: 29**

Responsible for the implementation and administration of anti-money laundering (AML) program activities. Responsible for the development and implementation of AML examination policies and procedures relating to illegal activities, suspicious transactions, Bank Secrecy Act (BSA) and USA Patriot Act compliance, and suspicious activity and currency transaction reporting that present systemic risk to the organization. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent experience) plus a minimum of seven years highly specialized experience in the domestic and international aspects of anti-money laundering activities, including BSA (Bank Secrecy Act) examination policies and procedures and USA Patriot Act requirements.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00125	FRB	1	Equal	Yes	97.9	97.9	97.9	-	-	97.9	Yes/Yes	-	-	82.9	103.6	124.3
00100	FRB	1	Equal	Yes	98.3	98.3	98.3	-	7.8	106.1	No/Yes	-	1	72.7	94.4	116.2
00405	FRB	1	Equal	Yes	113.2	113.2	113.2	-	-	113.2	No/No	-	-	86.4	112.2	137.9
00024	REG	2	Equal	Yes	126.4	123.9	128.8	-	-	126.4	Yes/No	-	-	89.3	122.3	155.2
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>160.5</b>	<b>160.5</b>	<b>160.5</b>	-	<b>23.7</b>	<b>184.2</b>	<b>No/Yes</b>	-	<b>1</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00002	REG	1	Equal	Yes	190.8	190.8	190.8	1.7	-	192.5	Yes/Yes	1	-	117.7	163.0	208.3
<b>6</b>		<b>7</b>			<b>131.2</b>	<b>130.8</b>	<b>131.6</b>	<b>1.7</b>	<b>15.8</b>	<b>136.7</b>		<b>1</b>	<b>2</b>	<b>93.5</b>	<b>122.6</b>	<b>151.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2070 Position Title: Senior Anti-Money Laundering Examiner**

**Grade: 28**

Organizes, directs, and participates in highly sensitive and complex Bank Secrecy Act (BSA) and USA Patriot Act examinations and investigations of domestic and foreign banking organizations involving significant illegal activities, suspicious activities and transactions and complex application matters. Reviews proposed enforcement actions and directs compliance with those orders to ensure sound financial condition and compliance with applicable laws and regulations. Plays a significant role in developing and implementing the organization's Anti-Money Laundering Examination Programs, including training organization examination staff. The position is recognized as a technical expert in the field (this is a non-managerial position). Bachelor's degree (or equivalent experience) and a minimum of six years of experience as a commissioned bank examiner or a commercial bank officer. Requires in-depth knowledge and specialized experience in working with the Bank Secrecy Act, USA Patriot Act, the development of examination procedures, the issuance of regulatory enforcement actions, development and execution of training programs, and an extensive in-depth knowledge of accounting principles and auditing procedures.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00405	FRB	2	Equal	No	83.0	82.9	83.0	-	-	83.0	No/No	-	-	65.9	85.6	105.3
00409	FRB	1	Equal	No	92.0	92.0	92.0	-	-	92.0	No/No	-	-	73.6	92.0	110.4
00120	FRB	1	Equal	Yes	101.0	101.0	101.0	3.5	-	104.5	Yes/Yes	1	-	71.5	93.0	114.5
00024	REG	6	Equal	No	111.7	96.0	122.0	1.0	-	112.6	Yes/No	5	-	81.5	106.6	131.7
00002	REG	43	Equal	No	111.8	91.0	165.0	1.9	-	112.6	Yes/Yes	19	-	71.5	100.2	128.8
<b>00019</b>	<b>BOG</b>	<b>4</b>	<b>Equal</b>	<b>Yes</b>	<b>134.8</b>	<b>131.0</b>	<b>145.8</b>	-	<b>15.4</b>	<b>146.4</b>	<b>No/Yes</b>	-	<b>3</b>	<b>97.2</b>	<b>121.5</b>	<b>145.8</b>
<b>6</b>		<b>57</b>			<b>105.7</b>	<b>99.0</b>	<b>118.1</b>	<b>2.1</b>	<b>15.4</b>	<b>108.5</b>		<b>25</b>	<b>3</b>	<b>76.9</b>	<b>99.8</b>	<b>122.8</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2080 Position Title: Manager, Foreign Banking Organizations**

**Grade: 29**

Administers and implements the organization's efforts on risk-focused supervision of U.S. operations of foreign banking organizations, including supervision of a select group of Foreign Banking Organizations (FBO) with the Domestic Large Complex Banking Organizations (LCBO) program. Initiates, develops, and maintains on-going key relationships with other bank supervisory agencies, domestic and foreign, that are essential to the organization's effective supervision of foreign banking organizations. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent experience) plus a minimum of seven years highly specialized experience and understanding of the US operations of foreign banking organizations, financial markets and structure, relevant laws and regulations.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00019	BOG	1	Equal	Yes	155.6	155.6	155.6	-	4.0	159.6	No/Yes	-	1	112.1	140.2	168.2
00024	REG	1	Equal	Yes	173.5	173.5	173.5	-	-	173.5	Yes/No	-	-	146.5	194.5	242.6
00022	REG	1	Equal	Yes	175.9	175.9	175.9	-	-	175.9	No/No	-	-	93.7	138.0	182.3
<b>3</b>		<b>3</b>			<b>168.3</b>	<b>168.3</b>	<b>168.3</b>	<b>0.0</b>	<b>4.0</b>	<b>169.7</b>		<b>0</b>	<b>1</b>	<b>117.4</b>	<b>157.6</b>	<b>197.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2090 Position Title: Manager, Community Banking Organizations**

**Grade: 29**

Implements and administers banking supervision oversight activities pertaining to community banking organizations, which comprise most of the Federal Reserve System's state member banks and U.S. bank holding companies. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent experience) plus a minimum of seven years specialized experience in the field of banking supervision, including examinations and inspections, and bank holding company operations, and expertise in the statutes, regulations, and policies governing the operations of domestic banking organizations.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00125	FRB	6	Equal	Yes	96.2	93.3	103.8	8.3	0.2	104.5	Yes/Yes	6	1	82.9	103.6	124.3
00100	FRB	7	Equal	Yes	100.5	83.0	114.0	-	4.3	103.6	No/Yes	-	5	72.7	94.4	116.2
00407	FRB	7	Equal	Yes	103.3	84.9	109.9	4.3	-	107.6	Yes/No	7	-	82.4	107.0	131.6
00409	FRB	1	Equal	No	107.8	107.8	107.8	-	-	107.8	No/No	-	-	85.0	106.2	127.5
00405	FRB	3	Stronger	Yes	109.8	96.3	120.4	2.0	-	110.5	Yes/No	1	-	86.4	112.2	137.9
00412	FRB	1	Equal	Yes	112.0	112.0	112.0	-	1.5	113.5	Yes/Yes	-	1	97.4	121.8	146.2
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>140.0</b>	<b>140.0</b>	<b>140.0</b>	-	<b>6.0</b>	<b>146.0</b>	<b>No/Yes</b>	-	<b>1</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00002	REG	1	Equal	Yes	198.9	198.9	198.9	1.0	-	199.9	Yes/Yes	1	-	117.7	163.0	208.3
00024	REG	1	Weaker	Yes	199.2	199.2	199.2	-	-	199.2	Yes/No	-	-	146.5	194.5	242.6
<b>9</b>		<b>28</b>			<b>129.7</b>	<b>123.9</b>	<b>134.0</b>	<b>3.9</b>	<b>3.0</b>	<b>132.5</b>		<b>15</b>	<b>8</b>	<b>98.1</b>	<b>127.0</b>	<b>155.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2100 Position Title: Manager, Financial Analysis and Surveillance**

**Grade: 29**

Manages section activities, which include maintaining and operating the systems that generate reports and databases. Ensures that these systems are well maintained and consistent with Federal Reserve and interagency supervisory and regulatory policies to address evolving surveillance information needs. Manages the preparation and distribution of quarterly surveillance and industry monitoring reports, including quarterly reports on banks and bank holding companies by Federal Reserve District and loan quality at commercial banks. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent experience) plus a minimum of seven years specialized experience in supervisory and examination processes, policies, and procedures; requires strong knowledge on supervisory reporting requirements and bank and bank holding company financial analysis techniques. Must be able to understand and manage the union of computerized systems and bank supervisory needs.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00022	REG	1	Equal	Yes	95.4	95.4	95.4	-	-	95.4	No/No	-	-	63.8	94.0	124.2
00412	FRB	1	Stronger	Yes	98.1	98.1	98.1	-	1.0	99.1	Yes/Yes	-	1	80.8	101.0	121.2
00100	FRB	1	Equal	Yes	98.2	98.2	98.2	-	4.0	102.2	No/Yes	-	1	72.7	94.4	116.2
00407	FRB	1	Equal	Yes	102.8	102.8	102.8	1.4	-	104.2	Yes/No	1	-	72.8	94.5	116.2
00125	FRB	1	Equal	Yes	113.7	113.7	113.7	5.0	-	118.7	Yes/Yes	1	-	93.0	116.2	139.4
00208	FIN	1	Equal	No	114.0	114.0	114.0	-	-	114.0	No/No	-	-	100.5	130.7	160.8
00405	FRB	2	Equal	Yes	122.6	122.2	123.1	8.8	-	131.4	Yes/No	2	-	86.4	112.2	137.9
00406	REG	1	Stronger	Yes	127.0	127.0	127.0	-	-	127.0	No/Yes	-	-	109.0	141.7	174.4
00024	REG	1	Equal	Yes	140.8	140.8	140.8	-	-	140.8	Yes/No	-	-	89.3	122.3	155.2
00120	FRB	1	Equal	Yes	146.3	146.3	146.3	4.0	-	150.3	Yes/Yes	1	-	92.9	120.7	148.5
00007	GVT	1	Equal	Yes	148.1	148.1	148.1	6.0	7.1	161.2	Yes/Yes	1	1	117.5	134.0	150.5
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>149.8</b>	<b>149.8</b>	<b>149.8</b>	<b>-</b>	<b>5.0</b>	<b>154.8</b>	<b>No/Yes</b>	<b>-</b>	<b>1</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
<b>12</b>		<b>13</b>			<b>121.4</b>	<b>121.4</b>	<b>121.4</b>	<b>5.0</b>	<b>4.3</b>	<b>124.9</b>		<b>6</b>	<b>4</b>	<b>90.9</b>	<b>116.8</b>	<b>142.7</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2110 Position Title: Senior Project Manager, Policy**

**Grade: 29**

Provides expert technical guidance on emerging capital market issues and financial innovations that have the potential for increased risk to domestic and international banking organizations. Requires technical in-depth knowledge on capital market instruments and activities, including regulatory capital securities, such as Trust Preferred Securities, asset securitization, credit derivatives, and other structured finance products. Monitors market innovations that are sold to or offered by banks. Formulates and establishes policies and principles to ensure safe and sound banking practice. Regarded as a senior technical expert (this is a non-managerial position). Master's degree (or equivalent) plus a minimum of seven years specialized experience in the areas of banking supervision, capital markets, accounting, and asset securitization. Extensive knowledge of statutes, regulations, and policies governing the domestic and international operations of banking organizations is required.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00024	REG	4	Stronger	No	111.9	90.4	136.6	-	-	111.9	Yes/No	-	-	77.7	101.7	125.6
00405	FRB	1	Stronger	No	120.0	120.0	120.0	-	-	120.0	No/No	-	-	86.4	112.2	137.9
00002	REG	4	Equal	No	124.0	115.6	128.8	1.6	-	125.2	Yes/Yes	3	-	71.5	100.2	128.8
00022	REG	2	Equal	No	130.0	-	-	-	0.5	130.3	No/Yes	-	1	78.5	115.6	152.7
00125	FRB	3	Equal	No	131.4	122.6	136.3	11.8	10.0	146.5	Yes/Yes	3	1	96.0	120.0	144.0
00406	REG	4	Stronger	No	139.6	112.8	160.0	-	-	139.6	No/Yes	-	-	109.0	141.7	174.4
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>162.2</b>	<b>162.2</b>	<b>162.2</b>	-	<b>16.2</b>	<b>178.4</b>	<b>No/Yes</b>	-	<b>1</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00208	FIN	84	Equal	No	172.1	127.3	201.9	-	-	172.1	No/No	-	-	138.9	170.2	201.5
<b>8</b>		<b>103</b>			<b>136.4</b>	<b>121.6</b>	<b>149.4</b>	<b>6.7</b>	<b>8.9</b>	<b>140.5</b>		<b>6</b>	<b>3</b>	<b>96.3</b>	<b>125.2</b>	<b>154.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2120 Position Title: Project Manager, Accounting Policy & Disclosure**

**Grade: 28**

Conducts and manages highly complex analyses and projects involving banking practices and supervision, reporting, auditing, capital adequacy, and internal control policies. Provides guidance to other division supervisory and senior analysts, and monitors coordination of projects involving economists, attorneys, analysts, and representatives of other organizations. Recognized as an expert in accounting and auditing issues affecting financial institutions (this is a non-managerial position). Master's degree (or equivalent) plus a minimum of six years specialized experience in bank and bank holding companies and in-depth background in the financial and management practices of banking organizations. Requires expert knowledge of accounting issues and internal control policies, a comprehensive knowledge of examination, reporting, and other supervisory policies and procedures, and a general perspective on the national and international aspects of the supervisory process in the financial services industries.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00125	FRB	1	Equal	Yes	107.6	107.6	107.6	4.4	-	112.0	Yes/Yes	1	-	98.4	123.0	147.7
00405	FRB	5	Stronger	No	115.2	102.3	126.5	3.7	-	117.4	Yes/No	3	-	75.4	112.8	157.9
00024	REG	2	Equal	No	123.2	121.0	125.3	-	-	123.2	Yes/No	-	-	96.0	125.6	155.2
00208	FIN	1	Equal	No	127.0	127.0	127.0	-	-	127.0	No/No	-	-	120.0	150.0	180.0
00120	FRB	1	Equal	No	131.1	131.1	131.1	5.0	-	136.1	Yes/Yes	1	-	92.9	120.7	148.5
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>Yes</b>	<b>132.9</b>	<b>132.9</b>	<b>132.9</b>	-	<b>11.0</b>	<b>143.9</b>	<b>No/Yes</b>	-	<b>1</b>	<b>112.1</b>	<b>140.2</b>	<b>168.2</b>
00007	GVT	2	Equal	Yes	153.8	151.6	156.0	4.0	-	157.8	Yes/Yes	2	-	121.9	152.7	183.4
<b>7</b>		<b>13</b>			<b>127.3</b>	<b>124.8</b>	<b>129.5</b>	<b>4.3</b>	<b>11.0</b>	<b>131.1</b>		<b>7</b>	<b>1</b>	<b>102.4</b>	<b>132.1</b>	<b>163.0</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2130 Position Title: Manager, Supervisory Risk and Policy**

**Grade: 29**

Manages the development of regulations and policies for the supervision of U.S. banks and bank holding companies, foreign banks with U.S. operations, and the international operations of U.S. banking organizations. The manager oversees section participation in domestic and international initiatives to improve bank supervision, and provides input into the training of examiners, international bank examiners, and foreign bank supervisors. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent) plus a minimum of seven years specialized experience in banking supervisory activities, all relevant statutes, Board regulations, and System supervisory and regulatory policies and procedures.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00019	BOG	1	Equal	Yes	146.1	146.1	146.1	-	13.1	159.2	No/Yes	-	1	112.1	140.2	168.2
00208	FIN	1	Equal	No	151.0	151.0	151.0	-	-	151.0	No/No	-	-	100.5	130.7	160.8
00406	REG	1	Stronger	Yes	158.0	158.0	158.0	-	-	158.0	No/Yes	-	-	109.0	141.7	174.4
00024	REG	1	Weaker	Yes	174.9	174.9	174.9	-	-	174.9	Yes/No	-	-	146.5	194.5	242.6
00002	REG	1	Equal	Yes	187.2	187.2	187.2	1.6	-	188.8	Yes/Yes	1	-	117.7	163.0	208.3
<b>5</b>		<b>5</b>			<b>163.4</b>	<b>163.4</b>	<b>163.4</b>	<b>1.6</b>	<b>13.1</b>	<b>166.4</b>		<b>1</b>	<b>1</b>	<b>117.2</b>	<b>154.0</b>	<b>190.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2140 Position Title: Manager, Operational Risk and Electronic Banking**

**Grade: 29**

Provides expert, technical guidance regarding the identification and evaluation of operational risks associated with banks' use of information technology, payment systems, and electronic banking and fiduciary activities. Works closely with senior management to discuss policies and examination programs, and with other federal and state banking agencies to coordinate operational risk and specialized examination activities. Recommends and resolves complex policy and implementation issues with senior management and state and federal banking agencies. Has overall managerial responsibility for oversight of the staff and work of the section. Master's degree (or equivalent) plus a minimum of seven years specialized experience in policy analysis and implementation in areas such as operational risk, banking information technology, payment systems, electronic banking, or bank fiduciary functions.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00100	FRB	1	Equal	Yes	95.0	95.0	95.0	-	-	95.0	No/Yes	-	-	72.7	94.4	116.2
00405	FRB	6	Equal	No	106.6	92.1	130.9	-	-	106.6	No/No	-	-	75.4	112.8	157.9
00409	FRB	1	Equal	No	115.2	115.2	115.2	-	-	115.2	No/No	-	-	85.0	106.2	127.5
00120	FRB	1	Equal	Yes	135.7	135.7	135.7	5.0	0.5	141.2	Yes/Yes	1	1	92.9	120.7	148.5
00208	FIN	1	Equal	No	151.0	151.0	151.0	-	-	151.0	No/No	-	-	100.5	130.7	160.8
00024	REG	1	Weaker	Yes	174.9	174.9	174.9	-	-	174.9	Yes/No	-	-	146.5	194.5	242.6
<b>6</b>		<b>11</b>			<b>129.7</b>	<b>127.3</b>	<b>133.8</b>	<b>5.0</b>	<b>0.5</b>	<b>130.7</b>		<b>1</b>	<b>1</b>	<b>95.5</b>	<b>126.6</b>	<b>158.9</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2150 Position Title: Staff Development Coordinator**

**Grade: 27**

Assists in the implementation and maintenance of the education programs. Duties include coordination of course committee activities and the review, testing and maintenance of the System's Core Proficiency Examination. Assists managers in monitoring and evaluating educational activities and performance as well as the oversight of the work of program staff. Bachelor's degree (or equivalent) plus a minimum of six years specialized experience, including application of computerized technology, adult learning theory and principles, and supervisory examination policies.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00200	LAW	1	Equal	Yes	70.8	70.8	70.8	5.6	-	76.4	Yes/No	1	-	67.9	91.6	115.4
00409	FRB	1	Equal	No	87.5	87.5	87.5	-	-	87.5	No/No	-	-	73.6	92.0	110.4
00407	FRB	1	Equal	Yes	94.3	94.3	94.3	2.4	-	96.7	Yes/No	1	-	62.0	-	99.0
00100	FRB	1	Equal	No	101.4	101.4	101.4	-	4.5	105.9	No/Yes	-	1	72.7	94.4	116.2
<b>00019</b>	<b>BOG</b>	<b>1</b>	<b>Equal</b>	<b>No</b>	<b>104.5</b>	<b>104.5</b>	<b>104.5</b>	-	<b>4.0</b>	<b>108.5</b>	<b>No/Yes</b>	-	<b>1</b>	<b>83.6</b>	<b>104.5</b>	<b>125.5</b>
00002	REG	2	Equal	Yes	113.4	109.5	117.4	3.0	-	116.4	Yes/Yes	2	-	71.5	100.2	128.8
00022	REG	1	Equal	Yes	123.3	123.3	123.3	-	1.0	124.3	No/Yes	-	1	85.9	126.6	167.2
00024	REG	2	Equal	No	138.9	138.1	139.8	-	-	138.9	Yes/No	-	-	96.0	125.6	155.2
00208	FIN	1	Equal	No	144.0	144.0	144.0	-	-	144.0	No/No	-	-	90.0	117.0	144.0
<b>9</b>		<b>11</b>			<b>108.7</b>	<b>108.2</b>	<b>109.2</b>	<b>3.7</b>	<b>3.2</b>	<b>111.0</b>		<b>4</b>	<b>3</b>	<b>78.1</b>	<b>106.5</b>	<b>129.1</b>

## Position Data Array - Sorted by Average Annual Base Salary

**Position Code: 2180 Position Title: Senior Criminal Investigator**

**Grade: 27**

Plans, executes, coordinates difficult and complex investigations of alleged or suspected violations of federal criminal statutes, regulations, policies, and procedures. Recognized as a senior expert in all phases of the investigative activity and frequently serves as team leader or project leader on individual cases or as part of federal task forces. Provides direction to investigators and other team members involved in conducting complex and significant investigations involving extremely sensitive issues, and on the use of difficult investigative techniques and tools. Develops activities designed to prevent and detect fraud, waste, and abuse in programs and operations. Bachelor's degree (or equivalent) plus minimum seven years specialized experience, including comprehensive knowledge of investigative principles, techniques, methods and procedures, compiling documentary evidence, reconstructing records in the absence of established information, and a working knowledge of commercial banking, the bank examination process, or financial fraud examination. Must meet requirements to be deputized as a US Marshall including having completed the basic law enforcement training, proficiency in using firearms and other non-lethal weapons, and the physical fitness and age requirements.

Co. Code	Org. Type	# of Empls.	Strength of Match	Supv. Resp.	Annual Salary			Actual Bonus/ Incentive	Actual Other Cash	Average Total Cash	Bonus/ Other Cash Eligible	Emps. Recvg. Bonus	Emps. Recvg. OCash	Salary Range		
					Avg.	Low	High							Min.	Midpt.	Max.
00006	GVT	1	Equal	Yes	97.5	97.5	97.5	-	-	97.5	Yes/Yes	-	-	70.2	93.6	117.0
00208	FIN	1	Equal	No	98.0	98.0	98.0	-	-	98.0	No/No	-	-	90.0	117.0	144.0
00007	GVT	4	Equal	No	103.3	92.2	109.0	1.8	-	104.2	Yes/Yes	2	-	84.5	104.4	124.3
00024	REG	3	Equal	Yes	122.3	115.9	126.4	-	-	122.3	Yes/No	-	-	80.1	109.6	140.1
00003	FRB	2	Equal	No	123.4	112.6	134.2	3.8	1.5	128.7	Yes/Yes	2	2	102.4	133.1	163.9
<b>5</b>		<b>11</b>			<b>108.9</b>	<b>103.2</b>	<b>113.0</b>	<b>2.8</b>	<b>1.5</b>	<b>110.1</b>		<b>4</b>	<b>2</b>	<b>85.4</b>	<b>111.5</b>	<b>137.9</b>