

2009 Financial Institutions Reform, Recovery and Enforcement Act (FIRREA) Compensation Survey

a Watson Wyatt Data Services *Custom* Survey

Custom Survey Report

2009

Data in effect March 1, 2009

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Introduction

This report contains the results of the **2009 Financial Institutions Reform, Recovery and Enforcement Act (FIRREA) Compensation Survey**. The effective date for cash compensation data is March 1, 2009. This report contains a variety of analyses which are described below. The survey focuses on cash compensation data including annual base salary, adjusted annual base salary, locality pay or geographic differentials, target short-term incentives, short-term incentive/bonus, other cash compensation, total cash compensation, and adjusted total cash compensation data. In addition, information on organization characteristics, and a variety of policy and practices information were also included in the survey.

Survey Scope

The survey targeted 99 organizations, of which 31 agreed to participate. A list of the participants is included in the Overview of Survey Participants. These organizations have a median total full-time employment of 1,407 employees at their reported locations.

Data was collected on 59 positions, providing data on a total of 17,735 employees.

Supporting Documents

The following are the subsequent sections of the report:

- **Overview of Survey Participants** - includes characteristics of participating organizations as well as a participant list.
- **FIRREA Responses** - included is a presentation of the positions to which each FIRREA agency has matched.
- **Guide to Finding and Using Compensation Data** - included are statistical publication guidelines and suggestions for using the survey results.
- **Explanation of Data Presentation Terms** - explains the layout of a Position Comparison Table, as well as the components.
- **Position Descriptions** - provides a list of the benchmark positions and their descriptions.
- **Policies and Practices** - presents information on a variety of policies and practices information.
- **Position Comparison Tables** - presents data for annual base salary, adjusted annual base salary, locality pay or geographic differentials, target short-term incentives, short-term incentive/bonus, other cash compensation, total cash compensation, and adjusted total cash compensation data.
- **Glossary of Terms** - presents definitions of terms used within the report.

Compensation Data Presentations

The compensation data is organized by position for the following three groupings: All Organizations, All Federal Financial Regulatory Agencies (FIRREAs), and All Financial, All Federal Reserve Banks, and All FIRREAs. The data is also presented in a variety of geographic consolidated metropolitan statistical areas. See the Guide to Finding and Using the Compensation Data in the Report and the Explanation of Data Presentation Terms for more information.

Contact Us

Watson Wyatt appreciates your participation in 2009 and is certain you will find the results valuable. If you have any questions regarding the survey report, feel free to contact us at 877/906-8700.

Kara Allen
Survey Project Manager

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Survey Project Manager

Survey Methodology

In accordance with our objective to publish only the most accurate and representative information possible, each questionnaire is thoroughly reviewed by compensation professionals and our proprietary data diagnostic programs before it is included in the database. The data is further reviewed using statistical modeling techniques, and survey respondents are contacted to confirm job matches, discuss high and low points of the data, and clarify specific rate and policy questions.

The results of any survey are highly dependent upon the quality of the data provided by participants. We take all appropriate measures to ensure that the input received from participants is accurate and complete. Our survey project teams carefully review each individual data submission to resolve omissions, inconsistencies, or other questionable input; they verify any questionable data directly with the participant.

Data input methodologies, data verification and proprietary data diagnostics programs are coupled with our survey professional's expertise and experience to resolve any anomalies, yielding a complete and accurate survey data base. Our quality assurance process is followed in this and all phases of conducting surveys and publishing survey results to ensure that all survey materials are reviewed by multiple team members.

Watson Wyatt Data Services (WWDS) will only publish statistics that comply with antitrust guidelines. Salary and total compensation data will be published only when five or more organizations have provided data for a given location or industry. All published statistics are consistent with recognized statistical standards and principles. At the time of release, published data will be at least three months old from the effective date of the data reported by survey respondents.

Data reported by individual companies may represent more than 30 percent of aggregate data statistics and will be flagged as such. Any information disseminated is aggregated so that individual company data cannot be identified and WWDS ensures and maintains the confidentiality of individual company data. ***Under no circumstances will we disclose individual data.***

Overview of Survey Participants

Overview of Survey Participants

Organizational Data

Number of Employees

	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined					
Total Number of Employees	969	1,407	3,320	3,676	31
Exempt Employees (excluding executives)	481	748	2,543	2,344	31
Nonexempt Employees	180	432	814	1,246	31
Executives	29	64	100	86	31

Organization Type

	Private Sector (excluding Law, Financial and Education)	Financial	Federal Reserve Bank	Federal Financial Regulatory Agency	Other Federal Government Agency	Law	Education	Other
Entire Sample Combined	3.2%	6.5%	38.7%	32.3%	3.2%	0.0%	0.0%	16.1%

Organization Profit Status

	For-Profit	Not-For-Profit	# of Responses
Entire Sample Combined	16.1%	83.9%	31

Participant List

Sponsoring Agencies are listed in bold typeface.

American Bankers Association
Board of Governors of the Federal Reserve System
CGI Technologies and Solutions, Inc.
Commodities Futures Trading Commission
Farm Credit Administration
Federal Deposit Insurance Corporation
Federal Housing Finance Agency (formerly FHFBA)
Federal Housing Finance Agency (formerly OFHEO)
Federal Reserve Bank of Atlanta
Federal Reserve Bank of Boston
Federal Reserve Bank of Chicago
Federal Reserve Bank of Cleveland
Federal Reserve Bank of Dallas
Federal Reserve Bank of Kansas City
Federal Reserve Bank of Minneapolis
Federal Reserve Bank of New York
Federal Reserve Bank of Philadelphia
Federal Reserve Bank of Richmond
Federal Reserve Bank of San Francisco
Federal Reserve Bank St. Louis
Freddie Mac
The Gannett Company
Investment Company Institute
The Mitre Corporation- Bedford Operations
National Credit Union Administration
Office of the Comptroller of the Currency
Office of Thrift Supervision
PricewaterhouseCoopers
Standard and Poors
U.S. Government Accountability Office
U.S. Securities and Exchange Commission

FIRREA Responses

FIRREA Responses

The table below is a presentation of the positions to which each FIRREA agency has matched. The FIRREA agencies are represented by the following abbreviations:

BOARD	Board of Governors of the Federal Reserve System
CFTC	Commodities Futures Trading Commission
FCA	Farm Credit Administration
FDIC	Federal Deposit Insurance Corporation
FHFA (formerly FHFB)	Federal Housing Finance Agency (formerly FHFB)
FHFA (formerly OFHEO)	Federal Housing Finance Agency (formerly OFHEO)
NCUA	National Credit Union Administration
OCC	Office of the Comptroller of the Currency
OTS	Office of Thrift Supervision
SEC	U.S. Securities and Exchange Commission

FIRREA Responses

Position Number	Position Title	FIRREA Agency Reporting									
		BOARD	CFTC	FCA	FDIC	FHFA (formerly FHFB)	FHFA (formerly OFHEO)	NCUA	OCC	OTS	SEC
0678	Supervisory Economist (Section Chief)	X	X	X	X	X	X		X		X
0679	Senior Economist	X	X	X	X	X	X		X		X
0680	Economist II	X	X		X	X	X		X	X	X
0681	Economist I	X	X	X	X	X			X		
0682	Research Assistant	X	X		X		X		X	X	X
0683	Assistant General Counsel	X	X		X	X	X		X	X	X
0684	Supervisory Senior Counsel	X	X	X	X	X			X		X
0685	Senior Attorney	X	X	X	X	X	X		X	X	X
0686	Attorney (Full Performance Level)	X	X		X		X	X	X	X	X
0687	Attorney (Entry Level)	X	X	X	X				X		X
0688	Paralegal	X	X		X		X	X		X	X
0689	Legal Secretary	X	X		X		X				X
0731	Supervisory IT Specialist	X	X	X	X	X	X	X		X	X
0732	Supervisory IT Project Manager	X	X		X						X
0733	IT Project Manager	X	X		X		X		X	X	X
0734	IT/Systems Security Analyst	X	X		X	X	X	X		X	X
0735	Database Administrator	X	X		X		X		X	X	X
0736	Systems Engineer	X		X	X		X		X	X	X
0737	Systems Applications Software Analyst		X		X	X		X	X		X
0738	Senior Software Engineer	X			X		X	X	X	X	X
0740	Financial Systems Analyst				X		X				X
0741	Auditor	X		X	X	X		X	X		X
0742	Accountant (Financial Practices)			X	X					X	X
0743	Senior Financial Analyst	X		X	X	X	X			X	X
0744	Financial Analyst II	X		X	X	X	X		X		

Table continues on next page.

FIRREA Responses (continued)

Position Number	Position Title	FIRREA Agency Reporting									
		BOARD	CFTC	FCA	FDIC	FHFA (formerly FHFB)	FHFA (formerly OFHEO)	NCUA	OCC	OTS	SEC
0745	Financial Analyst I				X	X	X		X	X	
0746	Financial Accounting Manager	X	X	X	X		X	X	X	X	X
0747	Senior Accountant	X		X	X		X	X	X		X
0748	Accountant (Full Performance Level)		X	X	X		X	X	X	X	X
0749	Accounting Technician	X			X		X	X	X		X
0751	Procurement Manager	X	X		X			X	X	X	X
0754	Contract Specialist	X	X		X		X	X	X	X	X
0756	Director (Examiner, Specialty Area)			X	X			X	X	X	
0757	Field Manager			X	X	X	X	X	X	X	
0758	Portfolio Case Manager			X	X	X					
0759	Examiner V (Technical Expert Level)			X	X	X	X	X	X	X	
0761	Examiner IV (Senior Level)			X	X	X	X	X	X	X	
0762	Examiner III (Full Performance Level/Commissioned Level)			X	X	X	X	X	X	X	
0763	Examiner II			X	X	X	X	X	X	X	
0764	Examiner I (Entry Level)			X	X		X	X	X	X	
0766	Bank Information Technology (BIT) Examiner			X	X		X		X	X	
0767	Senior Examiner (Compliance)			X	X		X		X	X	X
0768	Examiner (Compliance)				X				X	X	X
0771	Senior Policy Analyst			X	X	X	X	X	X	X	
0772	Risk Specialist			X	X				X	X	
0776	Training Developer	X		X	X		X	X	X	X	X
0777	Training Deliverer	X						X			X
0779	Training Technician	X	X		X			X	X	X	X
0781	Human Resources Director	X	X	X	X		X	X	X	X	X
0782	Human Resources Specialist	X	X	X	X	X	X	X	X	X	X
0783	Human Resources Assistant	X	X		X	X	X	X	X	X	X
0784	Security Director	X	X		X				X	X	X
0785	Librarian	X	X		X				X		X
0786	Public Affairs Specialist		X	X	X		X	X		X	X
0787	Staff Assistant to an Executive	X	X	X	X	X		X	X	X	X
0788	Senior Staff Assistant	X	X	X	X			X	X	X	X
0791	Staff Assistant	X			X	X		X	X	X	X
0792	Clerk	X		X	X			X	X		X
0793	Mail Clerk	X	X	X	X		X				X

Guide to Finding and Using the Compensation Data in the Report

Guide to Finding and Using the Compensation Data in the Report

Locating Compensation Data in this Report

Organization of Compensation Data Presentations

Compensation data in the printed report is organized by position and separated into three categories: All Organizations, All Federal Financial Regulatory Agencies and All Financials, Federal Reserve Banks & Federal Financial Regulatory Agencies. The data presentation for each position begins with an All Organization Summary that shows compensation data on a national basis and includes all participants.

Geographic Analysis

Geographic data is presented for consolidated metropolitan areas (as sample size permits). All areas are presented alphabetically. For example, the data contributed by organizations in Alexandria, Fairfax, and other proximate Northern Virginia cities will be found in the following geographic grouping, described as follows:

Consolidated Metropolitan Area: Washington-Baltimore-Northern Virginia, DC-MD-VA

Suggestions for Using the Data in this Report

Organizations determine pay levels for any given position based on a variety of factors. Among these are the competitive pay levels of similar positions in similar geographic areas, industries and organization scope (e.g., revenue, assets, as well as the organization's compensation philosophy).

The use of valid, statistically-based information such as survey data minimizes uncertainty in compensation decision-making. Frequently, the only competitive information available is that developed through the use of survey methodology. While WWDS surveys are professionally tended, the following guidelines will help to reduce the likelihood of misjudgment and enhance your confidence in any decisions reached.

1. When making comparisons to survey data, the first step should always be to compare the duties and responsibilities of the position under consideration to the survey position description. This survey position description forms the basis for the collection of the survey data. Job titles should not be used in isolation since they can often be misleading as to job content.
2. When using the compensation data contained in this report, take time to review the data presented. For example, a few disproportionately high or low salaries reported for a position can influence the sample in a way that may make it less representative of the population. In such an instance, the average and weighted average salaries reported for the position may be less indicative of the central tendency of the population than the median value. One way to detect such an effect is through a comparison of the median, average and weighted average salaries. The extent to which they differ is an indication of the degree to which a few disproportionately high or low salaries are represented in the data.
3. It is WWDS policy to provide data in compliance with antitrust guidelines. Generally, it is more useful when making a decision to have some representative data than to have no data at all. Consideration of the number of reporting organizations and incumbents in the position will aid in understanding the breadth of representation in the sample. If the number of incumbents in the position reported closely matches the number of reporting organizations, the relative influence of the organizations reporting is more evenly balanced.

Updating Survey Data

Most compensation professionals apply some type of update factor to survey data in order to keep pace with changes in the marketplace that may have occurred since the data was collected. A typical approach is to use anticipated salary growth (represented by current labor market data on salary increase budgets) in conjunction with the number of months elapsed since the effective date of the salary data, as illustrated in the following example:

1. The prorated monthly estimate of the current year's budgeted salary increase figure (6.0% for this example) is divided by 12 (the number of months in a year).

$$6.0\% \div 12 = 0.5\%$$

2. The prorated monthly estimate (0.5% for this example) is multiplied by the number of elapsed months since the effective date of the data. Assuming the data was effective as of March 1 and the desired update is to November 1, eight months have elapsed for purposes of this example.

$$0.5\% \times 8 = 4.0\%$$

3. The prorated eight-month salary increase estimate (4.0%) is added to the March 1 average salary for the position and survey in question (\$30,000 for this example) to estimate the average November 1 salary.

$$\$30,000 \times .04 = \$1,200$$

$$\$30,000 + \$1,200 = \$31,200$$

This approach is generally valid in times of relative economic stability. During periods of fluctuating inflation or recession, the figure should be adjusted upward or downward as the economic climate dictates. Due to numerous internal and external factors that affect compensation, WWDS does not recommend aging data beyond 18 months.

Calculating a Salary Range Minimum and Maximum

The following shows how to calculate a salary range minimum and maximum around a given midpoint when the desired salary range spread (the percentage difference between minimum and maximum) has been established.

Let Y symbolize the desired range spread

Let S symbolize the planned midpoint of the salary range

The formula for the limits (Minimum and Maximum) is:

$$S \pm \{ S [Y/(2+Y)] \}$$

For example, if the desired range spread is 60% and the midpoint is \$50,000, the limits are:

$$\text{Desired range spread} = Y = 60\%$$

$$\text{Planned salary range midpoint} = S = \$50,000$$

$$\begin{aligned} \text{Minimum} &= S - \{ S [Y/(2+Y)] \} \\ &= \$50,000 - \{ \$50,000 [.60/(2 + .60)] \} \\ &= \$50,000 - \{ \$50,000 (.23) \} \\ &= \$50,000 - \{ \$11,500 \} \\ \text{Minimum} &= \$38,500 \end{aligned}$$

$$\begin{aligned} \text{Maximum} &= S + \{ S [Y/(2+Y)] \} \\ &= \$50,000 + \{ \$50,000 [.60/(2 + .60)] \} \\ &= \$50,000 + \{ \$50,000 (.23) \} \\ &= \$50,000 + \{ \$11,500 \} \\ \text{Maximum} &= \$61,500 \end{aligned}$$

So, for a planned salary range midpoint of \$50,000 and a range spread of 60%, the minimum and maximum of the range are \$38,500 and \$61,500 respectively.

Explanation of Data Presentation Terms

Explanation of Data Presentation Terms

Position Comparison Table

Position: 0000 Position Title

Position Description:

	Competitive Market Data (Excluding Your Data)						Your Data				
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Annual Base Salary											
Annual Base Salary (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Adjusted Annual Base Salary (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Locality Pay or Geographic Differential (0.0%)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Short-Term Incentive/Bonus (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Other Cash Compensation (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Total Cash Compensation											
Total Cash Compensation (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Adjusted Total Cash Compensation (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X	XX%	XX%
Salary Range Data											
Salary Range Minimum (\$000)	X	X	.X	.X	.X	.X	.X	.X	.X	X%	X%
Salary Range Midpoint (\$000)	X	X	.X	.X	.X	.X	.X	.X	.X	X%	X%
Salary Range Maximum (\$000)	X	X	.X	.X	.X	.X	.X	.X	.X	X%	X%

Degree of Match

# of Incs	% Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker
XXX	XX.X	XX.X	XX.X

Position Comparison Table Definitions

Competitive Market Data (Excluding Your Data)							Your Data			
# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg

Number of Organizations: The total number of participating organizations providing data for the position.

Number of Incumbents: The total number of employees for which compensation data is reported.

Competitive Market Data (Excluding Your Data)							Your Data			
# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg

Your Number of Incumbents: The number of incumbents your organization matched to the position.

Your Median: The median reported by your organization for this position.

Comp to Median: The percent your organization is different than the market incumbent median.

Comp to Incumbent Average: The percent your organization is different than the market incumbent weighted average.

	Competitive Market Data (Excluding Your Data)						
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl
ALL ORGANIZATIONS							
Organization Scope Data							
Total U.S. FTEs	XXX	XXX	XXX	XXX	XXX	XXX	XXX

Total U.S. FTEs: Displays total employees reported by organizations matching to the position.

Annual Base Salary							
Annual Base Salary (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X
Adjusted Annual Base Salary (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X
Locality Pay or Geographic Differential (0.0%)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X

Annual Base Salary: Average annual salary as of March 1, 2009 for all employees in this position. Displayed in thousands of dollars.

Adjusted Annual Base Salary: Average annual base salary adjusted by locality pay or geographic differential. Displayed in thousands of dollars.

Locality Pay or Geographic Differential: The locality pay or geographic differential percentage paid to employees in the position.

Variable Pay

Target Short-Term Incentive/Bonus (0.0%)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X
Short-Term Incentive/Bonus (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X
Other Cash Compensation (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X

Target Short-Term Bonus/Incentive: Shows the average target bonus/incentive displayed as a percent of salary.

Short-Term Bonus/Incentive: The bonus/incentive paid to the incumbent in the position. Displayed in thousands of dollars.

Other Cash: Shows the other cash within the last 12 months paid to the employee matched to the position. Displayed in thousands of dollars.

Total Cash Compensation

Total Cash Compensation (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X
Adjusted Total Cash Compensation (\$000)	XXX	XXX	XXX.X	XXX.X	XXX.X	XXX.X	XXX.X

Total Cash Compensation: The total cash compensation paid to the employee matched to the position, which includes annual base salary, short-term bonus/incentive, and other cash compensation. Displayed in thousands of dollars.

Adjusted Total Compensation: The adjusted total compensation paid to the employee matched to the position, which includes annual base salary adjusted by locality pay or geographic differential, short-term bonus/incentive, and other cash compensation. Displayed in thousands of dollars.

Salary Range Data

Salary Range Minimum (\$000)	X	X	.X	.X	.X	.X	.X
Salary Range Midpoint (\$000)	X	X	.X	.X	.X	.X	.X
Salary Range Maximum (\$000)	X	X	.X	.X	.X	.X	.X

Salary Range Minimum: Minimum of the salary range for this position. Displayed in thousands of dollars.

Salary Range Midpoint: Midpoint of the salary range for this position. Displayed in thousands of dollars.

Salary Range Maximum: Maximum of the salary range for this position. Displayed in thousands of dollars.

Degree of Match

Bonus/Other Cash Compensation Eligibility

# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No
XXX	XX.X	XX.X	XX.X	XXX	XX.X	XX.X

Degree of Match: Shows the percentage allocation of degree of match, based on each incumbent’s degree of match response.

Bonus/Other Cash Compensation Eligibility: Shows the percentage of incumbents who are eligible for bonus/other cash compensation.

Calculated Statistics Definitions

Competitive Market Data (Excluding Your Data)							Your Data			
# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg

With the exception of organization weighted average, the following statistics are calculated based on individual incumbent data.

Organization Weighted Average: A simple arithmetic average is calculated by adding all occurrences of data, e.g., the average salary for a given job as reported by each survey participant, and dividing the result by the number of participants. Averages weigh each participant's input on an equal basis, regardless of the number of incumbents reported.

Incumbent Weighted Average: An average calculated by multiplying each occurrence of data by a weighting factor, e.g., average salary reported by the number of incumbents in the position at each reporting company. The results are added and then divided by the weighting of that factor, i.e., the total number of incumbents reported.

25th Percentile: The value in an array that falls at the first quarter, or 25th percentile, of the sample. Seventy-five percent, or three-fourths, of the values in the sample are greater in magnitude than the 25th percentile value.

Median: The value in the middle of an odd numbered array of data when the values are ordered by magnitude. Half of the values in the sample fall above this number and half fall below it. When the array contains an even number of values, the median is midway between the central values.

75th Percentile: The value in an array that falls at the third quarter, or 75th percentile, of a sample. Twenty-five percent, or one-fourth, of the values in the sample is greater in magnitude than the 75th percentile value.

Position Descriptions

Position Descriptions

Position Listing

0678	Supervisory Economist (Section Chief)	0759	Examiner V (Technical Expert Level)
0679	Senior Economist	0761	Examiner IV (Senior Level)
0680	Economist II	0762	Examiner III (Full Performance Level/Commissioned Level)
0681	Economist I	0763	Examiner II
0682	Research Assistant	0764	Examiner I (Entry Level)
0683	Assistant General Counsel	0766	Bank Information Technology (BIT) Examiner
0684	Supervisory Senior Counsel	0767	Senior Examiner (Compliance)
0685	Senior Attorney	0768	Examiner (Compliance)
0686	Attorney (Full Performance Level)	0771	Senior Policy Analyst
0687	Attorney (Entry Level)	0772	Risk Specialist
0688	Paralegal	0776	Training Developer
0689	Legal Secretary	0777	Training Deliverer
0731	Supervisory IT Specialist	0779	Training Technician
0732	Supervisory IT Project Manager	0781	Human Resources Director
0733	IT Project Manager	0782	Human Resources Specialist
0734	IT/Systems Security Analyst	0783	Human Resources Assistant
0735	Database Administrator	0784	Security Director
0736	Systems Engineer	0785	Librarian
0737	Systems Applications Software Analyst	0786	Public Affairs Specialist
0738	Senior Software Engineer	0787	Staff Assistant to an Executive
0740	Financial Systems Analyst	0788	Senior Staff Assistant
0741	Auditor	0791	Staff Assistant
0742	Accountant (Financial Practices)	0792	Clerk
0743	Senior Financial Analyst	0793	Mail Clerk
0744	Financial Analyst II		
0745	Financial Analyst I		
0746	Financial Accounting Manager		
0747	Senior Accountant		
0748	Accountant (Full Performance Level)		
0749	Accounting Technician		
0751	Procurement Manager		
0754	Contract Specialist		
0756	Director (Examiner, Specialty Area)		
0757	Field Manager		
0758	Portfolio Case Manager		

Position Descriptions

Pos. Code	Economist
0678	Supervisory Economist (Section Chief): 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 that satisfy the qualifications of a Senior Economist. Additionally, the Chief bears a much broader set of managerial responsibilities. Consults directly with senior management, and, at times, with the head of the organization and other members of the organization's governing body. Typically requires a Ph.D. in economics or statistics.
0679	Senior Economist: 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. May act as backup for Chief in Chief's absence and 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. Typically requires a Ph.D. in economics or statistics.
0680	Economist II: 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. Possesses developed expertise in one or more specialized areas of economics or finance, providing analysis of complex issues using advanced theoretical and quantitative techniques. Reports to Section Chief but 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. May advise less experienced economists and oversee work of research assistants. Typically requires a Ph.D.
0681	Economist I: 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. 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. Works with independence on issues in his or her fields of expertise and to resolve technical and analytical problems. Assignments typically are reviewed by a supervisor. Typically requires a Ph.D.
0682	Research Assistant: 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. Typically provides assistance to 2 to 10 professional economists, statisticians, or financial analysts. Work may involve contacts at all levels within the division.
Legal	
0683	Assistant General Counsel: Provides advice and counsel on any legal matter or problem involving the company. Advises and renders opinions to top management with respect to the legal implications involved in establishing or changing company policy. Works with representatives from various departments on developing and modifying practices and procedures to conform with legal requirements. Drafts, reviews, and revises a variety of instruments involving the company's interests or the interests of customers. Acts as a liaison with outside legal firms. Represents the company in certain litigation. Keeps informed on all legislation affecting overall company operations. May serve as the Corporate Secretary and Chief Legal Advisor to the Board of Directors. Possesses a Law Degree and must be a member of the Bar.
0684	Supervisory Senior Counsel: Handles the most complex legal issues of the Division, requiring expertise in one or more areas. 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. Typically requires a minimum 6-8 years of experience. Possesses a Law Degree and must be a member of the Bar.

Pos. Code	Legal (continued)
0685	Senior Attorney: 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 financial 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. Typically requires a minimum of 4-6 years of experience. Possesses a Law Degree and must be a member of the Bar.
0686	Attorney (Full Performance Level): Independently drafts legal correspondence, memoranda, and opinion letters. Provides advice and counsel to clients in one or more functional areas. Researches, analyzes and interprets federal and state banking, securities, consumer, and/or administrative law issues. Develops new legal theories, legal precedents, and legal policies, where appropriate. Counsels management and staff on complex legal matters. Assists senior management in final resolution of legal issues in area of expertise. May represent the organization at financial institution meetings and negotiations. Assists in the training and development of other attorneys. Typically requires a minimum of 3-4 years of experience. Possesses a Law Degree and must be a member of the Bar.
0687	Attorney (Entry Level): 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. Possesses a Law Degree and must become a member of Bar within 14 months of hire.
0688	Paralegal: Processes complex requests, identifies and retrieves responsive documents, identifies portions of documents to be redacted, drafts response letters to requesters identifying exemptions that justify withholding of documents. Advises attorneys on technical aspects of drafting of regulatory documents to be published. Assists litigation and enforcement attorneys with legal research, preparation of briefs and other filings, preparation of record indices and hearing preparation. May provide training and act as a resource for lower level paralegals.
0689	Legal Secretary: 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. Possesses knowledge of legal terminology.
Information Technology	
0731	Supervisory IT Specialist: Performs the full range of first-line supervisory responsibilities for Information Technology staff in one or more of the following specialties: policy and planning, security, systems analysis, applications software, operating systems, network services, data management, systems administration and/or customer support. Identifies and resolves complex IT problems and issues that cross functional boundaries. Performs full range of project management activities. Manages multiple projects through the systems development life cycle from project initiation, through requirements, design and development, testing, implementation, maintenance and retirement. Leads project staff responsible for managing, administering, developing and/or maintaining information technology software applications. Formulates and administers the unit's budget, defining proposed expenditures for IT equipment, human resources, training, travel, conferences and other major activities.
0732	Supervisory IT Project Manager: Implements system development project management strategies/disciplines. Provides time, scope and cost analyses for project throughout its lifecycle. Makes recommendations on solutions to leadership and stakeholders. Ensures project objectives are set and roles of team members are clear. Monitors and reviews team inputs/outputs. Conducts risk, issue, and change management activities in a timely manner with quality resolutions. Produces standard project management documentation and communications, status, resource and budget plans.
0733	IT Project Manager: Oversees larger and more highly complex projects. Assembles project teams, assigns individual responsibilities, develops project schedules and is responsible for determining and acquiring resources needed. Must be familiar with the entire scope and requirements of project(s) and serves as liaison between team members and functional area management requesting project. Incumbents often possess highly specialized knowledge in one or more specific technologies.
0734	IT/Systems Security Analyst: 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 and 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.

Pos. Code	Information Technology (continued)
0735	Database Administrator: Serves as technical advisor/consultant or project leader for complex database/data communications projects. Analyzes, enhances, and maintains the company's database and data communications systems. Analyzes, plans, installs, configures, enhances and maintains database/data communications software, such as performance monitors, application development tools, and database utilities. Deviates from traditional methods to design and maintain systems. Expertise is greater than full-performance/journey level database administrator. Works simultaneously on several complex projects.
0736	Systems Engineer: Responsible for the overall systems infrastructure including engineering, implementation and integration, and technical services and support. Designs, implements/installs, maintains, and administers infrastructures including hardware, software, and various configurations. Monitors overall performance to proactively identify potential issues and tune appropriately. Performs root cause analysis on failed components and implements corrective measures. Works with others to establish and improve processes and procedures. May have sole responsibility for projects and participate in disaster recovery exercises. Generally focuses on projects for one of the following disciplines: Unix, Windows, AS400, storage, reporting, testing, middleware, or other software.
0737	Systems Applications Software Analyst: Provides advanced technical support for software systems. Supports activities include encoding, debugging and testing of software systems by writing and editing software programs after conducting a technical analysis and review of system performance. Documents software changes, network diagrams and call notes. Provides technical support for communication hardware (routers, switches, firewalls, print capture devices, print servers, modems, etc.) including serial and TCP/IP Network configurations. Completes remote software configurations and upgrades support for new system installations. Completes software configuration and upgrades support for installed systems.
0738	Senior Software Engineer: Provides functional and empirical analysis related to the design, development, and implementation of software operating systems, including, but not limited to, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices and systems.

Finance

0740	Financial Systems Analyst: 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 financial institution structure changes on economic and financial data, and the improvement and maintenance of the quality of structure data. Requires knowledge of financial/accounting principles, data processing issues, computer operations and various PC software packages. Follows established standards and procedures.
0741	Auditor: 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. Certification in one of the following: Certified Public Accounting, Certified Internal Auditor, Certified Fraud Examiner, Certified Information System Auditor.
0742	Accountant (Financial Practices): Focuses on the oversight and interpretations and analyzes technical and complex accounting and financial reporting issues. Position responsibilities include: participating in accounting consultations often involving unique, novel or complex accounting proposals or treatments in registrant financial statements; studying proposed statements of the Financial Accounting Standards Board (FASB) and International Accounting Standards Board (IASB); evaluating issue summaries under consideration by the FASB's Emerging Issues Task Force (EITF) and the IASB's International Financial Reporting Interpretations Committee (IFRIC); and preparing drafts of staff accounting bulletins (SABs) and financial reporting releases (FRRs) or other rulemaking materials. Reviews matters appealed from another Division or Office and assists in the evaluation of enforcement cases against registrants and auditors.
0743	Senior Financial Analyst: 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 financial organizations; development or analyses of financial regulations or major organizational policy to meet regulations. Performs analysis of complex financial issues relating to the solvency of the organization.
0744	Financial Analyst II: 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 financial organizations; development or analyses of financial 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.

Pos. Code	Finance (continued)
0745	Financial Analyst I: 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 financial 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.
0746	Financial Accounting Manager: Manages a Financial Accounting department for an organization. Has responsibility for: financial reporting, formulation of financial accounting and reporting policy and standards, evaluation of financial performance, compliance with FASB, development of automation strategies and risk management, cost accounting, treasury activities and 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.
0747	Senior Accountant: Prepares income and balance sheet statements, consolidated statements, and various other accounting statements and reports. Analyzes financial reports and records, making recommendations relative to the accounting of reserves, assets, and expenditures. Reviews and verifies the accuracy of journal entries and accounting classifications assigned to various records. Utilizes an automated accounting system to input, retrieve or display accounting information. Conducts special studies and develops or recommends accounting methods and procedures. Instructs or assigns work to lower level staff engaged in general accounting activities. Coordinates accounting matters with other departments, locations and divisions.
0748	Accountant (Full Performance Level): 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.
0749	Accounting Technician: Performs a variety of routine and some nonroutine clerical/accounting functions in accordance with standard procedures in one or more of the following areas: general accounting, accounts payable, accounts receivable or related financial area. Reconciles accounts, posts information and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, annual reports, etc. Contacts other departments and/or outside agencies to resolve problems.

Procurement

0751	Procurement Manager: 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. Responsible for both contract administration and purchasing.
0754	Contract Specialist: Serves as program specialist in Acquisition Management. Performs all actions associated with developing and awarding the full range of contracts for goods and services. Independently plans complex solicitations using negotiated procurement, sealed bidding, and simplified acquisition procedures. Formulates contracting strategies, including planning and advising on contracting actions. Serves as the lead negotiator during contract negotiations; coordinates with technical, program, and legal personnel. Awards contracts and performs detailed contract administration functions.

Examiner

0756	Director (Examiner, Specialty Area): Serves as a director or senior manager for a division. Plans, organizes, implements and directs activities associated with one or more of the following areas: credit, capital markets, asset management issues; compliance process and consumer policy programs; capital markets and safety and soundness; or core policy development. Advises executive management on issues related to areas of expertise, directs work teams and interprets policies and procedures and represents the agency externally and internally on issues related to area of expertise. Directs and participates in the formulation and implementation of supervisory policies, examination procedures and supervisory guidance within assigned functional area. Takes action to ensure supervisory philosophies are effectively communicated, implemented and measured.
0757	Field Manager: Manages supervisory activities associated with an assigned portfolio of financial institutions. Provides daily supervision of the organization through a team of examiners. Determines appropriate strategies for individual financial institutions; assigns financial institutions to appropriate staff for continuous monitoring; implements/directs quality assurance and directs the execution of quality assurance functions. Maintains awareness of trends within the financial institutions industry and the financial services marketplace. Has signature authority for communications within assigned portfolio. Exercises first-line supervisory authority.
0758	Portfolio Case Manager: Assists in the direction of financial institution supervision and examination functions, with a view of assessing risk, as well as strengthening and improving the condition of the institutions within his/her portfolio (caseload). Performs activities related to the review, analysis and processing of reports of examination, applications, investigations, and other duties of an administrative nature involving his/her portfolio (caseload). This would include, among other things, the preparation of a summary of findings, memoranda and recommendations.

Pos. Code	Examiner (continued)
0759	Examiner V (Technical Expert Level): A commissioned examiner that serves as a technical subject matter expert to the financial institution supervision functions in the area of specialty. Conducts and supervises the significant activities of financial institutions which involve exceptionally complex issues that present high risk to the financial institution. Identifies and addresses areas of significant risk and evaluates overall effectiveness of operations and management in one or more of the following areas: CRA/Consumer, Capital Markets, Credit, Financial Institution Information Technology, Asset Management, and Retail Credit. Provides authoritative advice on area of expertise to senior management and other examiners.
0761	Examiner IV (Senior Level): As a commissioned examiner, serves as examiner-in-charge of complex financial institutions. May also serve as head of a significant functional area in the large financial institutions and assist in the ongoing supervision of major departments. Responsible for planning, coordinating, and monitoring supervisory activities. Assesses risk, develops supervisory strategies, determines scope of supervision activities. Develops responses to address risks within the institution. Prepares communications with Boards of Directors and financial institution management in order to foster positive changes within the financial institution.
0762	Examiner III (Full Performance Level/Commissioned Level): As a commissioned examiner and with minimal supervision, evaluates financial institution activities, prepares report comments, and meets with financial institution management to discuss findings. Serves as examiner-in-charge of complex financial institutions. Plans, coordinates, and monitors supervisory activities, including assessing risk, developing supervisory strategies, determining scope of supervisory activities, and managing teams. Conducts moderately complex examinations of financial institutions to assess their safety and soundness and to monitor compliance with policies and procedures as well as applicable federal and state laws and regulations. Serves as primary point of contact with assigned financial institution or portfolio of institutions.
0763	Examiner II: Serves as a developmental professional. Assists in the ongoing supervision of a portfolio of a financial organization, subject to the review of more experienced examiners. Issues are generally of limited to modest complexity, such as those found in smaller to medium-sized financial organizations. Participates in discussions with the financial organizations' management and Board of Directors. Assists senior examination staff in developing future supervisory strategies. May act as examiner-in-charge of financial institutions with limited complexity.
0764	Examiner I (Entry Level): This is an entry-level financial institution examining position that may also include financial career interns. Under close supervision, assists or conducts financial institution supervisory procedures of limited complexity in financial institutions. Gathers, organizes, and analyzes selected data including examining business plans and budgets, accounting records, loan documents, audit reports, etc. Actively participates in self-study, on-the-job and formal training to acquire knowledge of basic procedures and practices used in the financial institution supervision process.
0766	Bank Information Technology (BIT) Examiner: Serves as a full performance BIT Examiner. Conducts and assists in the supervision of BIT activities of national banks. As Examiner-in-Charge, plans, coordinates, and monitors BIT supervisory activities, including assessing risk, developing supervisory strategies, determining the scope of supervisory activities, managing teams of assisting staff, preparing reports of activities, and developing responses to address risks. Conducts or participates in discussions with bank management on findings and recommendations.
0767	Senior Examiner (Compliance): As a commissioned examiner, serves as a senior staff member and EIC in the area of compliance. Responsible for applying examination techniques to determine a financial institution's overall compliance with appropriate laws and regulations including those utilized for detecting patterns of discriminate lending practices, Community Reinvestment Act (CRA), Anti-Money Laundering (AML), and Bank Secrecy Act (BSA) compliance. Develops supervisory strategies including plans to effect corrective action and programs to monitor progress for financial institutions of all levels of complexity. Relied upon by other examiners for advice on complex consumer, community, and related compliance matters.
0768	Examiner (Compliance): Serves as a full performance level commissioned examiner. Plans, organizes, and conducts compliance supervision activities of financial institutions. Reviews and discusses findings, conclusions, and areas of concern with senior financial institution management and/or board of directors in coordination with the Examiner-in-Charge (EIC). Solicits commitments for corrective action. May serve as a liaison on compliance activities. Represents the agency with outside groups.
0771	Senior Policy Analyst: Serves as a senior policy analyst for providing policy solutions for missions and safety and soundness issues. Identifies, reviews and analyzes emerging issues that have policy implications and develops alternative regulatory/policy options. Leads cross function teams to develop or initiate regulatory and policy development or changes. Drafts regulations, policy statements, directives and other regulatory guidance; coordinates review and approval by agency management; reviews and analyzes public comments and incorporates changes to proposed provisions. Leads the development and presentation of training programs related to regulatory changes and updates.
0772	Risk Specialist: As a commissioned examiner, serves as a senior staff member in the area of credit and market risk. Specialized in one of the following areas of expertise: commercial credit; portfolio risk management; retail credit; mortgage banking and securitization; balance sheet management; financial markets; or asset management. Analyzes supervisory issues, identifies risk, recommends new agency policy, and/or regulatory guidance for financial institutions and examiners. Prepares testimony, speeches and reports on financial institutions supervisory issues and emerging risk management topics.

Pos. Code	Training
0776	Training Developer: Develops, implements, and promotes training policies and programs. Counsels and advises managers and employees on educational needs, educational sources, career development, employee development and management improvement techniques and practices. Selects and develops training methods, such as individual coaching, group instruction, lectures, demonstrations, conferences, meetings and workshops. Selects and develops teaching aids such as training handbooks, demonstration models, and visual aids. Coordinates employee testing to measure the effectiveness of training programs. May contract with outside vendors in the development and conduct of training programs. Coordinates employee participation in outside vendor training.
0777	Training Deliverer: Administers, organizes and conducts training and educational programs in connection with management and promotional development, on-the-job training, and employee orientation. Works with staff to identify training needs and recommends improvements to existing programs. Maintains records of training activities and employee progress and monitors effectiveness of programs.
0779	Training Technician: Provides clerical/administrative support to the training function. Schedules, coordinates and maintains master schedule of training programs, courses, and the use of equipment, space and facilities. May resolve routine scheduling conflicts. Distributes course catalogs, processes registration, and answers routine inquiries regarding courses and schedules. Arranges for outside services, such as audio visual assistance, meals and refreshments, housekeeping, maintenance or repairs. Assembles and distributes course materials and teaching aides, as required for each type of program. May operate audio visual services during training programs. Prepares appropriate forms, correspondence, memoranda, and records regarding course attendance, feedback on programs, instructors, etc. Prepares reports and statistical summaries. Maintains and may reorder training material, teaching aides and information on outside programs.

Human Resources

0781	Human Resources Director: Serves as senior program manager in human resources. Advises and assists senior management on development and implementation of human resources programs in one or more of the following areas: compensation, benefits, employee relations, labor relations, recruitment and staffing, or employment policy. Ensures policies comply with applicable laws and regulations in their design and administration. Provides leadership and direction to staff. Establishes objectives and goals in support of the strategic direction of the organization. Represents the organization externally and internally on human resources issues.
0782	Human Resources Specialist: Serves as a full performance professional in human resources. Plans, designs, develops, and provides the full range of human resources support in one or more of the following areas: compensation, benefits, employee relations, labor relations, recruitment and staffing, or employment policy. Formulates policies and develops and revises programs dealing with a variety of complex human resource issues. Independently provides advice, counsel, and guidance to all levels of management on policy related to area of expertise. Researches and recommends improvements to program administration.
0783	Human Resources Assistant: Provides clerical/administrative support to one or more functional areas of Human Resources, such as recruitment and staffing, personnel records, employee or labor relations, compensation, benefits, training and/or equal opportunity/affirmative action. Processes various applications, employment, enrollment, pay change, informational and other confidential forms and records. Gathers information and prepares reports. Maintains and distributes as appropriate, current employee information, policy and procedure manuals and other communications. May conduct and summarize internal and external surveys to gather information for policy development and planning. May perform higher level duties involving employee communications, such as pre-employment screening, responding to routine questions on human resources policies and procedures, identifying potential issues and grievances, etc.

Administrative Services

0784	Security Director: Develops and manages the Security Services Division with responsibility for personnel security, physical security, and continuity of operations planning. Establishes agency-wide physical security policies and standards; performs periodic vulnerability assessments of the physical security operations of the facility to determine specific weaknesses. Develops policies and procedures for the personnel security program, which includes initiating and processing required employee and contractor suitability investigations to insure the minimum standards of fitness and integrity. Develops, implements, and maintains a Continuity of Operations plan for the agency.
0785	Librarian: 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 online databases and public access catalogs. Has responsibility 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. Typically possesses a degree in Library Science.

Pos. Code	Administrative Services (continued)
0786	Public Affairs Specialist: Focuses on the external communications and support for internal and community programs for the organization. Assists with writing and editing external media materials, media outreach, and media monitoring. Provides writing support for employee and organizational announcements and internal communications materials to ensure employee awareness and understanding. Coordinates, develops, and assists with activities, projects and programs in one or a combination of the following Public Affairs functional areas: communications, community relations, company giving programs, issue management, media relations, public relations/marketing, government affairs, and public policy.
0787	Staff Assistant to an Executive: Performs standard, advanced and confidential administrative duties for an executive of a division requiring broad experience, skill and knowledge of organization policies and practices. Prepares correspondence, memoranda, reports, etc. Composes routine correspondence and memoranda. Serves as a central point of communication and coordination between the Executive's office and other offices and external agencies. Screens telephone calls and visitors, and resolves routine and some complex inquiries. Schedules and maintains calendar of appointments, meetings and travel itineraries, and coordinates related arrangements. Prepares and distributes minutes of meetings. May utilize the assistance of one or more lower level administrative staff on a project basis.
0788	Senior Staff Assistant: Serves as an administrative support staff member for a senior manager. Assists in the operation and coordination of all administrative and office functions. Instructs lower level administrative staff on office practices including telephone techniques, supply and records management, and development and maintenance of filing systems. Receives visitors, coordinates extensive travel arrangements, and screens all calls for the executive. Composes correspondence of a general administrative nature for executive's signature. Ensures efficiency in the administration of office policies, practices, and procedures, recommending changes as needed.
0791	Staff Assistant: Uses basic knowledge to provide a variety of technical and administrative support for a manager or director over a unit or division. Manages a wide variety of office functions for the unit or division to ensure consistency and efficiency in the implementation of administrative policies, practices, and procedures. Prepares a variety of personnel, training, and accounting forms to document hours worked, leave, project codes, and travel activities. Schedules appointments, meetings, and conferences with individuals at all levels inside and outside of the organization.
0792	Clerk: Performs routine but varied clerical duties in accordance with standard procedures. This includes clerical duties such as photocopying, compiling records, filing, tabulating, posting information, and distributing mail. Applies knowledge of department policies and procedures, and utilizes a general understanding of other departments' functions. Maintains records, prepares forms, verifies information and resolves routine problems.
0793	Mail Clerk: Prepares incoming mail for distribution and processes outgoing mail. Distributes and collects mail, determines and affixes postage and maintains records on postage, registered mail and packages.

Policies and Practices

Policies and Practices

Salary Increase Budgets and Range Increases

Prevalence of Organizations Granting Salary Increases in 2008

	Organizations Granting Salary Increases in 2008		# of Responses
	# of Organizations	% of Organizations	
Entire Sample Combined	31	100.0%	31

Percent of Organizations Indicating Typical Timing of Salary Increases

	Individual Anniversary Date	Common Increase Date	Other*	# of Responses
Entire Sample Combined	6.5%	90.3%	3.3%	31

*Other responses include:

- Both anniversary and common dates

Percent of Organizations Indicating Month in Which Increases Occur When Increases Are Granted on a Common Increase Date

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	# of Resp.
Entire Sample Combined													
Executive	60.7%	3.6%	14.3%	7.1%	0.0%	0.0%	3.6%	0.0%	7.1%	0.0%	3.6%	0.0%	28
Management, Excluding Executives	59.3%	3.7%	14.8%	11.1%	0.0%	0.0%	3.7%	0.0%	3.7%	0.0%	3.7%	0.0%	27
Exempt, Non-Management	59.3%	3.7%	14.8%	11.1%	0.0%	0.0%	3.7%	0.0%	3.7%	0.0%	3.7%	0.0%	27
Nonexempt Salaried	59.3%	3.7%	14.8%	11.1%	0.0%	0.0%	3.7%	0.0%	3.7%	0.0%	3.7%	0.0%	27
Nonexempt Hourly	57.7%	3.8%	15.4%	11.5%	0.0%	0.0%	3.8%	0.0%	3.8%	0.0%	3.8%	0.0%	26

Percent of Employees Receiving Salary Increases in 2008

	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined					
Executive	97.0%	100.0%	100.0%	93.9%	27
Management, Excluding Executives	91.0%	98.0%	100.0%	91.1%	27
Exempt, Non-Management	94.0%	98.0%	100.0%	93.5%	26
Nonexempt Salaried	89.5%	99.0%	100.0%	92.1%	25
Nonexempt Hourly	95.0%	99.0%	100.0%	94.0%	11

Average Salary Increases – Overview

	2008 Actual Increase to Salary Ranges		2009 Actual Increase to Salary Ranges		2009 Planned Increase to Salary Ranges	
	% of Salary	# of Responses	% of Salary	# of Responses	% of Salary	# of Responses
Entire Sample Combined						
Executive	3.9%	21	3.7%	15	3.3%	7
Management, Excluding Executives	3.8%	21	3.9%	16	3.1%	6
Exempt, Non-Management	4.0%	22	3.6%	17	3.2%	7
Nonexempt Salaried	3.7%	21	3.6%	15	3.2%	8
Nonexempt Hourly	3.7%	8	3.5%	5	3.2%	7
Overall Average	4.3%	19	3.8%	14	3.2%	7

Prevalence of Organizations That Adjusted or Plan to Adjust Salary Ranges

	Organizations That Adjusted Salary Ranges in 2008			Organizations That Adjusted or Plan to Adjust Salary Ranges in 2009		
	# of Organizations	% of Organizations	# of Responses	# of Organizations	% of Organizations	# of Responses
Entire Sample Combined	24	80.0%	30	23	76.7%	30

Average Increases to Salary Ranges

	2008 Actual Increase to Salary Ranges		2009 Actual Increase to Salary Ranges		2009 Planned Increase to Salary Ranges	
	% of Salary	# of Responses	% of Salary	# of Responses	% of Salary	# of Responses
Entire Sample Combined						
Executive	3.5%	19	4.3%	18	2.9%	3
Management, Excluding Executives	3.6%	20	4.1%	13	3.0%	2
Exempt, Non-Management	3.5%	21	3.4%	20	2.9%	3
Nonexempt Salaried	3.5%	20	3.2%	19	2.9%	3
Nonexempt Hourly	3.4%	10	3.5%	9	2.9%	3
Overall Average	3.3%	20	3.4%	18	2.9%	3

Pay Differentiation and Determination

Prevalence of Organizations Who Have Established Merit Increase Budgets Based on Employee Group

	Organizations Who with Merit Increase Budgets Based on Employee Group		# of Responses
	# of Organizations	% of Organizations	
Entire Sample Combined	9	29.0%	31

Performance Ratings and Average Salary Increases for Overall (All Employees)

	Average % of Incumbents Rated at this Level	Average Merit Increase % Granted	Average Merit Range % Increase		# of Responses
			Average Low Merit Increase % Granted	Average High Merit Increase % Granted	
Performance Rating					
Highest Rating	17.9%	6.0%	4.5%	9.2%	13
2nd Highest Rating	40.0%	4.2%	3.0%	5.9%	14
3rd Highest Rating	39.1%	3.0%	2.4%	4.6%	14
4th Highest Rating	6.8%	1.6%	0.0%	4.5%	8
5th Highest Rating	1.2%	0.0%	0.0%	0.0%	5

Performance Ratings and Average Salary Increases for Management, Excluding Executives

	Average % of Incumbents Rated at this Level	Average Merit Increase % Granted	Average Merit Range % Increase		# of Responses
			Average Low Merit Increase % Granted	Average High Merit Increase % Granted	
Performance Rating					
Highest Rating	36.0%	5.2%	3.8%	9.9%	9
2nd Highest Rating	57.1%	4.3%	2.4%	6.3%	8
3rd Highest Rating	18.7%	3.4%	2.1%	5.4%	6
4th Highest Rating	3.0%	0.0%	0.0%	0.0%	2
5th Highest Rating	0.0%	0.0%	0.0%	0.0%	1

Performance Ratings and Average Salary Increases for Exempt, Non-Management

	Average % of Incumbents Rated at this Level	Average Merit Increase % Granted	Average Merit Range % Increase		# of Responses
			Average Low Merit Increase % Granted	Average High Merit Increase % Granted	
Performance Rating					
Highest Rating	17.8%	5.4%	4.2%	8.6%	9
2nd Highest Rating	58.9%	4.3%	2.5%	6.9%	9
3rd Highest Rating	22.3%	2.9%	2.1%	5.0%	9
4th Highest Rating	2.0%	1.3%	0.0%	2.4%	4
5th Highest Rating	0.0%	0.0%	0.0%	0.0%	1

Performance Ratings and Average Salary Increases for Nonexempt

	Average % of Incumbents Rated at this Level	Average Merit Increase % Granted	Average Merit Range % Increase		# of Responses
			Average Low Merit Increase % Granted	Average High Merit Increase % Granted	
Performance Rating					
Highest Rating	13.4%	5.2%	4.6%	7.8%	7
2nd Highest Rating	49.0%	4.3%	2.5%	6.0%	7
3rd Highest Rating	36.3%	3.2%	2.0%	5.7%	7
4th Highest Rating	2.3%	1.0%	0.0%	2.6%	4
5th Highest Rating	0.0%	0.0%	0.0%	0.0%	1

Promotional Increases

Average Promotional Increases (as a Percent of Salary) Granted During 2008

	Promotion From a Nonexempt Position to an Exempt, Non-Management Position		Promotion From an Exempt, Non-Management Position to a Management, Excluding Executive Position	
	% of Salary	# of Responses	% of Salary	# of Responses
Entire Sample Combined				
Lowest Increase Granted	5.2%	13	6.5%	11
Average Increase Granted	9.5%	14	8.5%	13
Highest Increase Granted	16.2%	14	14.9%	14
Standard Increase Granted in Accordance With Policy	7.8%	12	7.8%	11
Maximum Increase Allowed as Stated by Policy	9.7%	6	11.2%	6

Prevalence of Organizations That Have a Policy or Practice in Place to Compensate Nonexempt Employees Promoted to Exempt Positions for the Loss of Overtime and/or Potential Decrease in Total Compensation

	Organizations That Have a Loss of Overtime Policy or Practice in Place		# of Responses
	# of Organizations	% of Organizations	
Entire Sample Combined	9	30.0%	30

Percent of Organizations Using Various Methods to Compensate Promoted Employees for Their Loss of Overtime and/or Potential Decrease in Total Compensation

	Apply the Organization's Exempt Overtime Policy	Grant Full or Partial Overtime Payments to the Employee as an Exception to Normal Policy	Grant a Promotional Increase Large Enough to Offset the Employee's Previous Overtime Earnings	Provide a Special One-Time Lump Sum Payment to Offset Loss of Overtime	Provide Increased Bonus and/or Variable Pay Opportunities	# of Responses
Entire Sample Combined	44.4%	0.0%	44.4%	0.0%	22.2%	9

Exempt Overtime Policies

Prevalence of Organizations Providing Additional Cash Compensation or Compensatory Time-Off to Exempt Employees for "Overtime" Hours Worked

	Organizations Providing Additional Cash Compensation or Compensatory Time-Off		# of Responses
	# of Organizations	% of Organizations	
Entire Sample Combined	15	50.0%	30

Prevalence of Organizations Including Normal Workweek "Overtime" Hours in Exempt Overtime Policy

	Organizations Including Normal Workweek "Overtime" Hours in Exempt Overtime Policy		# of Responses
	# of Organizations	% of Organizations	
Entire Sample Combined	12	85.7%	14

Prevalence of Organizations Granting Overtime Compensation for Exempt Employees

	% of Organizations Granting			# of Responses
	Only Compensatory Time Off	Only Cash Pay	Cash Pay or Time Off	
Entire Sample Combined				
Additional hours worked during normal workweek	41.7%	16.7%	41.7%	12
Hours worked on a 6th day	45.5%	9.1%	45.5%	11
Hours worked on a 7th day	45.5%	18.2%	36.4%	11
Hours worked on an organization designated holiday	33.3%	41.7%	25.0%	12

Prevalence of Approaches to Overtime Compensation for Exempt Employees

	% of Organizations Paying Various Overtime Rates When Cash is Paid							# of Responses
	Less Than Straight Time	Straight Time	Time and One-Half	Straight Time to, and Time and One-Half Over, Normal Workweek	Double Time	Combination of Straight Time and Premium Rate	Other Rate of Pay	
Entire Sample Combined								
Additional hours worked during normal workweek	0.0%	50.0%	0.0%	25.0%	0.0%	12.5%	12.5%	8
Hours worked on a 6th day	0.0%	42.9%	28.6%	0.0%	0.0%	14.3%	14.3%	7
Hours worked on a 7th day	0.0%	28.6%	14.3%	0.0%	28.6%	14.3%	14.3%	7
Hours worked on an organization designated holiday	0.0%	11.1%	22.2%	0.0%	44.4%	11.1%	11.1%	9

Locality Pay/Geographic Differentials Methodology

Percent of Organizations Using Locality Pay/Geographic Differentials

	% of Organizations Using Locality Pay/Geographic Differentials			# of Responses
	Organizations Without Multiple Locations and Do Not Require Locality Pay/Geographic Differentials	Organizations With Multiple Locations	Organizations With Multiple Locations and Having Locality Pay/Geographic Differentials	
Entire Sample Combined	16.1%	38.7%	45.2%	31

Structures of Locality Pay/Geographic Differentials as a Percent of Organizations Using Differentials

	Structures of Locality Pay/Geographic Differentials as a Percent of Organizations Using Differentials			# of Responses
	Added as a Separate Component to Base Salary Structure	Incorporated Into Base Salary Structure and is Not a Separate Component	Other*	
Entire Sample Combined	43.8%	43.8%	12.5%	16

*Other responses include:

- Range is adjusted, not the individual salary
- Separate ranges used

Prevalence of Approaches to Locality Pay/Geographic Differentials

	% of Organizations Utilizing Locality Pay/Geographic Differential at Different Levels						# of Responses
	Region	State	County	Individual City	Metropolitan Statistical Area	Other*	
Entire Sample Combined							
Cost of Living	16.7%	0.0%	0.0%	66.7%	16.7%	33.3%	6
Cost of Labor	11.1%	0.0%	0.0%	55.6%	55.6%	0.0%	9
Federal GS Locality Program	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	1
Local Surveys	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	2
Other	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	3

*Other responses include:

- ERI data
- Organization specific locality rates (2 responses)

Bonuses and Other Variable Pay Programs

Bonus or Other Variable Pay Program(s) in Which Some or All Employees are Eligible

	% of Organizations with at Least One Plan	# of Responses	Prevalence of Various Plan Types (as a % of Organizations with Plans)						
			Bonus	Current Cash Profit Sharing	Team/ Small Group Incentives	Individual Incentives	Spot or Technical Achievement Awards	Gainsharing	Other Short-Term Incentives
Entire Sample Combined									
Executive	93.5%	31	72.4%	3.4%	41.4%	58.6%	51.7%	10.3%	3.4%
Management, Excluding Executives	96.8%	31	60.0%	3.3%	46.7%	56.7%	73.3%	10.0%	3.3%
Exempt, Non-Management	93.5%	31	58.6%	3.4%	51.7%	62.1%	79.3%	10.3%	3.4%
Nonexempt Salaried	90.3%	31	60.7%	0.0%	46.4%	60.7%	78.6%	10.7%	3.6%
Nonexempt Hourly	64.5%	31	55.0%	5.0%	35.0%	50.0%	75.0%	5.0%	0.0%

Number of Bonus or Other Variable Pay Program(s) in Which Some or All Employees are Eligible (as a Percent of Organizations With Program[s])

	# of Plans in Place (as a % of Organizations with Plans)						# of Responses
	One	Two	Three	Four	Five	Six or More	
Entire Sample Combined							
Executive	34.5%	13.8%	34.5%	13.8%	0.0%	3.4%	29
Management, Excluding Executives	26.7%	23.3%	26.7%	16.7%	6.7%	0.0%	30
Exempt, Non-Management	20.7%	24.1%	27.6%	20.7%	6.9%	0.0%	29
Nonexempt Salaried	21.4%	25.0%	28.6%	21.4%	3.6%	0.0%	28
Nonexempt Hourly	30.0%	30.0%	25.0%	15.0%	0.0%	0.0%	20

Percent of Organizations That Will Install New Bonus or Other Variable Pay Program(s) in Which Some or All Employees Will Be Eligible Within the Next Two Years

	% of Organizations with at Least One Plan	# of Responses	Prevalence of Various Program Types (as a % of Organizations with Programs)						
			Bonus	Current Cash Profit Sharing	Team/ Small Group Incentives	Individual Incentives	Spot Technical Achievement Awards	Gainsharing	Other Similar Short-Term Incentives
Entire Sample Combined									
Executive	6.5%	31	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Management, Excluding Executives	6.5%	31	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Exempt, Non-Management	6.5%	31	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonexempt Salaried	3.2%	31	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonexempt Hourly	3.2%	31	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Bonus Pool for Selected Employee Groups

	Total Bonus Pool (as % of Total Base Pay)				# of Responses
	25th Percentile	Median	75th Percentile	Average	
Entire Sample Combined					
Executive	5.5%	11.5%	12.0%	11.4%	20
Management, Excluding Executives	1.6%	4.5%	5.0%	4.7%	20
Exempt, Non-Management	1.6%	4.0%	5.0%	3.6%	19
Nonexempt Salaried	1.0%	1.7%	1.7%	1.6%	19
Nonexempt Hourly	1.6%	1.7%	1.9%	1.9%	8

Prevalence of Established Targets, Maximum Awards and Minimum Performance Thresholds

	Organizations with Established Targets		Organizations with Maximum Awards		Organizations with Minimum Performance Threshold	
	% of Organizations	# of Organizations	% of Organizations	# of Organizations	% of Organizations	# of Organizations
Entire Sample Combined						
Executive	29.4%	5	50.0%	8	25.0%	2
Management, Excluding Executives	25.0%	4	42.9%	6	12.5%	1
Exempt, Non-Management	20.0%	3	38.5%	5	14.3%	1
Nonexempt Salaried	13.3%	2	38.5%	5	16.7%	1
Nonexempt Hourly	18.2%	2	25.0%	3	0.0%	0

Maximum Bonus Awards and Performance Levels Required

	Maximum Award (as % of Target Award)					Level of Performance (as % of Target Performance Level) Required to Generate Maximum Award				
	25th Percentile	Median	75th Percentile	Average	# of Responses	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined										
Executive	102.5%	118.5%	181.8%	134.3%	4	-	-	-	-	1
Management, Excluding Executives	-	117.0%	-	139.0%	3	-	-	-	-	1
Exempt, Non-Management	-	-	-	-	1	-	-	-	-	1
Nonexempt Salaried	-	-	-	-	1	-	-	-	-	1
Nonexempt Hourly	-	-	-	-	1	-	-	-	-	1

Threshold Performance Levels

	Level of Performance (as % of Target Performance Level)				# of Responses
	25th Percentile	Median	75th Percentile	Average	
Entire Sample Combined					
Executive					
Management, Excluding Executives					
Exempt, Non-Management					
Nonexempt Salaried					
Nonexempt Hourly					

INSUFFICIENT DATA

Turnover

Turnover Rates Experienced in the Previous 12-Month Period

	Exempt				Nonexempt				Overall			
	Avg. % Voluntary Turnover	Avg. % Involuntary Turnover	Avg. % Total Turnover	# of Responses	Avg. % Voluntary Turnover	Avg. % Involuntary Turnover	Avg. % Total Turnover	# of Responses	Avg. % Voluntary Turnover	Avg. % Involuntary Turnover	Avg. % Total Turnover	# of Responses
Entire Sample Combined	6.3%	2.5%	8.6%	21	7.1%	8.2%	13.4%	21	7.4%	5.1%	11.5%	28

Work/Life Policies

Work/Life Policies Organizations Have in Place and Eligible Employee Groups

This table is based upon the responses of 31 organizations.

	Have Work/Life Policy		Percent of Employee Groups Eligible						% of Orgs. that Plan to Implement
	# of Orgs.	% of Orgs.	All Employees	Executive	Management, Excluding Executive	Exempt, Non-Management	Nonexempt Salaried	Nonexempt Hourly	
Flexible Work Arrangements									
Compressed workweek	27	87.1%	77.8%	3.7%	18.5%	22.2%	22.2%	3.7%	-
Job sharing	7	22.6%	75.0%	-	25.0%	25.0%	25.0%	12.5%	3.2%
Flextime	28	90.3%	89.3%	-	7.1%	10.7%	10.7%	-	-
Telecommuting on a regular basis	25	80.6%	71.4%	10.7%	21.4%	28.6%	14.3%	-	9.7%
Time Off									
Unpaid leave of absence for non-FMLA reasons	26	83.9%	92.0%	8.0%	4.0%	-	-	-	6.5%
Paid leave for family care	16	51.6%	100.0%	-	-	-	-	-	6.5%
Paid maternity leave beyond disability	10	32.3%	100.0%	-	-	-	-	-	6.5%
Paid paternity leave	9	29.0%	100.0%	-	-	-	-	-	6.5%
Paid leave for adoptive parents	8	25.8%	100.0%	-	-	-	-	-	6.5%
Sabbatical leave	8	25.8%	75.0%	25.0%	12.5%	-	-	-	3.2%
Child Care									
College tuition assistance for children	1	3.2%	100.0%	-	-	-	-	-	-
On-site child care center	4	12.9%	100.0%	-	-	-	-	-	-
Near-site child care center	4	12.9%	100.0%	-	-	-	-	-	3.2%
Reimbursement for child care when traveling	1	3.2%	100.0%	-	-	-	-	-	-
Reimbursement for child care for work outside of normal working hours	0	-	-	-	-	-	-	-	-
Accommodation for newborns in the workplace	1	3.2%	100.0%	-	-	-	-	-	-
Elder Care									
Elder care information and referral	17	54.8%	100.0%	-	-	-	-	-	6.5%
Elder care subsidy	1	3.2%	100.0%	-	-	-	-	-	3.2%

Table continues on next page.

Work/Life Policies Organizations Have in Place and Eligible Employee Groups (continued)

	Have Work/Life Policy		Percent of Employee Groups Eligible						% of Orgs. that Plan to Implement
	# of Orgs.	% of Orgs.	All Employees	Executive	Management, Excluding Executive	Exempt, Non-Management	Nonexempt Salaried	Nonexempt Hourly	
Health Care									
Fitness center discounts	7	22.6%	85.7%	14.3%	-	-	-	-	-
On-site fitness center	26	83.9%	100.0%	-	-	-	-	-	3.2%
On-site nurse/physician health services	12	38.7%	100.0%	-	-	-	-	-	-
Information and Counseling									
Employee Assistance Program (EAP)	29	93.5%	100.0%	-	-	-	-	-	3.2%
Fitness/nutritional counseling	18	58.1%	100.0%	-	-	-	-	-	3.2%
Seminars on work/life issues	24	77.4%	100.0%	-	-	-	-	-	3.2%
Work/life newsletter	16	51.6%	100.0%	-	-	-	-	-	-
Legal assistance	16	51.6%	100.0%	-	-	-	-	-	3.2%
Personal insurance products (e.g., group auto, homeowners, legal)	15	48.4%	100.0%	-	-	-	-	-	-
Retirement									
Pre-retirement counseling	22	71.0%	100.0%	-	-	-	-	-	-
Phased retirement	2	6.5%	100.0%	-	-	-	-	-	-
Café and Concierge Services									
Free or subsidized meals at work	16	51.6%	100.0%	-	-	-	-	-	3.2%
Take-home dinners	2	6.5%	100.0%	-	-	-	-	-	3.2%
On-site banking	16	51.6%	100.0%	-	-	-	-	-	-
Discounts for major purchases	8	25.8%	100.0%	-	-	-	-	-	-
Dry cleaning	6	19.4%	100.0%	-	-	-	-	-	3.2%
Convenience store	8	25.8%	100.0%	-	-	-	-	-	3.2%

Position Comparison Tables

Position: 0678 Supervisory Economist (Section Chief)

Position Description:

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 that satisfy the qualifications of a Senior Economist. Additionally, the Chief bears a much broader set of managerial responsibilities. Consults directly with senior management, and, at times, with the head of the organization and other members of the organization's governing body. Typically requires a Ph.D. in economics or statistics.

	Competitive Market Data (Excluding Your Data)							Your Data			
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to	
										Median	Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	20	82	2,113	2,728	1,193	3,163	3,176	25	1,978	63%	73%
Annual Base Salary											
Annual Base Salary (\$000)	20	82	203.1	176.2	150.9	163.3	189.6	25	185.5	114%	105%
Adjusted Annual Base Salary (\$000)	20	82	211.8	181.9	153.2	174.5	202.5	25	185.5	106%	102%
Locality Pay or Geographic Differential (0.0%)	6	16	*	17.3	14.6	15.9	22.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	22	*	23.7	17.6	12.0	30.0				
Short-Term Incentive/Bonus (\$000)	5	22	*	38.5	19.9	13.5	22.4	23	23.5	174%	118%
Other Cash Compensation (\$000)	13	37	*	8.1	6.5	1.7	10.0				
Total Cash Compensation											
Total Cash Compensation (\$000)	20	82	217.8	184.5	153.2	166.0	202.7	25	207.9	125%	113%
Adjusted Total Cash Compensation (\$000)	20	82	226.5	190.1	153.4	178.5	207.8	25	207.9	116%	109%
Salary Range Data											
Salary Range Minimum (\$000)	17	62	*	143.4	129.9	115.5	146.6	25	125.3	108%	89%
Salary Range Midpoint (\$000)	17	62	*	192.3	165.9	149.3	201.6	25	162.9	109%	90%
Salary Range Maximum (\$000)	17	62	*	241.2	201.9	184.4	232.1	25	200.5	109%	91%

Degree of Match	Bonus/Other Cash Compensation Eligibility			
	# of Incs	% Stronger	% Equal	% Weaker
	82	4.9	91.5	3.7
			# of Incs	% Yes
			82	93.9
			% No	6.1

* More than 30% of sample provided by one organization.

Position: 0678 Supervisory Economist (Section Chief)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	7	17	1,900	2,887	271	3,575	5,408	25	1,978	55%	69%	
Annual Base Salary												
Annual Base Salary (\$000)	7	17	173.0	171.6	153.5	164.9	188.0	25	185.5	112%	108%	
Adjusted Annual Base Salary (\$000)	7	17	198.0	199.1	178.5	203.0	216.8	25	185.5	91%	93%	
Locality Pay or Geographic Differential (0.0%)	6	16	*	17.2	14.6	15.9	22.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	2	*	4.7	4.7	4.7						
Short-Term Incentive/Bonus (\$000)	2	7	*	7.6	6.9	6.8	9.3	23	23.5	346%	338%	
Other Cash Compensation (\$000)	5	7	*	2.5	2.1	1.5	3.7					
Total Cash Compensation												
Total Cash Compensation (\$000)	7	17	176.4	175.3	154.9	165.9	191.9	25	207.9	125%	119%	
Adjusted Total Cash Compensation (\$000)	7	17	201.4	202.8	178.5	204.0	223.0	25	207.9	102%	103%	
Salary Range Data												
Salary Range Minimum (\$000)	7	17	130.1	128.2	105.5	113.4	154.0	25	125.3	110%	88%	
Salary Range Midpoint (\$000)	7	17	165.5	166.1	135.7	154.8	190.6	25	162.9	105%	93%	
Salary Range Maximum (\$000)	7	17	200.8	203.9	164.9	196.2	221.1	25	200.5	102%	96%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	15	52	1,921	2,512	1,193	2,825	3,575	25	1,978	70%	79%	
Annual Base Salary												
Annual Base Salary (\$000)	15	52	197.7	183.9	156.9	176.2	193.6	25	185.5	105%	101%	
Adjusted Annual Base Salary (\$000)	15	52	209.4	192.8	166.9	184.3	205.3	25	185.5	101%	96%	
Locality Pay or Geographic Differential (0.0%)	6	16	*	17.2	14.6	15.9	22.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	21	*	14.7	15.6	12.0	21.0					
Short-Term Incentive/Bonus (\$000)	4	21	*	23.2	16.1	13.5	19.5	23	23.5	174%	146%	
Other Cash Compensation (\$000)	9	17	10.2	11.8	1.8	7.0	21.6					
Total Cash Compensation												
Total Cash Compensation (\$000)	15	52	209.8	194.2	161.5	184.9	210.1	25	207.9	112%	107%	
Adjusted Total Cash Compensation (\$000)	15	52	221.4	203.2	175.4	192.0	219.7	25	207.9	108%	102%	
Salary Range Data												
Salary Range Minimum (\$000)	13	34	144.0	137.8	111.7	121.3	156.0	25	125.3	103%	88%	
Salary Range Midpoint (\$000)	13	34	192.6	182.9	149.8	169.3	219.4	25	162.9	96%	93%	
Salary Range Maximum (\$000)	13	34	241.2	228.1	184.4	212.0	274.8	25	200.5	95%	93%	

* More than 30% of sample provided by one organization.

Position: 0678 Supervisory Economist (Section Chief)

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	12	51	*	2,368	3,212	3,176	3,575	25	1,978	62%	62%	
Annual Base Salary												
Annual Base Salary (\$000)	12	51	*	183.7	164.6	149.0	153.2	25	185.5	121%	113%	
Adjusted Annual Base Salary (\$000)	12	51	*	198.3	173.8	153.2	166.0	25	185.5	112%	107%	
Locality Pay or Geographic Differential (0.0%)	6	16	*	17.2	17.3	14.6	15.9	22.6				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	7	*	17.4	22.8	5.8	30.0	30.0				
Short-Term Incentive/Bonus (\$000)	2	7	*	7.6	6.9	4.2	6.8	9.3				
Other Cash Compensation (\$000)	9	27	*	2.9	1.9	0.5	1.1	1.9	23	23.5	346%	
Total Cash Compensation												
Total Cash Compensation (\$000)	12	51	*	186.8	166.6	150.7	154.9	25	207.9	134%	125%	
Adjusted Total Cash Compensation (\$000)	12	51	*	201.4	175.7	153.2	166.0	25	207.9	125%	118%	
Salary Range Data												
Salary Range Minimum (\$000)	10	44	*	132.1	122.5	115.5	115.5	25	125.3	108%	94%	
Salary Range Midpoint (\$000)	10	44	*	171.3	151.8	134.4	134.4	25	162.9	121%	89%	
Salary Range Maximum (\$000)	10	44	*	210.6	180.9	153.2	153.2	25	200.5	131%	85%	

* More than 30% of sample provided by one organization.

Position: 0679 Senior Economist

Position Description:

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. May act as backup for Chief in Chief's absence and 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. Typically requires a Ph.D. in economics or statistics.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	24	149	1,989	2,762	1,193	1,791	3,575	54	1,978	110%	72%	
Annual Base Salary												
Annual Base Salary (\$000)	24	149	163.8	153.6	134.5	150.8	165.9	54	161.4	107%	105%	
Adjusted Annual Base Salary (\$000)	24	149	170.3	158.3	137.7	157.2	180.4	54	161.4	103%	102%	
Locality Pay or Geographic Differential (0.0%)	6	25	17.2	19.0	15.0	16.3	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	7	25	10.9	7.8	4.5	4.5	10.0					
Short-Term Incentive/Bonus (\$000)	7	26	17.4	12.5	4.9	11.2	14.3	54	20.7	186%	166%	
Other Cash Compensation (\$000)	11	54	5.5	5.3	0.8	2.6	10.0					
Total Cash Compensation												
Total Cash Compensation (\$000)	24	149	170.8	157.7	134.5	152.0	174.6	54	182.7	120%	116%	
Adjusted Total Cash Compensation (\$000)	24	149	177.3	162.4	139.1	158.2	182.6	54	182.7	115%	113%	
Salary Range Data												
Salary Range Minimum (\$000)	21	136	118.5	115.0	103.0	103.9	135.3	53	108.6	105%	90%	
Salary Range Midpoint (\$000)	21	136	154.7	151.2	129.5	147.1	169.1	53	141.2	96%	97%	
Salary Range Maximum (\$000)	21	136	190.9	187.2	155.6	187.8	202.9	53	173.7	92%	100%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility		
	12.1	87.2	0.7	68.5	31.5	# of Incs	% Yes	% No	
149						149	68.5	31.5	

* More than 30% of sample provided by one organization.

Position: 0679 Senior Economist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	7	26	*	1,900	2,744	229	3,575	54	1,978	55%	72%	
Annual Base Salary												
Annual Base Salary (\$000)	7	26	*	152.1	147.5	138.4	149.9	54	161.4	108%	109%	
Adjusted Annual Base Salary (\$000)	7	26	*	174.4	174.4	158.4	175.5	54	161.4	92%	93%	
Locality Pay or Geographic Differential (0.0%)	6	25	*	17.2	19.0	15.0	16.3	53	173.7	105%	101%	
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	1	*	2.0	2.0		2.0					
Short-Term Incentive/Bonus (\$000)	2	6	*	3.4	3.0	2.2	2.3	54	20.7	920%	694%	
Other Cash Compensation (\$000)	3	10	*	1.1	1.2	0.6	1.0					
Total Cash Compensation												
Total Cash Compensation (\$000)	7	26	*	153.4	148.7	138.6	150.6	54	182.7	121%	123%	
Adjusted Total Cash Compensation (\$000)	7	26	*	175.7	175.5	158.8	180.3	54	182.7	101%	104%	
Salary Range Data												
Salary Range Minimum (\$000)	7	26	*	104.4	104.2	100.5	104.5	53	108.6	104%	100%	
Salary Range Midpoint (\$000)	7	26	*	136.1	134.2	128.1	136.7	53	141.2	103%	102%	
Salary Range Maximum (\$000)	7	26	*	167.7	164.3	155.6	165.2	53	173.7	105%	101%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	19	99		1,805	1,853	1,114	1,321	54	1,978	150%	107%	
Annual Base Salary												
Annual Base Salary (\$000)	19	99		163.2	160.6	140.0	157.0	54	161.4	103%	101%	
Adjusted Annual Base Salary (\$000)	19	99		171.4	167.6	151.5	165.5	54	161.4	98%	96%	
Locality Pay or Geographic Differential (0.0%)	6	25		17.2	19.0	15.0	16.3					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	6	24		7.7	6.9	4.5	4.5					
Short-Term Incentive/Bonus (\$000)	6	25		11.1	10.8	4.7	10.8	54	20.7	192%	192%	
Other Cash Compensation (\$000)	8	36		6.1	7.3	1.6	7.0					
Total Cash Compensation												
Total Cash Compensation (\$000)	19	99		168.9	166.0	142.7	160.3	54	182.7	114%	110%	
Adjusted Total Cash Compensation (\$000)	19	99		177.1	173.0	152.7	172.0	54	182.7	106%	106%	
Salary Range Data												
Salary Range Minimum (\$000)	17	89		120.9	123.4	103.9	108.1	53	108.6	100%	88%	
Salary Range Midpoint (\$000)	17	89		156.7	159.3	134.9	143.3	53	141.2	99%	90%	
Salary Range Maximum (\$000)	17	89		192.4	195.1	165.2	178.6	53	173.7	97%	92%	

* More than 30% of sample provided by one organization.

Position: 0679 Senior Economist

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	12	70	2,368	3,870	3,176	3,575	6,413	54	1,978	55%	51%
Annual Base Salary											
Annual Base Salary (\$000)	12	70	149.1	141.2	128.7	143.0	152.5	54	161.4	113%	114%
Adjusted Annual Base Salary (\$000)	12	70	162.1	151.2	133.4	147.3	175.2	54	161.4	110%	107%
Locality Pay or Geographic Differential (0.0%)	6	25	17.2	19.0	15.0	16.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	3	11.0	14.0	2.0	20.0	20.0				
Short-Term Incentive/Bonus (\$000)	2	6	3.4	3.0	2.2	2.3	4.2	54	20.7	920%	694%
Other Cash Compensation (\$000)	6	26	2.5	1.3	0.5	0.8	1.5				
Total Cash Compensation											
Total Cash Compensation (\$000)	12	70	150.2	142.0	129.3	143.0	153.4	54	182.7	128%	129%
Adjusted Total Cash Compensation (\$000)	12	70	163.2	152.0	133.8	147.3	178.2	54	182.7	124%	120%
Salary Range Data											
Salary Range Minimum (\$000)	10	65	102.3	100.3	91.2	103.0	103.0	53	108.6	105%	103%
Salary Range Midpoint (\$000)	10	65	135.3	134.2	118.0	136.7	147.1	53	141.2	103%	102%
Salary Range Maximum (\$000)	10	65	168.2	168.0	144.8	165.2	191.2	53	173.7	105%	98%

* More than 30% of sample provided by one organization.

Position: 0680 Economist II

Position Description:

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. Possesses developed expertise in one or more specialized areas of economics or finance, providing analysis of complex issues using advanced theoretical and quantitative techniques. Reports to Section Chief but 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. May advise less experienced economists and oversee work of research assistants. Typically requires a Ph.D.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	21	199	*	2,179	4,362	2,825	6,413	59	1,978	37%	45%		
Annual Base Salary													
Annual Base Salary (\$000)	21	199	*	129.4	128.8	118.1	138.6	59	137.9	107%	107%		
Adjusted Annual Base Salary (\$000)	21	199	*	136.1	134.1	122.7	148.1	59	137.9	104%	103%		
Locality Pay or Geographic Differential (0.0%)	6	48	*	19.3	17.4	13.0	23.1						
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	6	36	*	7.6	7.2	4.5	10.0						
Short-Term Incentive/Bonus (\$000)	7	49	*	9.3	6.5	1.9	8.6	34	13.8	300%	212%		
Other Cash Compensation (\$000)	10	79	*	2.9	2.1	0.3	2.3	10	12.5	1389%	602%		
Total Cash Compensation													
Total Cash Compensation (\$000)	21	199	*	133.2	131.2	119.4	140.3	59	150.1	116%	114%		
Adjusted Total Cash Compensation (\$000)	21	199	*	140.0	136.6	123.0	153.0	59	150.1	113%	110%		
Salary Range Data													
Salary Range Minimum (\$000)	19	176	*	100.2	95.5	91.4	91.8	59	93.4	102%	96%		
Salary Range Midpoint (\$000)	19	176	*	128.4	127.4	119.5	128.7	59	121.5	94%	101%		
Salary Range Maximum (\$000)	19	176	*	156.5	159.2	150.8	166.0	59	149.5	90%	104%		

Degree of Match

# of Incs	% Match			Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker	# of Incs	% Yes	% No
199	6.0	93.0	1.0	199	68.8	31.2

* More than 30% of sample provided by one organization.

Position: 0680 Economist II

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	49	2,014	3,967	3,150	3,575	5,408	59	1,978	55%	50%
Annual Base Salary											
Annual Base Salary (\$000)	7	49	123.9	125.8	114.4	125.0	138.2	59	137.9	110%	110%
Adjusted Annual Base Salary (\$000)	7	49	144.1	147.5	133.1	148.8	165.4	59	137.9	93%	93%
Locality Pay or Geographic Differential (0.0%)	6	48	19.3	17.4	13.0	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	3.1	3.1	2.3	3.6	3.8				
Short-Term Incentive/Bonus (\$000)	2	25	3.2	2.7	1.6	1.9	4.1	34	13.8	726%	519%
Other Cash Compensation (\$000)	4	32	1.1	1.4	0.8	1.2	1.8	10	12.5	1,087%	909%
Total Cash Compensation											
Total Cash Compensation (\$000)	7	49	124.9	128.1	115.4	129.5	139.8	59	150.1	116%	117%
Adjusted Total Cash Compensation (\$000)	7	49	145.1	149.8	136.0	150.0	165.9	59	150.1	100%	100%
Salary Range Data											
Salary Range Minimum (\$000)	7	49	90.2	88.2	84.3	88.0	91.8	59	93.4	106%	100%
Salary Range Midpoint (\$000)	7	49	120.3	117.9	112.1	116.0	121.9	59	121.5	105%	98%
Salary Range Maximum (\$000)	7	49	150.3	147.6	136.2	150.8	151.9	59	149.5	99%	102%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	17	107	1,911	2,987	1,640	2,825	4,993	59	1,978	70%	66%
Annual Base Salary											
Annual Base Salary (\$000)	17	107	130.9	132.2	118.1	135.0	148.1	59	137.9	102%	104%
Adjusted Annual Base Salary (\$000)	17	107	139.2	142.2	128.9	145.5	157.6	59	137.9	95%	97%
Locality Pay or Geographic Differential (0.0%)	6	48	19.3	17.4	13.0	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	35	7.2	7.1	4.5	4.5	10.0				
Short-Term Incentive/Bonus (\$000)	6	48	8.9	6.4	1.8	4.5	8.1	34	13.8	310%	215%
Other Cash Compensation (\$000)	8	48	3.6	3.2	0.9	1.7	4.0	10	12.5	735%	395%
Total Cash Compensation											
Total Cash Compensation (\$000)	17	107	135.0	136.5	120.1	136.2	153.0	59	150.1	110%	110%
Adjusted Total Cash Compensation (\$000)	17	107	143.3	146.5	131.2	149.9	164.5	59	150.1	100%	102%
Salary Range Data											
Salary Range Minimum (\$000)	15	86	103.8	101.1	88.0	91.8	110.5	59	93.4	102%	91%
Salary Range Midpoint (\$000)	15	86	131.7	129.2	116.0	121.9	141.5	59	121.5	100%	94%
Salary Range Maximum (\$000)	15	86	159.6	157.3	146.2	151.9	172.1	59	149.5	98%	97%

* More than 30% of sample provided by one organization.

Position: 0680 Economist II

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	12	130	* 2,557	5,187	3,575	6,413	6,413	59	1,978	31%	38%	
Annual Base Salary												
Annual Base Salary (\$000)	12	130	* 121.3	123.8	114.9	126.0	134.5	59	137.9	109%	111%	
Adjusted Annual Base Salary (\$000)	12	130	* 132.8	130.7	118.9	129.1	140.2	59	137.9	107%	106%	
Locality Pay or Geographic Differential (0.0%)	6	40	* 19.0	17.4	13.0	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	12	* 8.4	9.3	3.6	12.0	15.0					
Short-Term Incentive/Bonus (\$000)	2	18	* 3.3	2.9	1.7	2.0	4.1	34	13.8	690%	475%	
Other Cash Compensation (\$000)	7	51	* 1.1	0.9	0.3	0.5	1.5	10	12.5	2,500%	1,414%	
Total Cash Compensation												
Total Cash Compensation (\$000)	12	130	* 122.2	124.6	115.2	126.7	135.0	59	150.1	119%	120%	
Adjusted Total Cash Compensation (\$000)	12	130	* 133.7	131.4	119.6	129.5	141.0	59	150.1	116%	114%	
Salary Range Data												
Salary Range Minimum (\$000)	11	121	* 90.7	89.5	88.0	91.4	91.4	59	93.4	102%	102%	
Salary Range Midpoint (\$000)	11	121	* 120.6	123.0	116.0	128.7	128.7	59	121.5	94%	105%	
Salary Range Maximum (\$000)	11	121	* 150.6	156.4	150.8	166.0	166.0	59	149.5	90%	106%	

* More than 30% of sample provided by one organization.

Position: 0681 Economist I

Position Description:

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. 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. Works with independence on issues in his or her fields of expertise and to resolve technical and analytical problems. Assignments typically are reviewed by a supervisor. Typically requires a Ph.D.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	15	121	2,223	3,500	1,321	2,825	6,413	43	1,978	70%	57%		
Annual Base Salary													
Annual Base Salary (\$000)	15	121	94.0	90.4	61.5	95.4	112.8	43	129.0	135%	143%		
Adjusted Annual Base Salary (\$000)	15	121	98.5	92.7	61.5	96.3	115.7	43	129.0	134%	139%		
Locality Pay or Geographic Differential (0.0%)	5	19	*	16.0	14.6	14.6	14.6						
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	5	21	*	5.0	4.5	5.0	7.5						
Short-Term Incentive/Bonus (\$000)	5	21	*	4.4	1.7	2.5	5.1						
Other Cash Compensation (\$000)	7	31	*	1.8	0.3	0.8	3.0	31	9.1	1138%	525%		
Total Cash Compensation													
Total Cash Compensation (\$000)	15	121	95.3	91.5	61.5	95.4	116.0	43	136.6	143%	149%		
Adjusted Total Cash Compensation (\$000)	15	121	99.8	93.7	61.5	96.6	119.0	43	136.6	141%	146%		
Salary Range Data													
Salary Range Minimum (\$000)	12	109	*	74.3	53.2	64.9	77.7	42	81.6	126%	94%		
Salary Range Midpoint (\$000)	12	109	*	95.9	66.5	94.9	103.1	42	104.1	110%	104%		
Salary Range Maximum (\$000)	12	109	*	117.4	79.8	124.8	128.5	42	126.5	101%	110%		

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
121	6.6	6.6	66.1	121	27.3	53.7	46.3	

* More than 30% of sample provided by one organization.

Position: 0681 Economist I

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	19	1,888	3,848	3,150	5,408	5,408	43	1,978	37%	51%
Annual Base Salary											
Annual Base Salary (\$000)	5	19	85.2	96.6	77.7	97.9	116.2	43	129.0	132%	133%
Adjusted Annual Base Salary (\$000)	5	19	98.6	110.8	89.0	110.6	133.1	43	129.0	117%	116%
Locality Pay or Geographic Differential (0.0%)	5	19	16.0	14.8	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	0.9	0.9		0.9					
Short-Term Incentive/Bonus (\$000)	2	12	1.5	2.0	1.5	1.7	2.5				
Other Cash Compensation (\$000)	4	12	0.7	1.4	0.5	1.0	2.2	31	9.1	958%	666%
Total Cash Compensation											
Total Cash Compensation (\$000)	5	19	86.1	98.8	82.5	98.4	118.6	43	136.6	139%	138%
Adjusted Total Cash Compensation (\$000)	5	19	99.5	112.9	94.2	111.1	135.5	43	136.6	123%	121%
Salary Range Data											
Salary Range Minimum (\$000)	5	19	66.3	70.6	61.3	69.4	77.7	42	81.6	118%	98%
Salary Range Midpoint (\$000)	5	19	86.8	94.1	87.7	87.8	103.1	42	104.1	119%	93%
Salary Range Maximum (\$000)	5	19	107.2	117.6	108.1	114.1	128.5	42	126.5	111%	97%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	14	85	1,924	2,266	1,321	1,640	2,825	43	1,978	121%	87%
Annual Base Salary											
Annual Base Salary (\$000)	14	85	93.9	88.1	50.1	92.0	118.0	43	129.0	140%	146%
Adjusted Annual Base Salary (\$000)	14	85	98.7	91.3	50.1	98.1	121.9	43	129.0	131%	141%
Locality Pay or Geographic Differential (0.0%)	5	19	16.0	14.8	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	21	5.0	5.8	4.5	5.0	7.5				
Short-Term Incentive/Bonus (\$000)	5	21	4.4	3.7	1.7	2.5	5.1				
Other Cash Compensation (\$000)	6	21	2.0	2.4	0.7	2.2	4.0	31	9.1	414%	381%
Total Cash Compensation											
Total Cash Compensation (\$000)	14	85	95.2	89.6	50.1	92.0	120.5	43	136.6	148%	152%
Adjusted Total Cash Compensation (\$000)	14	85	100.0	92.8	50.1	100.0	124.7	43	136.6	137%	147%
Salary Range Data											
Salary Range Minimum (\$000)	11	73	75.2	70.6	45.9	67.5	88.9	42	81.6	121%	96%
Salary Range Midpoint (\$000)	11	73	96.0	89.6	57.4	87.8	110.7	42	104.1	119%	98%
Salary Range Maximum (\$000)	11	73	116.7	108.5	68.9	114.1	134.3	42	126.5	111%	105%

* More than 30% of sample provided by one organization.

Position: 0681 Economist I

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
												Your Data
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	8	58	*	2,811	5,286	4,993	6,413	6,413	43	1,978	31%	37%
Annual Base Salary												
Annual Base Salary (\$000)	8	58	*	87.2	93.8	84.7	95.7	106.2	43	129.0	135%	137%
Adjusted Annual Base Salary (\$000)	8	58	*	95.6	98.5	88.7	96.9	108.5	43	129.0	133%	131%
Locality Pay or Geographic Differential (0.0%)	5	19	*	16.0	14.8	14.6	14.6	14.6				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	6	*	5.5	8.5	7.7	10.0	10.0				
Short-Term Incentive/Bonus (\$000)	2	12	*	1.5	2.0	1.5	1.7	2.5				
Other Cash Compensation (\$000)	6	23	*	1.2	1.2	0.3	0.5	2.0	31	9.1	1,820%	750%
Total Cash Compensation												
Total Cash Compensation (\$000)	8	58	*	88.3	94.7	84.8	95.9	106.5	43	136.6	143%	144%
Adjusted Total Cash Compensation (\$000)	8	58	*	96.6	99.4	89.4	97.1	108.9	43	136.6	141%	137%
Salary Range Data												
Salary Range Minimum (\$000)	7	53	*	70.8	68.2	64.9	64.9	67.5	42	81.6	126%	95%
Salary Range Midpoint (\$000)	7	53	*	93.7	95.8	94.9	94.9	94.9	42	104.1	110%	99%
Salary Range Maximum (\$000)	7	53	*	116.5	123.4	124.8	124.8	124.8	42	126.5	101%	101%

* More than 30% of sample provided by one organization.

Position: 0682 Research Assistant

Position Description:

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. Typically provides assistance to 2 to 10 professional economists, statisticians, or financial analysts. Work may involve contacts at all levels within the division.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	18	109	1,899	1,676	893	1,209	1,791	44	1,978	164%	118%	
Annual Base Salary												
Annual Base Salary (\$000)	18	109	52.0	51.7	47.3	48.9	57.4	44	47.5	97%	92%	
Adjusted Annual Base Salary (\$000)	18	109	54.7	52.6	47.9	48.9	58.0	44	47.5	97%	90%	
Locality Pay or Geographic Differential (0.0%)	5	13	19.3	15.7	13.0	14.6	17.8					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	29	*	3.9	2.7	4.5	4.5					
Short-Term Incentive/Bonus (\$000)	4	24	*	2.2	0.7	2.2	4.0					
Other Cash Compensation (\$000)	9	29	*	1.1	0.5	1.0	1.6					
Total Cash Compensation												
Total Cash Compensation (\$000)	18	109	52.8	52.5	47.9	48.9	59.0	44	47.5	97%	90%	
Adjusted Total Cash Compensation (\$000)	18	109	55.4	53.5	47.9	50.0	59.1	44	47.5	95%	89%	
Salary Range Data												
Salary Range Minimum (\$000)	15	92	45.4	46.4	43.6	45.6	47.7	44	45.2	99%	98%	
Salary Range Midpoint (\$000)	15	92	57.6	57.9	53.6	56.9	60.3	44	56.6	99%	98%	
Salary Range Maximum (\$000)	15	92	69.7	69.3	62.5	67.9	74.5	44	67.9	100%	98%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		% Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
109	4.6	109	76.1	109	19.3	74.3	25.7	

* More than 30% of sample provided by one organization.

Position: 0682 Research Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	15	2,327	3,533	1,058	3,575	5,408	44	1,978	55%	56%
Annual Base Salary											
Annual Base Salary (\$000)	6	15	52.2	52.5	47.1	47.7	59.6	44	47.5	100%	90%
Adjusted Annual Base Salary (\$000)	6	15	60.2	59.4	54.0	57.2	68.0	44	47.5	83%	80%
Locality Pay or Geographic Differential (0.0%)	5	13	19.3	15.7	13.0	14.6	17.8				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	2	3.6	3.6		3.6					
Short-Term Incentive/Bonus (\$000)	2	9	1.4	1.0	0.7	0.7	1.5				
Other Cash Compensation (\$000)	4	10	0.8	0.7	0.4	0.7	0.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	6	15	53.1	53.6	48.6	49.2	59.6	44	47.5	97%	89%
Adjusted Total Cash Compensation (\$000)	6	15	61.1	60.5	55.5	57.8	70.4	44	47.5	82%	78%
Salary Range Data											
Salary Range Minimum (\$000)	5	14	45.8	46.6	45.1	46.1	46.1	44	45.2	98%	99%
Salary Range Midpoint (\$000)	5	14	61.1	62.1	60.3	60.3	64.4	44	56.6	94%	97%
Salary Range Maximum (\$000)	5	14	76.4	77.6	74.5	74.5	83.7	44	67.9	91%	96%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	93	1,816	1,732	1,114	1,209	1,791	44	1,978	164%	114%
Annual Base Salary											
Annual Base Salary (\$000)	15	93	52.1	52.3	47.9	48.9	58.0	44	47.5	97%	91%
Adjusted Annual Base Salary (\$000)	15	93	55.3	53.4	47.9	50.0	58.6	44	47.5	95%	89%
Locality Pay or Geographic Differential (0.0%)	5	13	19.3	15.7	13.0	14.6	17.8				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	29	3.9	3.8	2.7	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	4	24	2.2	2.5	0.7	2.2	4.0				
Other Cash Compensation (\$000)	8	28	1.2	1.3	0.5	1.0	1.7				
Total Cash Compensation											
Total Cash Compensation (\$000)	15	93	53.0	53.3	48.0	49.4	59.1	44	47.5	96%	89%
Adjusted Total Cash Compensation (\$000)	15	93	56.2	54.4	48.0	51.0	59.3	44	47.5	93%	87%
Salary Range Data											
Salary Range Minimum (\$000)	13	88	45.1	46.1	43.6	45.6	47.7	44	45.2	99%	99%
Salary Range Midpoint (\$000)	13	88	57.5	57.6	53.6	56.9	60.2	44	56.6	99%	99%
Salary Range Maximum (\$000)	13	88	70.0	69.1	62.5	67.9	73.9	44	67.9	100%	98%

* More than 30% of sample provided by one organization.

Position: 0682 Research Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	9	29	2,323	2,201	172	366	5,408	44	1,978	540%	90%
Annual Base Salary											
Annual Base Salary (\$000)	9	29	51.8	50.1	43.1	47.1	59.3	44	47.5	101%	95%
Adjusted Annual Base Salary (\$000)	9	29	57.2	53.3	43.6	54.0	63.0	44	47.5	88%	89%
Locality Pay or Geographic Differential (0.0%)	5	11	19.5	16.5	13.0	14.6	20.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	2	3.6	3.6		3.6					
Short-Term Incentive/Bonus (\$000)	2	7	1.4	1.1	0.7	0.7	2.1				
Other Cash Compensation (\$000)	5	10	0.7	0.7	0.3	0.7	0.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	9	29	52.4	50.6	43.1	48.6	59.3	44	47.5	98%	94%
Adjusted Total Cash Compensation (\$000)	9	29	57.8	53.8	43.6	55.5	63.0	44	47.5	86%	88%
Salary Range Data											
Salary Range Minimum (\$000)	7	16	46.3	48.0	45.1	46.1	56.3	44	45.2	98%	96%
Salary Range Midpoint (\$000)	7	16	60.1	62.7	60.3	62.4	69.4	44	56.6	91%	99%
Salary Range Maximum (\$000)	7	16	74.0	77.3	74.5	79.5	83.7	44	67.9	85%	103%

* More than 30% of sample provided by one organization.

Position: 0683 Assistant General Counsel

Position Description:

Provides advice and counsel on any legal matter or problem involving the company. Advises and renders opinions to top management with respect to the legal implications involved in establishing or changing company policy. Works with representatives from various departments on developing and modifying practices and procedures to conform with legal requirements. Drafts, reviews, and revises a variety of instruments involving the company's interests or the interests of customers. Acts as a liaison with outside legal firms. Represents the company in certain litigation. Keeps informed on all legislation affecting overall company operations. May serve as the Corporate Secretary and Chief Legal Advisor to the Board of Directors. Possesses a Law Degree and must be a member of the Bar.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	17	63	*	5,191	5,724	1,791	4,993	5	1,978	40%	35%		
Annual Base Salary													
Annual Base Salary (\$000)	17	63	*	215.1	210.9	185.3	220.0	5	208.2	101%	99%		
Adjusted Annual Base Salary (\$000)	17	63	*	225.7	219.5	200.0	232.0	5	208.2	99%	95%		
Locality Pay or Geographic Differential (0.0%)	5	16	*	20.2	19.1	14.6	23.1						
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	7	34	*	23.1	31.3	12.0	40.0						
Short-Term Incentive/Bonus (\$000)	9	23		37.0	27.8	8.5	43.0	5	22.5	179%	81%		
Other Cash Compensation (\$000)	7	22	*	11.2	9.1	1.7	8.6	2	7.5	155%	82%		
Total Cash Compensation													
Total Cash Compensation (\$000)	17	63	*	238.7	224.2	190.6	231.0	5	234.8	112%	105%		
Adjusted Total Cash Compensation (\$000)	17	63	*	249.4	232.8	206.5	245.0	5	234.8	110%	101%		
Salary Range Data													
Salary Range Minimum (\$000)	15	53	*	143.6	136.1	131.5	133.3	5	152.0	116%	97%		
Salary Range Midpoint (\$000)	15	53	*	191.3	184.7	176.2	185.6	5	192.0	105%	99%		
Salary Range Maximum (\$000)	15	53	*	238.9	233.3	221.1	240.3	5	232.0	99%	100%		

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
63	3.2	95.2	1.6	63	90.5	9.5

* More than 30% of sample provided by one organization.

Position: 0683 Assistant General Counsel

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	23	2,014	2,504	281	3,150	5,408	5	1,978	63%	79%
Annual Base Salary											
Annual Base Salary (\$000)	7	23	192.6	187.6	175.1	185.3	192.1	5	208.2	112%	111%
Adjusted Annual Base Salary (\$000)	7	23	218.5	211.1	192.0	212.2	227.3	5	208.2	98%	99%
Locality Pay or Geographic Differential (0.0%)	5	16	*	20.2	14.6	20.9	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	2	*	4.9		4.9					
Short-Term Incentive/Bonus (\$000)	2	7	*	9.4	6.1	7.3	12.0	5	22.5	308%	273%
Other Cash Compensation (\$000)	4	9	*	3.5	1.9	2.1	8.0	2	7.5	357%	189%
Total Cash Compensation											
Total Cash Compensation (\$000)	7	23	196.7	191.7	177.2	190.6	198.3	5	234.8	123%	122%
Adjusted Total Cash Compensation (\$000)	7	23	222.6	215.2	194.0	214.3	235.3	5	234.8	110%	109%
Salary Range Data											
Salary Range Minimum (\$000)	7	23	140.6	138.2	131.3	132.4	156.0	5	152.0	115%	96%
Salary Range Midpoint (\$000)	7	23	185.4	183.8	163.5	176.2	212.9	5	192.0	109%	96%
Salary Range Maximum (\$000)	7	23	230.3	229.4	200.9	221.1	269.8	5	232.0	105%	96%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	61	3,793	5,398	1,717	4,993	4,993	5	1,978	40%	37%
Annual Base Salary											
Annual Base Salary (\$000)	15	61	204.0	208.0	185.0	207.0	215.0	5	208.2	101%	100%
Adjusted Annual Base Salary (\$000)	15	61	216.1	216.9	200.0	210.0	227.3	5	208.2	99%	96%
Locality Pay or Geographic Differential (0.0%)	5	16	*	20.2	14.6	20.9	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	32	*	14.3	12.0	40.0	40.0				
Short-Term Incentive/Bonus (\$000)	7	21	16.2	20.0	8.3	12.0	32.5	5	22.5	188%	113%
Other Cash Compensation (\$000)	7	22	*	11.2	1.7	4.9	8.6	2	7.5	155%	82%
Total Cash Compensation											
Total Cash Compensation (\$000)	15	61	216.2	218.2	190.3	208.2	224.9	5	234.8	113%	108%
Adjusted Total Cash Compensation (\$000)	15	61	228.3	227.1	204.7	214.4	238.0	5	234.8	110%	103%
Salary Range Data											
Salary Range Minimum (\$000)	13	51	*	139.5	134.7	131.6	132.4	5	152.0	116%	98%
Salary Range Midpoint (\$000)	13	51	*	186.1	183.1	182.7	182.7	5	192.0	105%	100%
Salary Range Maximum (\$000)	13	51	*	232.5	231.5	233.8	233.8	5	232.0	99%	101%

* More than 30% of sample provided by one organization.

Position: 0683 Assistant General Counsel

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	9	46	5,235	4,249	2,627	4,993	4,993	5	1,978	40%	47%
Annual Base Salary											
Annual Base Salary (\$000)	9	46	203.4	198.8	185.1	200.0	209.8	5	208.2	104%	105%
Adjusted Annual Base Salary (\$000)	9	46	223.5	210.5	200.0	209.1	218.4	5	208.2	100%	99%
Locality Pay or Geographic Differential (0.0%)	5	16	20.2	19.1	14.6	20.9	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	25	25.0	36.8	40.0	40.0	40.0				
Short-Term Incentive/Bonus (\$000)	3	8	39.6	19.7	6.2	8.0	12.0	5	22.5	283%	114%
Other Cash Compensation (\$000)	5	20	4.8	7.3	1.6	2.2	8.0	2	7.5	341%	102%
Total Cash Compensation											
Total Cash Compensation (\$000)	9	46	218.2	205.4	190.5	204.7	211.9	5	234.8	115%	114%
Adjusted Total Cash Compensation (\$000)	9	46	238.4	217.1	205.6	210.0	224.6	5	234.8	112%	108%
Salary Range Data											
Salary Range Minimum (\$000)	9	46	141.7	135.5	131.6	131.6	132.4	5	152.0	116%	97%
Salary Range Midpoint (\$000)	9	46	187.6	183.8	176.2	182.7	182.7	5	192.0	105%	99%
Salary Range Maximum (\$000)	9	46	233.5	232.1	221.1	233.8	234.6	5	232.0	99%	101%

* More than 30% of sample provided by one organization.

Position: 0684 Supervisory Senior Counsel

Position Description:

Handles the most complex legal issues of the Division, requiring expertise in one or more areas. 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. Typically requires a minimum 6-8 years of experience. Possesses a Law Degree and must be a member of the Bar.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	16	231	*	5,341	4,615	3,176	3,575	19	1,978	55%	43%
Annual Base Salary											
Annual Base Salary (\$000)	16	231	*	193.8	170.3	155.6	164.9	19	163.8	99%	96%
Adjusted Annual Base Salary (\$000)	16	231	*	204.6	195.8	182.3	203.0	19	163.8	81%	84%
Locality Pay or Geographic Differential (0.0%)	6	181	*	17.5	20.1	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	6	27	*	21.4	12.7	4.7	10.0				
Short-Term Incentive/Bonus (\$000)	9	76	*	33.1	16.6	7.1	8.5	19	18.5	218%	112%
Other Cash Compensation (\$000)	7	163	*	5.0	2.8	1.4	2.1				
Total Cash Compensation											
Total Cash Compensation (\$000)	16	231	*	214.0	177.7	159.1	167.4	19	181.4	108%	102%
Adjusted Total Cash Compensation (\$000)	16	231	*	224.9	203.2	189.5	204.7	19	181.4	89%	89%
Salary Range Data											
Salary Range Minimum (\$000)	13	211	*	140.8	112.8	106.5	106.5	16	108.6	102%	94%
Salary Range Midpoint (\$000)	13	211	*	182.3	145.1	135.7	136.9	16	141.2	103%	94%
Salary Range Maximum (\$000)	13	211	*	223.7	177.4	164.9	164.9	16	173.7	105%	93%

Degree of Match

# of Incs	% Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker
231	7.4	89.2	3.5
		# of Incs	%
		231	97.8
			No
			2.2

* More than 30% of sample provided by one organization.

Position: 0684 Supervisory Senior Counsel

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	181	*	2,169	3,610	3,575	4,492	19	1,978	55%	55%
Annual Base Salary											
Annual Base Salary (\$000)	6	181	*	168.0	163.3	164.9	164.9	19	163.8	99%	100%
Adjusted Annual Base Salary (\$000)	6	181	*	197.0	195.8	203.0	203.0	19	163.8	81%	84%
Locality Pay or Geographic Differential (0.0%)	6	181		17.5	20.1	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	12	*	4.5	4.5	4.7	5.2				
Short-Term Incentive/Bonus (\$000)	2	51	*	7.7	7.3	7.6	8.5	19	18.5	243%	253%
Other Cash Compensation (\$000)	5	144	*	2.9	2.9	2.5	3.5				
Total Cash Compensation											
Total Cash Compensation (\$000)	6	181	*	172.0	167.6	166.9	170.0	19	181.4	109%	108%
Adjusted Total Cash Compensation (\$000)	6	181	*	200.9	200.2	204.7	206.5	19	181.4	89%	91%
Salary Range Data											
Salary Range Minimum (\$000)	6	181	*	119.9	108.5	106.5	113.4	16	108.6	102%	98%
Salary Range Midpoint (\$000)	6	181	*	153.9	142.0	135.7	149.3	16	141.2	104%	96%
Salary Range Maximum (\$000)	6	181	*	187.8	175.4	164.9	194.2	16	173.7	105%	94%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	13	208	*	3,918	4,653	3,575	5,408	19	1,978	55%	43%
Annual Base Salary											
Annual Base Salary (\$000)	13	208	*	186.6	170.7	164.9	176.3	19	163.8	99%	96%
Adjusted Annual Base Salary (\$000)	13	208	*	200.0	199.0	203.0	203.0	19	163.8	81%	82%
Locality Pay or Geographic Differential (0.0%)	6	181	*	17.5	20.1	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	24	*	9.6	8.1	8.1	12.0				
Short-Term Incentive/Bonus (\$000)	7	73	*	19.0	13.9	8.4	15.0	19	18.5	220%	133%
Other Cash Compensation (\$000)	6	145	*	5.7	3.0	2.5	3.5				
Total Cash Compensation											
Total Cash Compensation (\$000)	13	208	*	198.7	177.6	167.8	182.7	19	181.4	108%	102%
Adjusted Total Cash Compensation (\$000)	13	208	*	212.1	205.9	204.9	209.2	19	181.4	89%	88%
Salary Range Data											
Salary Range Minimum (\$000)	11	189	*	138.7	110.7	106.5	113.4	16	108.6	102%	96%
Salary Range Midpoint (\$000)	11	189	*	181.3	144.7	135.7	149.3	16	141.2	104%	94%
Salary Range Maximum (\$000)	11	189	*	223.8	178.8	164.9	194.2	16	173.7	105%	92%

* More than 30% of sample provided by one organization.

Position: 0684 Supervisory Senior Counsel

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA											
Organization Scope Data	6	24	7,154	10,477	2,825	3,320	27,731				
Total U.S. FTEs											
Annual Base Salary											
Annual Base Salary (\$000)	6	24	207.8	217.0	175.8	205.2	267.5				
Adjusted Annual Base Salary (\$000)	6	24	229.7	229.2	198.8	215.4	267.5				
Locality Pay or Geographic Differential (0.0%)	3	6	26.5	29.7	24.8	33.0	33.0				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	12	25.6	19.4	12.0	12.0	12.0				
Short-Term Incentive/Bonus (\$000)	5	21	31.9	31.1	15.0	25.0	43.5				
Other Cash Compensation (\$000)	3	4	5.9	5.4	2.6	4.6	8.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	6	24	236.0	245.0	184.3	231.3	302.9				
Adjusted Total Cash Compensation (\$000)	6	24	257.8	257.2	218.5	236.4	302.9				
Salary Range Data											
Salary Range Minimum (\$000)	4	8	126.3	126.2	106.7	113.4	161.9				
Salary Range Midpoint (\$000)	4	8	169.1	170.3	143.3	154.8	215.3				
Salary Range Maximum (\$000)	4	8	211.8	214.5	182.5	196.2	268.9				
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data	9	175	7,995	3,813	3,176	3,575	3,575	19	1,978	55%	52%
Total U.S. FTEs											
Annual Base Salary											
Annual Base Salary (\$000)	9	175	182.7	162.8	153.2	164.9	164.9	19	163.8	99%	101%
Adjusted Annual Base Salary (\$000)	9	175	201.8	191.6	182.0	203.0	203.0	19	163.8	81%	85%
Locality Pay or Geographic Differential (0.0%)	6	152	17.2	20.5	15.4	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	9	17.1	7.0	3.7	3.9	5.6				
Short-Term Incentive/Bonus (\$000)	4	32	32.9	11.3	6.9	7.9	8.5				
Other Cash Compensation (\$000)	6	150	2.4	2.6	1.4	2.1	3.5				
Total Cash Compensation											
Total Cash Compensation (\$000)	9	175	198.4	167.1	156.1	166.7	168.4	19	181.4	109%	109%
Adjusted Total Cash Compensation (\$000)	9	175	217.4	195.9	182.7	204.3	206.5	19	181.4	89%	93%
Salary Range Data											
Salary Range Minimum (\$000)	7	172	120.7	110.1	106.5	106.5	113.4	16	108.6	102%	97%
Salary Range Midpoint (\$000)	7	172	151.7	140.0	135.7	135.7	139.6	16	141.2	104%	97%
Salary Range Maximum (\$000)	7	172	182.7	169.8	164.9	164.9	168.1	16	173.7	105%	97%

* More than 30% of sample provided by one organization.

Position: 0685 Senior Attorney

Position Description:

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 financial 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. Typically requires a minimum of 4-6 years of experience. Possesses a Law Degree and must be a member of the Bar.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
											% Stronger	% Equal	% Weaker
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	21	624	*	3,419	4,167	3,176	4,993	5,408	22	1,978	40%	47%	
Annual Base Salary													
Annual Base Salary (\$000)	21	624	*	153.8	149.3	138.3	153.2	159.5	22	152.0	99%	102%	
Adjusted Annual Base Salary (\$000)	21	624	*	163.0	166.9	153.2	171.0	183.4	22	152.0	89%	91%	
Locality Pay or Geographic Differential (0.0%)	7	427	*	18.5	17.8	14.6	14.6	23.1					
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	7	108	*	18.9	24.7	20.0	30.0	30.0					
Short-Term Incentive/Bonus (\$000)	7	255	*	14.7	4.1	2.0	2.3	4.7	15	15.8	687%	381%	
Other Cash Compensation (\$000)	12	433	*	5.0	2.6	1.1	1.8	3.0	2	14.0	778%	532%	
Total Cash Compensation													
Total Cash Compensation (\$000)	21	624	*	160.8	152.8	140.9	154.3	163.2	22	162.6	105%	106%	
Adjusted Total Cash Compensation (\$000)	21	624	*	170.0	170.5	153.6	174.0	190.1	22	162.6	93%	95%	
Salary Range Data													
Salary Range Minimum (\$000)	19	605	*	110.7	109.2	100.5	108.0	112.9	22	108.6	101%	99%	
Salary Range Midpoint (\$000)	19	605	*	144.2	139.9	128.1	141.3	143.3	22	141.2	100%	101%	
Salary Range Maximum (\$000)	19	605	*	177.7	170.7	155.6	168.1	178.6	22	173.7	103%	98%	

Degree of Match		Bonus/Other Cash Compensation Eligibility				
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No
624		100.0		624	99.0	1.0

* More than 30% of sample provided by one organization.

Position: 0685 Senior Attorney

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	8	428	1,794	4,128	3,575	5,408	5,408	22	1,978	37%	48%
Annual Base Salary											
Annual Base Salary (\$000)	8	428	148.6	145.3	134.8	151.5	157.6	22	152.0	100%	105%
Adjusted Annual Base Salary (\$000)	8	428	172.6	171.0	158.1	178.6	187.0	22	152.0	85%	89%
Locality Pay or Geographic Differential (0.0%)	7	427	18.5	17.8	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	17	3.0	3.0	2.7	3.0	3.8				
Short-Term Incentive/Bonus (\$000)	2	239	4.1	2.9	1.9	2.3	4.6	15	15.8	687%	536%
Other Cash Compensation (\$000)	5	323	2.5	2.4	1.2	2.0	3.1	2	14.0	700%	576%
Total Cash Compensation											
Total Cash Compensation (\$000)	8	428	150.9	148.7	137.5	154.5	161.7	22	162.6	105%	109%
Adjusted Total Cash Compensation (\$000)	8	428	174.9	174.5	161.6	182.4	191.5	22	162.6	89%	93%
Salary Range Data											
Salary Range Minimum (\$000)	8	428	105.3	104.8	100.5	108.0	108.0	22	108.6	101%	103%
Salary Range Midpoint (\$000)	8	428	139.2	136.8	128.1	141.3	143.3	22	141.2	100%	103%
Salary Range Maximum (\$000)	8	428	172.9	168.8	155.6	168.1	178.6	22	173.7	103%	100%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	17	522	1,869	4,151	3,575	4,993	5,408	22	1,978	40%	48%
Annual Base Salary											
Annual Base Salary (\$000)	17	522	144.7	148.1	137.2	154.4	160.0	22	152.0	98%	103%
Adjusted Annual Base Salary (\$000)	17	522	156.0	169.3	157.4	176.4	184.1	22	152.0	86%	90%
Locality Pay or Geographic Differential (0.0%)	7	427	18.5	17.8	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	99	12.4	23.6	12.0	30.0	30.0				
Short-Term Incentive/Bonus (\$000)	5	246	7.6	3.1	1.9	2.3	4.6	15	15.8	687%	505%
Other Cash Compensation (\$000)	10	360	3.9	2.8	1.3	2.1	3.4	2	14.0	667%	495%
Total Cash Compensation											
Total Cash Compensation (\$000)	17	522	148.6	151.6	139.1	156.4	165.0	22	162.6	104%	107%
Adjusted Total Cash Compensation (\$000)	17	522	159.9	172.7	160.5	179.4	190.8	22	162.6	91%	94%
Salary Range Data											
Salary Range Minimum (\$000)	16	514	109.4	106.2	100.5	108.0	112.9	22	108.6	101%	102%
Salary Range Midpoint (\$000)	16	514	144.4	140.0	128.1	143.3	143.3	22	141.2	99%	102%
Salary Range Maximum (\$000)	16	514	179.5	173.7	155.6	178.6	178.6	22	173.7	97%	103%

* More than 30% of sample provided by one organization.

Position: 0685 Senior Attorney

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA											
Organization Scope Data											
Total U.S. FTEs	5	26	3,038	3,666	2,825	3,320	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	5	26	166.8	159.4	133.4	149.1	174.6				
Adjusted Annual Base Salary (\$000)	5	26	194.1	186.2	161.9	178.3	217.6				
Locality Pay or Geographic Differential (0.0%)	3	16	30.3	31.3	27.7	33.0	33.0				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	11	21.6	28.4	12.0	12.0	50.0				
Short-Term Incentive/Bonus (\$000)	4	18	10.7	10.7	2.0	4.9	25.0				
Other Cash Compensation (\$000)	3	12	3.2	2.8	1.1	2.1	4.2				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	26	176.5	168.1	136.8	154.0	176.8				
Adjusted Total Cash Compensation (\$000)	5	26	203.8	194.8	165.3	181.8	224.1				
Salary Range Data											
Salary Range Minimum (\$000)	3	16	*								
Salary Range Midpoint (\$000)	3	16	*								
Salary Range Maximum (\$000)	3	16	*								
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	12	471	4,671	4,091	3,176	3,575	5,408	22	1,978	55%	48%
Annual Base Salary											
Annual Base Salary (\$000)	12	471	159.3	152.6	145.1	153.8	160.0	22	152.0	99%	100%
Adjusted Annual Base Salary (\$000)	12	471	175.5	170.4	153.2	175.0	184.1	22	152.0	87%	89%
Locality Pay or Geographic Differential (0.0%)	7	300	18.5	18.7	14.6	20.9	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	89	17.7	25.9	30.0	30.0	30.0				
Short-Term Incentive/Bonus (\$000)	3	133	14.7	4.2	2.2	2.3	4.8	15	15.8	687%	378%
Other Cash Compensation (\$000)	8	342	5.0	2.6	1.0	1.7	3.0	2	14.0	848%	548%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	471	165.3	155.7	146.9	155.6	164.4	22	162.6	104%	104%
Adjusted Total Cash Compensation (\$000)	12	471	181.5	173.4	154.5	177.9	191.0	22	162.6	91%	94%
Salary Range Data											
Salary Range Minimum (\$000)	12	462	109.2	110.7	100.5	108.0	114.4	22	108.6	101%	98%
Salary Range Midpoint (\$000)	12	462	141.9	140.7	128.1	141.3	143.3	22	141.2	100%	100%
Salary Range Maximum (\$000)	12	462	174.5	170.6	155.6	168.1	178.6	22	173.7	103%	99%

* More than 30% of sample provided by one organization.

Position: 0686 Attorney (Full Performance Level)

Position Description:

Independently drafts legal correspondence, memoranda, and opinion letters. Provides advice and counsel to clients in one or more functional areas. Researches, analyzes and interprets federal and state banking, securities, consumer, and/or administrative law issues. Develops new legal theories, legal precedents, and legal policies, where appropriate. Counsels management and staff on complex legal matters. Assists senior management in final resolution of legal issues in area of expertise. May represent the organization at financial institution meetings and negotiations. Assists in the training and development of other attorneys. Typically requires a minimum of 3-4 years of experience. Possesses a Law Degree and must be a member of the Bar.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	17	637	*	3,815	3,065	3,176	3,575	8	1,978	55%	65%		
Annual Base Salary													
Annual Base Salary (\$000)	17	637	*	123.0	124.6	115.3	136.2	8	132.8	105%	107%		
Adjusted Annual Base Salary (\$000)	17	637	*	130.6	150.8	139.9	167.7	8	132.8	86%	88%		
Locality Pay or Geographic Differential (0.0%)	6	604	*	18.5	22.1	23.1	23.1						
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	6	15	*	14.5	7.9	2.8	4.5						
Short-Term Incentive/Bonus (\$000)	7	19	*	10.2	5.3	1.3	3.1	6	13.6	439%	254%		
Other Cash Compensation (\$000)	10	364	*	3.1	1.6	0.9	2.0	1	4.3	319%	277%		
Total Cash Compensation													
Total Cash Compensation (\$000)	17	637	*	128.1	125.6	116.1	136.2	8	144.3	113%	115%		
Adjusted Total Cash Compensation (\$000)	17	637	*	135.7	151.9	140.8	167.7	8	144.3	93%	95%		
Salary Range Data													
Salary Range Minimum (\$000)	15	632	*	89.7	89.1	88.0	88.0	8	93.4	106%	99%		
Salary Range Midpoint (\$000)	15	632	*	117.1	114.4	112.1	112.1	8	121.5	108%	98%		
Salary Range Maximum (\$000)	15	632	*	144.4	139.6	136.2	136.2	8	149.5	110%	98%		

Degree of Match		Bonus/Other Cash Compensation Eligibility				
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No
637	1.4	98.6	98.3	637	98.3	1.7

* More than 30% of sample provided by one organization.

Position: 0686 Attorney (Full Performance Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	609	2,133	3,035	3,575	3,575	3,575	8	1,978	55%	65%
Annual Base Salary											
Annual Base Salary (\$000)	7	609	116.6	124.9	116.1	126.8	136.2	8	132.8	105%	106%
Adjusted Annual Base Salary (\$000)	7	609	134.9	152.3	141.2	155.6	167.7	8	132.8	85%	87%
Locality Pay or Geographic Differential (0.0%)	6	604	18.5	22.1	23.1	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	3.0	3.0	2.4	2.8	4.0				
Short-Term Incentive/Bonus (\$000)	3	15	1.9	2.4	1.3	1.4	3.1	6	13.6	971%	567%
Other Cash Compensation (\$000)	6	351	1.3	1.5	1.0	1.4	2.0	1	4.3	307%	281%
Total Cash Compensation											
Total Cash Compensation (\$000)	7	609	117.7	125.8	117.4	128.4	136.2	8	144.3	112%	115%
Adjusted Total Cash Compensation (\$000)	7	609	136.0	153.3	142.6	156.6	167.7	8	144.3	92%	94%
Salary Range Data											
Salary Range Minimum (\$000)	7	609	90.3	88.8	88.0	88.0	88.0	8	93.4	106%	99%
Salary Range Midpoint (\$000)	7	609	121.3	114.1	112.1	112.1	112.1	8	121.5	108%	98%
Salary Range Maximum (\$000)	7	609	152.3	139.5	136.2	136.2	136.2	8	149.5	110%	98%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	13	619	1,911	3,018	3,150	3,575	3,575	8	1,978	55%	66%
Annual Base Salary											
Annual Base Salary (\$000)	13	619	117.9	124.9	116.1	126.8	136.2	8	132.8	105%	106%
Adjusted Annual Base Salary (\$000)	13	619	127.8	152.0	140.8	154.8	167.7	8	132.8	86%	87%
Locality Pay or Geographic Differential (0.0%)	6	604	18.5	22.1	23.1	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	13	4.3	3.7	2.6	4.1	4.5				
Short-Term Incentive/Bonus (\$000)	5	17	3.2	2.7	1.3	2.1	4.5	6	13.6	648%	496%
Other Cash Compensation (\$000)	8	353	3.7	1.6	1.0	1.4	2.0	1	4.3	307%	272%
Total Cash Compensation											
Total Cash Compensation (\$000)	13	619	120.2	125.9	117.4	128.4	136.2	8	144.3	112%	115%
Adjusted Total Cash Compensation (\$000)	13	619	130.1	152.9	141.9	156.3	167.7	8	144.3	92%	94%
Salary Range Data											
Salary Range Minimum (\$000)	12	615	90.3	88.8	88.0	88.0	88.0	8	93.4	106%	99%
Salary Range Midpoint (\$000)	12	615	119.0	114.2	112.1	112.1	112.1	8	121.5	108%	98%
Salary Range Maximum (\$000)	12	615	147.8	139.6	136.2	136.2	136.2	8	149.5	110%	98%

* More than 30% of sample provided by one organization.

Position: 0686 Attorney (Full Performance Level)

Competitive Market Data (Excluding Your Data)

		Competitive Market Data (Excluding Your Data)					Your Data			
# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area										
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA										
Organization Scope Data										
Total U.S. FTEs	11	584 *	4,996	3,207	3,575	3,575	8	1,978	55%	62%
Annual Base Salary										
Annual Base Salary (\$000)	11	584 *	125.1	125.1	116.1	127.6	8	132.8	104%	106%
Adjusted Annual Base Salary (\$000)	11	584 *	137.1	152.1	140.8	155.9	8	132.8	85%	87%
Locality Pay or Geographic Differential (0.0%)	6	562 *	18.9	22.3	23.1	23.1				
Variable Pay										
Target Short-Term Incentive/Bonus (0.0%)	3	7 *	24.3	12.0	2.4	3.8				
Short-Term Incentive/Bonus (\$000)	4	11 *	15.0	7.2	1.3	3.1	6	13.6	439%	190%
Other Cash Compensation (\$000)	8	329 *	1.2	1.5	1.0	1.4	1	4.3	307%	284%
Total Cash Compensation										
Total Cash Compensation (\$000)	11	584 *	130.9	126.1	117.2	128.5	8	144.3	112%	114%
Adjusted Total Cash Compensation (\$000)	11	584 *	142.9	153.0	141.9	156.8	8	144.3	92%	94%
Salary Range Data										
Salary Range Minimum (\$000)	10	583 *	89.6	88.8	88.0	88.0	8	93.4	106%	99%
Salary Range Midpoint (\$000)	10	583 *	117.9	113.9	112.1	112.1	8	121.5	108%	98%
Salary Range Maximum (\$000)	10	583 *	146.2	138.9	136.2	136.2	8	149.5	110%	98%

* More than 30% of sample provided by one organization.

Position: 0687 Attorney (Entry Level)

Position Description:

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. Possesses a Law Degree and must become a member of Bar within 14 months of hire.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	6	46	*	2,676	3,564	3,176	3,575	5	1,978	55%	56%	
Annual Base Salary												
Annual Base Salary (\$000)	6	46	*	79.0	79.4	75.2	84.9	5	108.1	132%	136%	
Adjusted Annual Base Salary (\$000)	6	46	*	90.0	91.2	85.2	93.0	5	108.1	117%	118%	
Locality Pay or Geographic Differential (0.0%)	5	36	*	17.3	19.7	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)	1	8	*	1.4	1.4	1.2	1.3					
Other Cash Compensation (\$000)	3	19	*	0.7	0.7	0.3	1.0	2	7.2	1200%	1086%	
Total Cash Compensation												
Total Cash Compensation (\$000)	6	46	*	79.4	80.0	75.2	86.3	5	108.1	132%	135%	
Adjusted Total Cash Compensation (\$000)	6	46	*	90.4	91.7	86.4	93.1	5	108.1	117%	118%	
Salary Range Data												
Salary Range Minimum (\$000)	6	46	*	63.1	65.4	65.0	67.9	5	70.8	109%	99%	
Salary Range Midpoint (\$000)	6	46	*	79.0	79.2	74.1	87.8	5	90.3	122%	94%	
Salary Range Maximum (\$000)	6	46	*	95.0	93.1	83.2	106.1	5	109.8	131%	90%	

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
46	21.7	78.3	46	100.0		

* More than 30% of sample provided by one organization.

Position: 0687 Attorney (Entry Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	36	2,576	3,672	3,575	3,575	3,575	5	1,978	55%	54%
Annual Base Salary											
Annual Base Salary (\$000)	5	36	77.7	77.8	75.2	75.2	84.3	5	108.1	144%	139%
Adjusted Annual Base Salary (\$000)	5	36	90.9	92.8	92.5	92.5	96.9	5	108.1	117%	116%
Locality Pay or Geographic Differential (0.0%)	5	36	17.3	19.7	14.6	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	8	1.4	1.4	1.2	1.3	1.3				
Short-Term Incentive/Bonus (\$000)	2	9	0.7	0.7	0.5	0.6	1.1	2	7.2	1,200%	967%
Other Cash Compensation (\$000)											
Total Cash Compensation											
Total Cash Compensation (\$000)	5	36	78.1	78.3	75.2	75.2	86.1	5	108.1	144%	138%
Adjusted Total Cash Compensation (\$000)	5	36	91.3	93.3	92.5	92.5	99.1	5	108.1	117%	116%
Salary Range Data											
Salary Range Minimum (\$000)	5	36	60.9	63.0	65.0	65.0	66.8	5	70.8	109%	103%
Salary Range Midpoint (\$000)	5	36	76.9	76.3	74.1	74.1	83.6	5	90.3	122%	97%
Salary Range Maximum (\$000)	5	36	92.8	89.5	83.2	83.2	99.2	5	109.8	132%	93%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	36	2,576	3,672	3,575	3,575	3,575	5	1,978	55%	54%
Annual Base Salary											
Annual Base Salary (\$000)	5	36	77.7	77.8	75.2	75.2	84.3	5	108.1	144%	139%
Adjusted Annual Base Salary (\$000)	5	36	90.9	92.8	92.5	92.5	96.9	5	108.1	117%	116%
Locality Pay or Geographic Differential (0.0%)	5	36	17.3	19.7	14.6	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	8	1.4	1.4	1.2	1.3	1.3				
Short-Term Incentive/Bonus (\$000)	2	9	0.7	0.7	0.5	0.6	1.1	2	7.2	1,200%	967%
Other Cash Compensation (\$000)											
Total Cash Compensation											
Total Cash Compensation (\$000)	5	36	78.1	78.3	75.2	75.2	86.1	5	108.1	144%	138%
Adjusted Total Cash Compensation (\$000)	5	36	91.3	93.3	92.5	92.5	99.1	5	108.1	117%	116%
Salary Range Data											
Salary Range Minimum (\$000)	5	36	60.9	63.0	65.0	65.0	66.8	5	70.8	109%	103%
Salary Range Midpoint (\$000)	5	36	76.9	76.3	74.1	74.1	83.6	5	90.3	122%	97%
Salary Range Maximum (\$000)	5	36	92.8	89.5	83.2	83.2	99.2	5	109.8	132%	93%

* More than 30% of sample provided by one organization.

Position: 0687 Attorney (Entry Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	6	45	2.676	3.523	3.176	3.575	3.575	5	1,978	55%	56%
Annual Base Salary											
Annual Base Salary (\$000)	6	45	79.0	79.3	75.2	81.7	84.9	5	108.1	132%	136%
Adjusted Annual Base Salary (\$000)	6	45	90.1	91.2	85.1	92.5	92.7	5	108.1	117%	119%
Locality Pay or Geographic Differential (0.0%)	5	35	17.4	19.9	14.6	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	7	1.3	1.3	1.2	1.3	1.3				
Other Cash Compensation (\$000)	3	18	0.7	0.6	0.3	0.6	0.7	2	7.2	1,309%	1,127%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	45	79.5	79.8	75.2	81.7	85.9	5	108.1	132%	135%
Adjusted Total Cash Compensation (\$000)	6	45	90.5	91.6	86.4	92.5	92.7	5	108.1	117%	118%
Salary Range Data											
Salary Range Minimum (\$000)	6	45	63.1	65.3	65.0	65.0	68.4	5	70.8	109%	100%
Salary Range Midpoint (\$000)	6	45	79.0	79.0	74.1	74.1	87.8	5	90.3	122%	94%
Salary Range Maximum (\$000)	6	45	95.0	92.7	83.2	83.7	106.1	5	109.8	131%	90%

* More than 30% of sample provided by one organization.

Position: 0688 Paralegal

Position Description:

Processes complex requests, identifies and retrieves responsive documents, identifies portions of documents to be redacted, drafts response letters to requesters identifying exemptions that justify withholding of documents. Advises attorneys on technical aspects of drafting of regulatory documents to be published. Assists litigation and enforcement attorneys with legal research, preparation of briefs and other filings, preparation of record indices and hearing preparation. May provide training and act as a resource for lower level paralegals.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	13	109	*	6,196	7,298	5,408	5,408	2	1,978	37%	27%
Annual Base Salary											
Annual Base Salary (\$000)	13	109	*	67.3	73.5	73.7	80.4	2	71.7	97%	98%
Adjusted Annual Base Salary (\$000)	13	109	*	72.2	81.5	82.4	90.7	2	71.7	87%	88%
Locality Pay or Geographic Differential (0.0%)	5	68	*	19.3	17.5	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	17	*	5.1	7.8	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	4	55	*	1.7	1.6	1.2	2.2				
Other Cash Compensation (\$000)	7	63	*	0.7	1.0	0.8	1.2	1	2.5	313%	253%
Total Cash Compensation											
Total Cash Compensation (\$000)	13	109	*	68.1	74.9	75.0	82.8	2	73.0	97%	97%
Adjusted Total Cash Compensation (\$000)	13	109	*	73.0	82.9	84.5	91.8	2	73.0	86%	88%
Salary Range Data											
Salary Range Minimum (\$000)	11	96	*	54.6	56.9	59.4	59.4	2	61.4	103%	104%
Salary Range Midpoint (\$000)	11	96	*	70.8	73.6	76.7	76.7	2	76.8	100%	104%
Salary Range Maximum (\$000)	11	96	*	87.0	90.2	94.0	94.0	2	92.1	98%	104%

Degree of Match

# of Incs	% Match		% Weaker		% Stronger	
	Equal	Stronger	Weaker	Stronger	Equal	Stronger
109	54.1	10.1	35.8	109	93.6	6.4

Bonus/Other Cash Compensation Eligibility

# of Incs	% Eligible		% Not Eligible	
	Yes	No	Yes	No
109	93.6	6.4		

* More than 30% of sample provided by one organization.

Position: 0688 Paralegal

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	69	1,964	4,423	3,575	5,408	5,408	2	1,978	37%	45%
Annual Base Salary											
Annual Base Salary (\$000)	6	69	66.8	73.7	67.4	73.0	79.0	2	71.7	98%	97%
Adjusted Annual Base Salary (\$000)	6	69	77.4	86.4	77.1	85.3	94.1	2	71.7	84%	83%
Locality Pay or Geographic Differential (0.0%)	5	68	19.3	17.5	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	42	1.4	1.4	1.0	1.1	1.4				
Other Cash Compensation (\$000)	5	54	0.8	1.1	0.5	0.9	1.2	1	2.5	278%	235%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	69	67.5	75.4	68.3	75.2	82.7	2	73.0	97%	97%
Adjusted Total Cash Compensation (\$000)	6	69	78.1	88.1	78.2	87.1	95.7	2	73.0	84%	83%
Salary Range Data											
Salary Range Minimum (\$000)	6	69	55.6	58.0	53.8	59.4	59.4	2	61.4	103%	102%
Salary Range Midpoint (\$000)	6	69	72.3	74.7	68.5	76.7	76.7	2	76.8	100%	103%
Salary Range Maximum (\$000)	6	69	88.9	91.3	83.2	94.0	94.0	2	92.1	98%	103%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	10	96	4,898	6,850	3,575	5,408	5,408	2	1,978	37%	29%
Annual Base Salary											
Annual Base Salary (\$000)	10	96	67.2	72.8	65.0	73.0	79.0	2	71.7	98%	98%
Adjusted Annual Base Salary (\$000)	10	96	73.6	81.9	73.4	82.4	91.7	2	71.7	87%	88%
Locality Pay or Geographic Differential (0.0%)	5	68	19.3	17.5	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	17	5.1	7.8	6.8	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	4	55	1.7	1.6	1.0	1.2	2.2				
Other Cash Compensation (\$000)	5	54	0.8	1.1	0.5	0.9	1.2	1	2.5	278%	235%
Total Cash Compensation											
Total Cash Compensation (\$000)	10	96	68.1	74.3	65.2	74.7	81.6	2	73.0	98%	98%
Adjusted Total Cash Compensation (\$000)	10	96	74.5	83.4	74.6	84.5	93.2	2	73.0	86%	87%
Salary Range Data											
Salary Range Minimum (\$000)	8	83	55.0	56.4	53.8	59.4	59.4	2	61.4	103%	105%
Salary Range Midpoint (\$000)	8	83	71.5	72.9	68.5	76.7	76.7	2	76.8	100%	105%
Salary Range Maximum (\$000)	8	83	88.0	89.4	83.2	94.0	94.0	2	92.1	98%	105%

* More than 30% of sample provided by one organization.

Position: 0688 Paralegal

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Your Data	
										Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	10	77	4,835	5,391	3,575	4,993	5,408	2	1,978	40%	37%
Annual Base Salary											
Annual Base Salary (\$000)	10	77	66.8	72.9	63.8	73.0	79.0	2	71.7	98%	98%
Adjusted Annual Base Salary (\$000)	10	77	73.3	81.6	73.7	82.5	91.2	2	71.7	87%	88%
Locality Pay or Geographic Differential (0.0%)	5	50	20.1	18.5	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	13	9.0	9.0	9.0	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	1	25	1.3	1.3	1.0	1.1	1.2				
Other Cash Compensation (\$000)	6	46	0.7	1.0	0.5	0.9	1.2	1	2.5	294%	259%
Total Cash Compensation											
Total Cash Compensation (\$000)	10	77	67.3	73.9	64.4	74.0	79.4	2	73.0	99%	99%
Adjusted Total Cash Compensation (\$000)	10	77	73.8	82.5	74.6	84.5	92.4	2	73.0	86%	88%
Salary Range Data											
Salary Range Minimum (\$000)	10	77	54.2	56.5	51.2	53.8	59.4	2	61.4	114%	95%
Salary Range Midpoint (\$000)	10	77	70.5	73.1	68.5	69.0	76.7	2	76.8	111%	94%
Salary Range Maximum (\$000)	10	77	86.7	89.7	83.2	85.0	94.0	2	92.1	108%	95%

* More than 30% of sample provided by one organization.

Position: 0689 Legal Secretary

Position Description:

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. Possesses knowledge of legal terminology.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	15	88	3,806	5,361	2,825	4,993	5,408	1	1,978	40%	37%	
Annual Base Salary												
Annual Base Salary (\$000)	15	88	56.3	57.3	51.5	57.9	62.7	1	47.1	81%	82%	
Adjusted Annual Base Salary (\$000)	15	88	58.3	61.5	56.6	62.8	66.2	1	47.1	75%	77%	
Locality Pay or Geographic Differential (0.0%)	3	40	*	19.4	14.6	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	11	*	1.7	1.7	1.7	1.7	1	2.5	278%	206%	
Short-Term Incentive/Bonus (\$000)	5	42	*	2.4	1.5	0.8	1.8					
Other Cash Compensation (\$000)	6	40	*	1.5	1.2	0.7	1.3	1	2.5	278%	206%	
Total Cash Compensation												
Total Cash Compensation (\$000)	15	88	57.5	58.6	52.5	59.1	64.3	1	49.6	84%	85%	
Adjusted Total Cash Compensation (\$000)	15	88	59.6	62.8	57.4	64.3	67.8	1	49.6	77%	79%	
Salary Range Data												
Salary Range Minimum (\$000)	12	66	*	42.3	39.9	38.8	42.0	1	39.2	101%	97%	
Salary Range Midpoint (\$000)	12	66	*	53.0	51.0	51.9	53.4	1	49.0	94%	102%	
Salary Range Maximum (\$000)	12	66	*	63.7	62.1	62.5	64.9	1	58.8	94%	101%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		% Bonus/Other Cash Compensation Eligibility	
	6.8		87.5		5.7	# of Incs	% Yes	% No
88						88	73.9	26.1

* More than 30% of sample provided by one organization.

Position: 0689 Legal Secretary

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	4	41	2,438	4,387	3,575	5,408	5,408	1	1,978	37%	45%
Annual Base Salary											
Annual Base Salary (\$000)	4	41	57.0	55.0	51.2	55.9	58.9	1	47.1	84%	86%
Adjusted Annual Base Salary (\$000)	4	41	64.8	64.1	62.1	64.2	68.2	1	47.1	73%	74%
Locality Pay or Geographic Differential (0.0%)	3	40	19.4	17.4	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	25	1.1	1.1	0.8	0.8	1.4				
Other Cash Compensation (\$000)	3	36	1.1	1.2	0.6	0.9	1.3	1	2.5	278%	215%
Total Cash Compensation											
Total Cash Compensation (\$000)	4	41	58.0	56.6	51.6	57.9	61.2	1	49.6	86%	88%
Adjusted Total Cash Compensation (\$000)	4	41	65.8	65.7	62.5	65.7	70.1	1	49.6	75%	75%
Salary Range Data											
Salary Range Minimum (\$000)	4	41	45.8	40.2	36.3	38.3	43.5	1	39.2	102%	95%
Salary Range Midpoint (\$000)	4	41	57.9	50.9	43.9	49.6	55.5	1	49.0	99%	97%
Salary Range Maximum (\$000)	4	41	70.0	61.6	51.5	60.9	67.5	1	58.8	97%	99%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	13	79	4,134	5,838	2,825	4,993	5,408	1	1,978	40%	34%
Annual Base Salary											
Annual Base Salary (\$000)	13	79	55.7	57.2	51.5	57.8	62.7	1	47.1	81%	82%
Adjusted Annual Base Salary (\$000)	13	79	58.1	61.9	58.0	63.2	66.6	1	47.1	75%	76%
Locality Pay or Geographic Differential (0.0%)	3	40	19.4	17.4	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	11	1.7	1.7	1.7	1.7	1.7				
Short-Term Incentive/Bonus (\$000)	5	42	2.4	1.5	0.8	0.9	1.8				
Other Cash Compensation (\$000)	6	40	1.5	1.2	0.7	0.9	1.3	1	2.5	278%	206%
Total Cash Compensation											
Total Cash Compensation (\$000)	13	79	57.2	58.6	52.2	59.1	64.6	1	49.6	84%	85%
Adjusted Total Cash Compensation (\$000)	13	79	59.6	63.3	58.6	64.5	68.4	1	49.6	77%	78%
Salary Range Data											
Salary Range Minimum (\$000)	11	63	42.3	39.8	36.6	38.3	43.2	1	39.2	102%	96%
Salary Range Midpoint (\$000)	11	63	52.9	50.9	45.5	49.6	53.4	1	49.0	99%	97%
Salary Range Maximum (\$000)	11	63	63.5	62.0	54.6	60.9	64.9	1	58.8	97%	98%

* More than 30% of sample provided by one organization.

Position: 0689 Legal Secretary

Competitive Market Data (Excluding Your Data)

	Competitive Market Data (Excluding Your Data)						Your Data					
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	7	63	*	2,585	4,033	3,575	5,408	1	1,978	40%	49%	
Annual Base Salary												
Annual Base Salary (\$000)	7	63	*	58.7	57.3	53.3	58.1	1	47.1	81%	82%	
Adjusted Annual Base Salary (\$000)	7	63	*	63.1	62.9	59.0	63.4	1	47.1	74%	75%	
Locality Pay or Geographic Differential (0.0%)	3	37	*	19.5	17.9	14.6	14.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)	1	22	*	1.1	1.1	0.8	0.8					
Other Cash Compensation (\$000)	4	34	*	1.2	1.2	0.7	0.9	1	2.5	278%	209%	
Total Cash Compensation												
Total Cash Compensation (\$000)	7	63	*	59.3	58.3	53.9	59.0	1	49.6	84%	85%	
Adjusted Total Cash Compensation (\$000)	7	63	*	63.7	63.9	59.8	64.3	1	49.6	77%	78%	
Salary Range Data												
Salary Range Minimum (\$000)	6	56	*	44.0	39.9	38.3	38.8	1	39.2	101%	97%	
Salary Range Midpoint (\$000)	6	56	*	56.3	51.3	49.6	51.9	1	49.0	94%	101%	
Salary Range Maximum (\$000)	6	56	*	68.5	62.6	60.9	64.2	1	58.8	92%	103%	

* More than 30% of sample provided by one organization.

Position: 0731 Supervisory IT Specialist

Position Description:

Performs the full range of first-line supervisory responsibilities for Information Technology staff in one or more of the following specialties: policy and planning, security, systems analysis, applications software, operating systems, network services, data management, systems administration and/or customer support. Identifies and resolves complex IT problems and issues that cross functional boundaries. Performs full range of project management activities. Manages multiple projects through the systems development life cycle from project initiation, through requirements, design and development, testing, implementation, maintenance and retirement. Leads project staff responsible for managing, administering, developing and/or maintaining information technology software applications. Formulates and administers the unit's budget, defining proposed expenditures for IT equipment, human resources, training, travel, conferences and other major activities.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
											Yes	No	
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	14	133	3,632	8,305	1,640	3,176	5,408	16	1,978	62%	24%		
Annual Base Salary													
Annual Base Salary (\$000)	14	133	127.3	122.9	98.5	126.2	145.0	16	125.6	100%	102%		
Adjusted Annual Base Salary (\$000)	14	133	139.7	131.0	100.3	136.6	162.2	16	125.6	92%	96%		
Locality Pay or Geographic Differential (0.0%)	7	43	*	19.0	14.6	16.3	23.1						
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	3	25	*	6.5	5.2	4.5	4.8						
Short-Term Incentive/Bonus (\$000)	5	43	*	5.0	7.7	6.7	11.7						
Other Cash Compensation (\$000)	9	55	3.2	4.9	1.3	2.5	9.8	16	7.9	316%	160%		
Total Cash Compensation													
Total Cash Compensation (\$000)	14	133	130.5	127.4	103.4	129.9	149.0	16	133.0	102%	104%		
Adjusted Total Cash Compensation (\$000)	14	133	142.9	135.6	107.3	140.8	165.0	16	133.0	94%	98%		
Salary Range Data													
Salary Range Minimum (\$000)	13	110	96.0	84.8	67.8	89.7	95.1	16	108.6	121%	106%		
Salary Range Midpoint (\$000)	13	110	123.8	110.8	79.8	117.2	130.4	16	141.3	121%	106%		
Salary Range Maximum (\$000)	13	110	151.6	136.9	94.0	144.4	155.8	16	173.9	120%	106%		

Degree of Match

# of Incs	% Match			Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker	# of Incs	% Yes	% No
133	15.8	62.4	21.8	133	78.9	21.1

* More than 30% of sample provided by one organization.

Position: 0731 Supervisory IT Specialist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	8	44	1,522	3,620	1,687	3,575	5,408	16	1,978	55%	55%
Annual Base Salary											
Annual Base Salary (\$000)	8	44	137.4	136.8	128.6	138.4	145.6	16	125.6	91%	92%
Adjusted Annual Base Salary (\$000)	8	44	159.0	161.5	156.2	163.4	169.9	16	125.6	77%	78%
Locality Pay or Geographic Differential (0.0%)	7	43	19.0	18.9	14.6	16.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	2	19	2.8	4.8	2.5	4.2	6.0				
Other Cash Compensation (\$000)	6	24	1.5	1.6	1.0	1.5	2.5	16	7.9	527%	490%
Total Cash Compensation											
Total Cash Compensation (\$000)	8	44	139.0	139.8	129.5	141.0	151.4	16	133.0	94%	95%
Adjusted Total Cash Compensation (\$000)	8	44	160.6	164.4	158.2	165.3	175.1	16	133.0	80%	81%
Salary Range Data											
Salary Range Minimum (\$000)	8	44	106.4	97.7	93.2	95.1	95.1	16	108.6	114%	97%
Salary Range Midpoint (\$000)	8	44	138.6	131.5	118.8	136.9	136.9	16	141.3	103%	104%
Salary Range Maximum (\$000)	8	44	170.9	165.2	144.4	168.1	178.6	16	173.9	103%	102%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	92	1,637	2,757	1,209	2,825	3,575	16	1,978	70%	72%
Annual Base Salary											
Annual Base Salary (\$000)	12	92	129.5	131.4	111.1	132.3	147.4	16	125.6	95%	96%
Adjusted Annual Base Salary (\$000)	12	92	143.9	143.2	111.3	153.2	166.2	16	125.6	82%	88%
Locality Pay or Geographic Differential (0.0%)	7	43	19.0	18.9	14.6	16.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	22	4.8	4.6	4.5	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	4	40	4.9	7.9	3.9	6.9	11.9				
Other Cash Compensation (\$000)	8	49	3.4	5.4	1.5	2.6	10.0	16	7.9	304%	146%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	92	133.2	137.7	119.9	134.6	156.3	16	133.0	99%	97%
Adjusted Total Cash Compensation (\$000)	12	92	147.6	149.5	120.4	159.6	170.5	16	133.0	83%	89%
Salary Range Data											
Salary Range Minimum (\$000)	11	73	99.4	92.0	78.9	93.2	95.3	16	108.6	117%	101%
Salary Range Midpoint (\$000)	11	73	128.3	120.8	101.6	118.8	136.9	16	141.3	119%	98%
Salary Range Maximum (\$000)	11	73	157.1	149.5	121.9	144.4	178.6	16	173.9	120%	97%

* More than 30% of sample provided by one organization.

Position: 0731 Supervisory IT Specialist

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	10	79	*	4,338	12,377	3,176	5,408	28,029	16	1,978	37%	16%
Annual Base Salary												
Annual Base Salary (\$000)	10	79	*	133.1	119.8	87.0	128.5	142.9	16	125.6	98%	105%
Adjusted Annual Base Salary (\$000)	10	79	*	150.3	131.8	89.1	144.8	162.9	16	125.6	87%	95%
Locality Pay or Geographic Differential (0.0%)	7	37	*	18.9	19.1	14.6	20.9	23.1				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	3	*	10.0	10.0	10.0	10.0	10.0				
Short-Term Incentive/Bonus (\$000)	3	16	*	4.0	5.5	3.9	5.0	6.9				
Other Cash Compensation (\$000)	7	30	*	1.4	1.5	1.0	1.5	2.0	16	7.9	527%	535%
Total Cash Compensation												
Total Cash Compensation (\$000)	10	79	*	134.6	121.5	88.4	129.5	144.3	16	133.0	103%	109%
Adjusted Total Cash Compensation (\$000)	10	79	*	151.8	133.5	89.1	146.6	165.3	16	133.0	91%	100%
Salary Range Data												
Salary Range Minimum (\$000)	10	75	*	100.7	84.6	58.0	93.2	95.1	16	108.6	117%	110%
Salary Range Midpoint (\$000)	10	75	*	130.9	111.2	76.0	118.8	130.4	16	141.3	119%	107%
Salary Range Maximum (\$000)	10	75	*	161.1	137.8	94.0	144.4	155.8	16	173.9	120%	105%

* More than 30% of sample provided by one organization.

Position: 0732 Supervisory IT Project Manager

Position Description:

Implements system development project management strategies/disciplines. Provides time, scope and cost analyses for project throughout its lifecycle. Makes recommendations on solutions to leadership and stakeholders. Ensures project objectives are set and roles of team members are clear. Monitors and reviews team inputs/outputs. Conducts risk, issue, and change management activities in a timely manner with quality resolutions. Produces standard project management documentation and communications, status, resource and budget plans.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	11	92	*	7,060	7,647	2,825	3,320	16	1,978	70%	26%
Annual Base Salary											
Annual Base Salary (\$000)	11	92	*	131.0	137.8	114.0	159.5	16	125.6	90%	91%
Adjusted Annual Base Salary (\$000)	11	92	*	138.4	139.7	115.2	160.5	16	125.6	90%	90%
Locality Pay or Geographic Differential (0.0%)	3	7	*	19.5	18.5	14.6	20.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	77	*	7.8	6.3	4.5	7.5				
Short-Term Incentive/Bonus (\$000)	7	74	*	10.0	10.2	6.7	12.1				
Other Cash Compensation (\$000)	3	6	*	5.0	3.9	0.1	7.1	16	7.9	188%	205%
Total Cash Compensation											
Total Cash Compensation (\$000)	11	92	*	138.4	146.2	121.1	168.9	16	133.0	90%	91%
Adjusted Total Cash Compensation (\$000)	11	92	*	145.9	148.2	121.4	171.0	16	133.0	89%	90%
Salary Range Data											
Salary Range Minimum (\$000)	9	30		90.0	89.4	69.1	112.0	16	108.6	121%	100%
Salary Range Midpoint (\$000)	9	30		115.3	114.1	86.4	145.6	16	141.3	122%	101%
Salary Range Maximum (\$000)	9	30		140.6	138.8	103.7	179.2	16	173.9	124%	101%

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
92	10.9	89.1		92	100.0	

* More than 30% of sample provided by one organization.

Position: 0732 Supervisory IT Project Manager

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	3	7	3,157	3,038	488	3,575	5,408	16	1,978	55%	65%
Annual Base Salary											
Annual Base Salary (\$000)	3	7	141.4	141.2	120.9	142.3	163.1	16	125.6	88%	89%
Adjusted Annual Base Salary (\$000)	3	7	168.7	166.9	146.1	175.2	186.9	16	125.6	72%	75%
Locality Pay or Geographic Differential (0.0%)	3	7	19.5	18.5	14.6	20.9	20.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	3	7.9	7.9	6.0	7.8	9.8				
Other Cash Compensation (\$000)	1	3	0.5	0.5	0.1	0.1	1.4	16	7.9	7,900%	1,481%
Total Cash Compensation											
Total Cash Compensation (\$000)	3	7	144.2	144.8	121.0	142.3	170.9	16	133.0	93%	92%
Adjusted Total Cash Compensation (\$000)	3	7	171.5	170.5	146.2	175.2	194.7	16	133.0	76%	78%
Salary Range Data											
Salary Range Minimum (\$000)	3	7	101.2	103.4	95.1	97.3	113.4	16	108.6	112%	94%
Salary Range Midpoint (\$000)	3	7	131.6	135.3	120.1	136.9	154.8	16	141.3	103%	101%
Salary Range Maximum (\$000)	3	7	162.0	167.0	142.9	168.1	196.2	16	173.9	103%	101%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	9	73	5,146	4,373	2,825	2,825	2,825	16	1,978	70%	45%
Annual Base Salary											
Annual Base Salary (\$000)	9	73	130.2	141.2	122.8	142.2	160.3	16	125.6	88%	89%
Adjusted Annual Base Salary (\$000)	9	73	139.3	143.6	125.3	145.6	161.0	16	125.6	86%	87%
Locality Pay or Geographic Differential (0.0%)	3	7	19.5	18.5	14.6	20.9	20.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	58	4.7	4.6	4.5	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	5	55	9.4	10.3	6.5	10.0	12.5				
Other Cash Compensation (\$000)	3	6	5.0	3.9	0.1	4.2	7.1	16	7.9	188%	205%
Total Cash Compensation											
Total Cash Compensation (\$000)	9	73	136.8	149.2	126.8	151.5	169.9	16	133.0	88%	89%
Adjusted Total Cash Compensation (\$000)	9	73	145.9	151.7	129.5	153.3	174.1	16	133.0	87%	88%
Salary Range Data											
Salary Range Minimum (\$000)	7	18	90.8	91.0	84.0	89.7	97.3	16	108.6	121%	99%
Salary Range Midpoint (\$000)	7	18	115.9	114.6	98.8	115.4	124.3	16	141.3	122%	101%
Salary Range Maximum (\$000)	7	18	140.9	138.2	113.6	139.7	152.1	16	173.9	124%	101%

* More than 30% of sample provided by one organization.

Position: 0732 Supervisory IT Project Manager

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	4	20	9,375	19,282	5,408	28,029	28,029	16	1,978	7%	10%
Annual Base Salary											
Annual Base Salary (\$000)	4	20	133.1	119.6	106.9	111.9	127.1	16	125.6	112%	105%
Adjusted Annual Base Salary (\$000)	4	20	153.6	128.6	106.9	111.9	147.4	16	125.6	112%	98%
Locality Pay or Geographic Differential (0.0%)	3	7	19.5	18.5	14.6	20.9	20.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	13	10.0	10.0	10.0	10.0	10.0				
Short-Term Incentive/Bonus (\$000)	2	16	7.7	7.6	6.3	8.2	9.0				
Other Cash Compensation (\$000)	1	3	0.5	0.5	0.1	0.1	1.4	16	7.9	7,900%	1,481%
Total Cash Compensation											
Total Cash Compensation (\$000)	4	20	137.0	125.8	115.0	119.8	132.5	16	133.0	111%	106%
Adjusted Total Cash Compensation (\$000)	4	20	157.5	134.8	115.0	121.3	151.9	16	133.0	110%	99%
Salary Range Data											
Salary Range Minimum (\$000)	4	13	91.4	84.3	62.0	93.2	105.4	16	108.6	117%	111%
Salary Range Midpoint (\$000)	4	13	119.0	110.2	81.0	118.8	139.1	16	141.3	119%	108%
Salary Range Maximum (\$000)	4	13	146.5	136.1	100.0	142.9	173.4	16	173.9	122%	105%

* More than 30% of sample provided by one organization.

Position: 0733 IT Project Manager

Position Description:

Oversees larger and more highly complex projects. Assembles project teams, assigns individual responsibilities, develops project schedules and is responsible for determining and acquiring resources needed. Must be familiar with the entire scope and requirements of project(s) and serves as liaison between team members and functional area management requesting project. Incumbents often possess highly specialized knowledge in one or more specific technologies.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	16	205	*	5,374	9,807	3,150	5,500	16	1,978	36%	20%	
Annual Base Salary												
Annual Base Salary (\$000)	16	205	*	112.7	112.2	99.7	110.2	16	125.6	114%	112%	
Adjusted Annual Base Salary (\$000)	16	205	*	119.7	115.9	100.0	112.4	16	125.6	112%	108%	
Locality Pay or Geographic Differential (0.0%)	5	39	*	19.5	15.5	13.0	14.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	5	38	*	7.6	6.5	2.4	4.5	5.8				
Short-Term Incentive/Bonus (\$000)	7	80	*	5.4	5.7	3.0	4.0	8.4				
Other Cash Compensation (\$000)	8	113	*	2.5	3.7	1.5	2.5	4.8	7.9	316%	215%	
Total Cash Compensation												
Total Cash Compensation (\$000)	16	205	*	115.7	116.5	103.4	114.4	127.0	133.0	116%	114%	
Adjusted Total Cash Compensation (\$000)	16	205	*	122.7	120.1	104.4	115.3	129.9	133.0	115%	111%	
Salary Range Data												
Salary Range Minimum (\$000)	15	160	*	84.0	85.5	81.1	85.7	91.8	108.6	127%	100%	
Salary Range Midpoint (\$000)	15	160	*	109.7	109.8	105.5	107.1	120.6	141.3	132%	98%	
Salary Range Maximum (\$000)	15	160	*	135.4	134.1	128.5	129.5	144.7	173.9	134%	97%	

Degree of Match		Bonus/Other Cash Compensation Eligibility	
# of Incs	%	# of Incs	%
205	1.5	205	96.1
			3.9

* More than 30% of sample provided by one organization.

Position: 0733 IT Project Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	41	2,327	3,807	3,150	3,575	5,408	16	1,978	55%	52%
Annual Base Salary											
Annual Base Salary (\$000)	6	41	123.1	128.1	108.2	132.3	149.0	16	125.6	95%	98%
Adjusted Annual Base Salary (\$000)	6	41	141.7	146.4	130.9	149.2	167.1	16	125.6	84%	86%
Locality Pay or Geographic Differential (0.0%)	5	39	19.5	15.5	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	14	2.1	2.1	1.9	2.2	2.8				
Short-Term Incentive/Bonus (\$000)	2	31	2.7	2.7	1.5	2.9	3.8				
Other Cash Compensation (\$000)	5	28	1.5	1.8	1.0	1.5	2.5	16	7.9	527%	435%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	41	125.0	131.4	110.8	135.6	153.0	16	133.0	98%	101%
Adjusted Total Cash Compensation (\$000)	6	41	143.6	149.7	131.1	152.6	170.7	16	133.0	87%	89%
Salary Range Data											
Salary Range Minimum (\$000)	6	41	91.4	87.5	81.1	81.1	91.8	16	108.6	134%	93%
Salary Range Midpoint (\$000)	6	41	122.8	118.7	112.1	116.0	121.9	16	141.3	122%	98%
Salary Range Maximum (\$000)	6	41	154.2	149.9	136.2	150.8	151.9	16	173.9	115%	101%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	114	4,064	12,029	1,643	5,408	27,731	16	1,978	37%	16%
Annual Base Salary											
Annual Base Salary (\$000)	12	114	112.3	110.7	97.1	106.1	121.3	16	125.6	118%	113%
Adjusted Annual Base Salary (\$000)	12	114	121.6	117.3	97.1	109.6	136.5	16	125.6	115%	107%
Locality Pay or Geographic Differential (0.0%)	5	39	19.5	15.5	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	29	3.9	3.5	2.2	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	5	72	4.5	5.1	2.9	4.0	7.5				
Other Cash Compensation (\$000)	7	42	2.2	2.8	1.2	2.1	4.8	16	7.9	376%	279%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	114	114.9	115.0	101.8	111.2	124.3	16	133.0	120%	116%
Adjusted Total Cash Compensation (\$000)	12	114	124.2	121.5	102.3	114.7	138.6	16	133.0	116%	109%
Salary Range Data											
Salary Range Minimum (\$000)	11	72	86.6	84.3	81.1	81.1	88.0	16	108.6	134%	96%
Salary Range Midpoint (\$000)	11	72	113.1	111.3	105.5	106.7	116.0	16	141.3	132%	96%
Salary Range Maximum (\$000)	11	72	139.5	138.1	128.8	129.9	150.8	16	173.9	134%	94%

* More than 30% of sample provided by one organization.

Position: 0733 IT Project Manager

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	10	92	7,559	8,040	3,575	5,500	5,500	16	1,978	36%	25%
Annual Base Salary											
Annual Base Salary (\$000)	10	92	117.6	119.8	106.3	115.8	132.9	16	125.6	109%	105%
Adjusted Annual Base Salary (\$000)	10	92	128.7	128.0	110.9	124.6	146.5	16	125.6	101%	98%
Locality Pay or Geographic Differential (0.0%)	5	39	19.5	15.5	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	21	10.4	7.6	1.9	2.8	20.0				
Short-Term Incentive/Bonus (\$000)	4	44	5.9	4.7	1.9	3.4	4.4				
Other Cash Compensation (\$000)	6	61	1.9	2.9	1.3	2.0	3.0	16	7.9	395%	271%
Total Cash Compensation											
Total Cash Compensation (\$000)	10	92	120.8	124.0	109.0	121.3	141.4	16	133.0	110%	107%
Adjusted Total Cash Compensation (\$000)	10	92	132.0	132.1	112.8	126.8	151.4	16	133.0	105%	101%
Salary Range Data											
Salary Range Minimum (\$000)	9	82	85.7	86.3	77.7	85.7	96.5	16	108.6	127%	99%
Salary Range Midpoint (\$000)	9	82	114.3	112.9	103.1	116.0	120.6	16	141.3	122%	103%
Salary Range Maximum (\$000)	9	82	142.9	139.6	128.5	144.7	150.8	16	173.9	120%	104%

* More than 30% of sample provided by one organization.

Position: 0734 IT/Systems Security Analyst

Position Description:

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 and 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.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	20	226	*	3,375	4,888	2,825	6,413	3	1,978	37%	40%	
Annual Base Salary												
Annual Base Salary (\$000)	20	226	*	101.2	99.3	88.0	107.9	3	97.2	98%	98%	
Adjusted Annual Base Salary (\$000)	20	226	*	107.6	102.1	88.0	110.0	3	97.2	98%	95%	
Locality Pay or Geographic Differential (0.0%)	6	33	*	18.4	15.9	14.6	16.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	58	*	6.5	6.5	4.5	12.0					
Short-Term Incentive/Bonus (\$000)	5	53	*	4.6	3.6	1.9	4.4					
Other Cash Compensation (\$000)	12	69		2.2	1.5	0.4	2.3	2	3.5	292%	226%	
Total Cash Compensation												
Total Cash Compensation (\$000)	20	226	*	102.8	100.6	88.9	109.7	3	100.7	101%	100%	
Adjusted Total Cash Compensation (\$000)	20	226	*	109.2	103.5	88.9	111.1	3	100.7	101%	97%	
Salary Range Data												
Salary Range Minimum (\$000)	18	183	*	77.0	69.3	63.0	73.8	3	81.6	130%	91%	
Salary Range Midpoint (\$000)	18	183	*	99.8	95.3	92.1	92.1	3	104.1	113%	97%	
Salary Range Maximum (\$000)	18	183	*	122.6	121.2	114.6	121.1	3	126.5	104%	100%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
226	5.8		89.4	226	4.9		64.6	35.4

* More than 30% of sample provided by one organization.

Position: 0734 IT/Systems Security Analyst

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	7	34	1,703	3,873	1,037	5,408	5,408	3	1,978	37%	51%	
Annual Base Salary												
Annual Base Salary (\$000)	7	34	121.2	122.4	107.8	124.1	135.6	3	97.2	78%	79%	
Adjusted Annual Base Salary (\$000)	7	34	139.7	141.1	127.2	142.6	155.3	3	97.2	68%	69%	
Locality Pay or Geographic Differential (0.0%)	6	33	18.4	15.9	14.6	14.6	16.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)	1	21	2.5	2.5	1.9	2.8	2.9					
Other Cash Compensation (\$000)	5	30	1.2	1.7	0.9	1.7	2.4	2	3.5	212%	207%	
Total Cash Compensation												
Total Cash Compensation (\$000)	7	34	122.4	125.4	110.0	128.8	139.3	3	100.7	78%	80%	
Adjusted Total Cash Compensation (\$000)	7	34	140.9	144.1	129.0	146.0	159.2	3	100.7	69%	70%	
Salary Range Data												
Salary Range Minimum (\$000)	7	34	91.6	90.8	88.0	91.8	91.8	3	81.6	89%	101%	
Salary Range Midpoint (\$000)	7	34	120.7	120.2	116.9	121.9	121.9	3	104.1	85%	101%	
Salary Range Maximum (\$000)	7	34	149.8	149.5	143.4	151.9	151.9	3	126.5	83%	102%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	18	122	3,218	3,826	1,640	2,825	4,993	3	1,978	70%	52%	
Annual Base Salary												
Annual Base Salary (\$000)	18	122	101.4	99.3	85.1	96.9	112.2	3	97.2	100%	98%	
Adjusted Annual Base Salary (\$000)	18	122	108.6	104.5	85.1	98.2	123.8	3	97.2	99%	93%	
Locality Pay or Geographic Differential (0.0%)	6	33	18.4	15.9	14.6	14.6	16.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	58	6.5	6.5	4.5	4.5	12.0					
Short-Term Incentive/Bonus (\$000)	5	53	4.6	3.6	1.9	3.0	4.4					
Other Cash Compensation (\$000)	10	46	2.4	2.1	1.2	2.0	2.5	2	3.5	175%	168%	
Total Cash Compensation												
Total Cash Compensation (\$000)	18	122	103.2	101.7	86.8	98.1	115.4	3	100.7	103%	99%	
Adjusted Total Cash Compensation (\$000)	18	122	110.4	106.9	86.8	100.1	126.2	3	100.7	101%	94%	
Salary Range Data												
Salary Range Minimum (\$000)	16	79	77.9	75.8	63.7	71.6	91.8	3	81.6	114%	94%	
Salary Range Midpoint (\$000)	16	79	100.4	98.8	83.3	86.8	121.9	3	104.1	120%	88%	
Salary Range Maximum (\$000)	16	79	123.0	121.7	99.9	106.5	151.9	3	126.5	119%	88%	

* More than 30% of sample provided by one organization.

Position: 0734 IT/Systems Security Analyst

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	11	118	2,558	5,213	4,993	5,911	6,413	3	1,978	33%	38%
Annual Base Salary											
Annual Base Salary (\$000)	11	118	110.3	104.0	90.4	100.9	114.8	3	97.2	96%	93%
Adjusted Annual Base Salary (\$000)	11	118	122.0	109.4	90.4	102.9	123.3	3	97.2	95%	89%
Locality Pay or Geographic Differential (0.0%)	6	33	18.4	15.9	14.6	14.6	16.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	15	12.0	12.0	12.0	12.0	12.0				
Short-Term Incentive/Bonus (\$000)	1	21	2.5	2.5	1.9	2.8	2.9				
Other Cash Compensation (\$000)	9	48	1.9	1.4	0.4	1.0	2.3	2	3.5	368%	245%
Total Cash Compensation											
Total Cash Compensation (\$000)	11	118	111.3	105.1	90.5	102.0	115.4	3	100.7	99%	96%
Adjusted Total Cash Compensation (\$000)	11	118	123.0	110.4	90.5	103.7	124.1	3	100.7	97%	91%
Salary Range Data											
Salary Range Minimum (\$000)	11	118	82.8	72.2	63.0	63.0	86.6	3	81.6	130%	87%
Salary Range Midpoint (\$000)	11	118	109.5	99.7	92.1	92.1	112.8	3	104.1	113%	92%
Salary Range Maximum (\$000)	11	118	136.0	127.0	121.1	121.1	137.9	3	126.5	104%	95%

* More than 30% of sample provided by one organization.

Position: 0735 Database Administrator

Position Description:

Serves as technical advisor/consultant or project leader for complex database/data communications projects. Analyzes, enhances, and maintains the company's database and data communications systems. Analyzes, plans, installs, configures, enhances and maintains database/data communications software, such as performance monitors, application development tools, and database utilities. Deviates from traditional methods to design and maintain systems. Expertise is greater than full-performance/journey level database administrator. Works simultaneously on several complex projects.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	19	134	3,697	7,727	1,791	4,993	5,500	10	1,978	40%	26%	
Annual Base Salary												
Annual Base Salary (\$000)	19	134	113.4	108.7	98.4	105.2	117.0	10	125.9	120%	116%	
Adjusted Annual Base Salary (\$000)	19	134	119.5	112.7	98.4	105.5	122.8	10	125.9	119%	112%	
Locality Pay or Geographic Differential (0.0%)	5	26	19.5	16.6	13.0	14.6	21.5					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	6	41	*	6.0	7.3	4.5	5.0	12.0				
Short-Term Incentive/Bonus (\$000)	7	45	*	5.6	5.9	2.3	4.4	9.5				
Other Cash Compensation (\$000)	10	43	*	2.5	2.5	1.5	2.0	3.4	7	4.0	200%	
Total Cash Compensation												
Total Cash Compensation (\$000)	19	134	115.7	111.5	100.4	108.6	120.3	10	128.9	119%	116%	
Adjusted Total Cash Compensation (\$000)	19	134	121.8	115.5	100.4	109.3	127.1	10	128.9	118%	112%	
Salary Range Data												
Salary Range Minimum (\$000)	17	103	80.8	77.3	69.1	78.5	84.7	10	93.4	119%	102%	
Salary Range Midpoint (\$000)	17	103	105.3	100.7	90.8	97.6	116.0	10	121.5	124%	97%	
Salary Range Maximum (\$000)	17	103	129.8	124.1	110.2	118.3	146.8	10	149.5	126%	95%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
134	4.5	134	90.3	134	5.2	98.5	1.5	

* More than 30% of sample provided by one organization.

Position: 0735 Database Administrator

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	27	2,327	3,419	3,150	3,150	5,408	10	1,978	63%	58%
Annual Base Salary											
Annual Base Salary (\$000)	6	27	124.5	126.7	113.3	128.3	140.4	10	125.9	98%	99%
Adjusted Annual Base Salary (\$000)	6	27	143.9	146.5	138.4	145.4	160.6	10	125.9	87%	86%
Locality Pay or Geographic Differential (0.0%)	5	26	19.5	16.6	13.0	14.6	21.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	2.2	2.2	1.9	2.4	2.4				
Short-Term Incentive/Bonus (\$000)	2	16	2.9	2.9	1.9	3.1	3.7				
Other Cash Compensation (\$000)	4	15	1.4	1.8	1.2	1.8	2.0	7	4.0	222%	221%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	27	126.0	129.4	113.6	131.4	143.4	10	128.9	98%	100%
Adjusted Total Cash Compensation (\$000)	6	27	145.4	149.2	139.8	148.1	163.6	10	128.9	87%	86%
Salary Range Data											
Salary Range Minimum (\$000)	6	27	86.5	85.2	81.1	81.1	91.8	10	93.4	115%	95%
Salary Range Midpoint (\$000)	6	27	116.3	117.3	116.0	117.6	121.9	10	121.5	103%	100%
Salary Range Maximum (\$000)	6	27	145.9	149.3	150.8	151.9	151.9	10	149.5	98%	102%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	101	3,859	8,623	1,642	3,150	5,408	10	1,978	63%	23%
Annual Base Salary											
Annual Base Salary (\$000)	15	101	112.9	108.6	97.5	104.7	117.6	10	125.9	120%	116%
Adjusted Annual Base Salary (\$000)	15	101	120.7	113.9	97.5	104.9	130.0	10	125.9	120%	111%
Locality Pay or Geographic Differential (0.0%)	5	26	19.5	16.6	13.0	14.6	21.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	39	5.6	7.2	4.5	5.0	12.0				
Short-Term Incentive/Bonus (\$000)	6	44	4.9	5.8	2.2	4.3	9.4				
Other Cash Compensation (\$000)	9	27	2.5	2.7	1.5	2.1	3.6	7	4.0	190%	151%
Total Cash Compensation											
Total Cash Compensation (\$000)	15	101	115.4	111.9	100.2	108.1	121.8	10	128.9	119%	115%
Adjusted Total Cash Compensation (\$000)	15	101	123.2	117.2	100.2	108.3	133.3	10	128.9	119%	110%
Salary Range Data											
Salary Range Minimum (\$000)	13	70	80.7	76.0	63.7	78.9	81.4	10	93.4	118%	104%
Salary Range Midpoint (\$000)	13	70	105.2	100.6	85.1	98.6	117.6	10	121.5	123%	98%
Salary Range Maximum (\$000)	13	70	129.7	125.1	106.5	118.6	150.8	10	149.5	126%	95%

* More than 30% of sample provided by one organization.

Position: 0735 Database Administrator

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	10	60	2,800	4,227	3,150	4,993	5,477	10	1,978	40%	47%
Annual Base Salary											
Annual Base Salary (\$000)	10	60	119.3	114.8	100.3	112.1	127.1	10	125.9	112%	110%
Adjusted Annual Base Salary (\$000)	10	60	130.9	123.7	100.3	119.0	145.0	10	125.9	106%	102%
Locality Pay or Geographic Differential (0.0%)	5	26	*	16.6	13.0	14.6	21.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	22	*	7.1	2.4	12.0	12.0				
Short-Term Incentive/Bonus (\$000)	2	16	*	2.9	1.9	3.1	3.7				
Other Cash Compensation (\$000)	6	27	*	1.6	1.2	1.9	2.2	7	4.0	211%	205%
Total Cash Compensation											
Total Cash Compensation (\$000)	10	60	120.3	116.4	100.3	113.5	130.2	10	128.9	114%	111%
Adjusted Total Cash Compensation (\$000)	10	60	131.9	125.3	100.3	120.9	145.3	10	128.9	107%	103%
Salary Range Data											
Salary Range Minimum (\$000)	10	60	82.5	78.9	64.8	81.1	85.7	10	93.4	115%	103%
Salary Range Midpoint (\$000)	10	60	109.9	105.2	87.3	107.1	117.6	10	121.5	113%	102%
Salary Range Maximum (\$000)	10	60	137.2	131.5	108.4	128.5	150.8	10	149.5	116%	98%

* More than 30% of sample provided by one organization.

Position: 0736 Systems Engineer

Position Description:

Responsible for the overall systems infrastructure including engineering, implementation and integration, and technical services and support. Designs, implements/installs, maintains, and administers infrastructures including hardware, software, and various configurations. Monitors overall performance to proactively identify potential issues and tune appropriately. Performs root cause analysis on failed components and implements corrective measures. Works with others to establish and improve processes and procedures. May have sole responsibility for projects and participate in disaster recovery exercises. Generally focuses on projects for one of the following disciplines: Unix, Windows, AS400, storage, reporting, testing, middleware, or other software.

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	75th Pctl	Your # of Incs	Your Data			
								Your Median	Comp to Inc Avg		
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	18	521	*	4,997	5,122	3,150	5,500	4	1,978	36%	39%
Annual Base Salary											
Annual Base Salary (\$000)	18	521	*	99.6	100.1	89.1	100.0	4	108.1	108%	108%
Adjusted Annual Base Salary (\$000)	18	521	*	104.3	101.7	90.0	101.2	4	108.1	107%	106%
Locality Pay or Geographic Differential (0.0%)	5	53	*	18.4	15.0	13.0	13.0				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	70	*	5.3	4.1	3.8	4.5				
Short-Term Incentive/Bonus (\$000)	7	89	*	5.5	5.6	1.9	4.0				
Other Cash Compensation (\$000)	10	380	*	2.2	2.5	1.3	2.2	4	3.0	136%	118%
Total Cash Compensation											
Total Cash Compensation (\$000)	18	521	*	102.5	102.9	91.1	102.4	4	112.1	109%	109%
Adjusted Total Cash Compensation (\$000)	18	521	*	107.2	104.5	92.0	103.1	4	112.1	109%	107%
Salary Range Data											
Salary Range Minimum (\$000)	15	471	*	75.0	76.8	76.0	76.0	4	81.6	107%	99%
Salary Range Midpoint (\$000)	15	471	*	96.8	97.1	95.0	95.0	4	104.1	110%	98%
Salary Range Maximum (\$000)	15	471	*	118.6	117.3	114.0	114.0	4	126.5	111%	97%

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility	
				# of Incs	% No
521	9.2	90.0	0.8	521	0.6

* More than 30% of sample provided by one organization.

Position: 0736 Systems Engineer

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	55	2,289	3,502	3,150	3,150	3,575	4	1,978	63%	56%
Annual Base Salary											
Annual Base Salary (\$000)	6	55	100.5	104.6	97.5	104.5	114.1	4	108.1	103%	103%
Adjusted Annual Base Salary (\$000)	6	55	114.5	119.5	110.4	120.9	128.9	4	108.1	89%	90%
Locality Pay or Geographic Differential (0.0%)	5	53	18.4	15.0	13.0	13.0	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	21	2.6	2.6	1.7	2.4	3.7				
Short-Term Incentive/Bonus (\$000)	2	33	2.5	2.5	1.6	2.1	3.8				
Other Cash Compensation (\$000)	5	31	1.3	1.8	0.7	1.5	2.7	4	3.0	200%	167%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	55	102.0	107.2	97.7	107.0	118.3	4	112.1	105%	105%
Adjusted Total Cash Compensation (\$000)	6	55	116.0	122.0	110.4	121.9	134.8	4	112.1	92%	92%
Salary Range Data											
Salary Range Minimum (\$000)	5	54	81.7	70.7	61.3	61.3	77.7	4	81.6	133%	87%
Salary Range Midpoint (\$000)	5	54	107.7	97.0	87.7	87.7	103.1	4	104.1	119%	90%
Salary Range Maximum (\$000)	5	54	133.8	123.3	114.1	114.1	128.5	4	126.5	111%	93%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	14	168	3,777	4,380	1,209	2,825	3,150	4	1,978	70%	45%
Annual Base Salary											
Annual Base Salary (\$000)	14	168	100.6	101.0	81.9	102.7	115.0	4	108.1	105%	107%
Adjusted Annual Base Salary (\$000)	14	168	106.6	105.8	81.9	110.0	126.8	4	108.1	98%	102%
Locality Pay or Geographic Differential (0.0%)	5	53	18.4	15.0	13.0	13.0	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	69	4.1	4.0	3.8	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	6	88	6.0	5.6	1.8	4.0	7.5				
Other Cash Compensation (\$000)	8	70	2.3	2.9	1.0	2.4	4.8	4	3.0	128%	105%
Total Cash Compensation											
Total Cash Compensation (\$000)	14	168	104.1	105.1	83.8	105.2	121.1	4	112.1	107%	107%
Adjusted Total Cash Compensation (\$000)	14	168	110.1	110.0	84.5	113.0	130.3	4	112.1	99%	102%
Salary Range Data											
Salary Range Minimum (\$000)	11	121	78.1	68.2	60.6	61.3	77.7	4	81.6	133%	90%
Salary Range Midpoint (\$000)	11	121	100.6	89.0	75.8	87.7	97.6	4	104.1	119%	99%
Salary Range Maximum (\$000)	11	121	123.1	109.7	91.0	114.1	118.6	4	126.5	111%	104%

* More than 30% of sample provided by one organization.

Position: 0736 Systems Engineer

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	11	225	*	7,140	5,216	5,408	5,500	4	1,978	36%	38%
Annual Base Salary											
Annual Base Salary (\$000)	11	225	*	101.8	101.8	94.8	110.2	4	108.1	106%	106%
Adjusted Annual Base Salary (\$000)	11	225	*	109.4	105.4	95.5	112.8	4	108.1	104%	103%
Locality Pay or Geographic Differential (0.0%)	5	53	*	18.4	15.0	13.0	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	22	*	6.3	2.9	1.8	2.6	3.8			
Short-Term Incentive/Bonus (\$000)	4	35	*	5.6	2.9	1.6	2.3	3.9			
Other Cash Compensation (\$000)	7	180	*	1.3	2.1	1.2	1.8	2.5	4	3.0	167%
Total Cash Compensation											
Total Cash Compensation (\$000)	11	225	*	104.3	103.9	96.1	111.4	4	112.1	109%	108%
Adjusted Total Cash Compensation (\$000)	11	225	*	111.9	107.6	97.2	115.1	4	112.1	107%	104%
Salary Range Data											
Salary Range Minimum (\$000)	9	222	*	75.9	77.7	76.0	85.7	4	81.6	107%	98%
Salary Range Midpoint (\$000)	9	222	*	99.4	99.3	95.0	107.1	4	104.1	110%	96%
Salary Range Maximum (\$000)	9	222	*	122.8	120.9	114.0	128.5	4	126.5	111%	94%

* More than 30% of sample provided by one organization.

Position: 0737 Systems Applications Software Analyst

Position Description:

Provides advanced technical support for software systems. Supports activities include encoding, debugging and testing of software systems by writing and editing software programs after conducting a technical analysis and review of system performance. Documents software changes, network diagrams and call notes. Provides technical support for communication hardware (routers, switches, firewalls, print capture devices, print servers, modems, etc.) including serial and TCP/IP Network configurations. Completes remote software configurations and upgrades support for new system installations. Completes software configuration and upgrades support for installed systems.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	15	322	*	5,812	13,098	2,825	5,408	27,731			
Annual Base Salary											
Annual Base Salary (\$000)	15	322	*	102.8	105.1	95.3	104.7	115.1			
Adjusted Annual Base Salary (\$000)	15	322	*	110.4	107.1	97.0	106.7	115.8			
Locality Pay or Geographic Differential (0.0%)	6	37	*	17.4	17.6	14.6	14.6	23.1			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	136	*	4.8	5.9	4.5	5.0	8.0			
Short-Term Incentive/Bonus (\$000)	8	204	*	5.2	6.2	3.4	5.4	8.8			
Other Cash Compensation (\$000)	6	41	*	1.5	1.4	0.6	1.0	1.5			
Total Cash Compensation											
Total Cash Compensation (\$000)	15	322	*	105.2	109.2	97.5	110.0	119.6			
Adjusted Total Cash Compensation (\$000)	15	322	*	112.8	111.2	99.5	111.7	121.1			
Salary Range Data											
Salary Range Minimum (\$000)	13	141	*	76.8	77.6	74.5	77.7	84.7			
Salary Range Midpoint (\$000)	13	141	*	98.8	99.2	87.7	103.1	110.2			
Salary Range Maximum (\$000)	13	141	*	120.7	120.8	100.9	128.5	135.6			

Degree of Match						Bonus/Other Cash Compensation Eligibility		
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No		
322	7.5	77.3	15.2	322	94.7	5.3		

* More than 30% of sample provided by one organization.

Position: 0737 Systems Applications Software Analyst

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	37	*	2,288	3,951	5,408	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	6	37	*	111.2	98.1	86.8	96.3				109.4
Adjusted Annual Base Salary (\$000)	6	37	*	130.4	115.3	101.8	113.5				126.4
Locality Pay or Geographic Differential (0.0%)	6	37		17.4	17.6	14.6	14.6				23.1
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	*	1.8	1.8		1.8				
Short-Term Incentive/Bonus (\$000)	2	20	*	2.0	1.8	1.2	1.5				2.6
Other Cash Compensation (\$000)	4	30	*	0.8	1.1	0.5	1.0				1.2
Total Cash Compensation											
Total Cash Compensation (\$000)	6	37	*	112.3	99.9	87.6	97.8				110.7
Adjusted Total Cash Compensation (\$000)	6	37	*	131.5	117.1	103.9	116.3				127.7
Salary Range Data											
Salary Range Minimum (\$000)	6	37	*	83.8	77.5	76.6	77.7				77.7
Salary Range Midpoint (\$000)	6	37	*	109.3	100.8	97.6	103.1				103.1
Salary Range Maximum (\$000)	6	37	*	134.7	124.1	118.6	128.5				128.5
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	245	*	4,194	14,946	2,825	5,408				27,731
Annual Base Salary											
Annual Base Salary (\$000)	12	245	*	101.9	102.5	94.0	102.5				112.3
Adjusted Annual Base Salary (\$000)	12	245	*	111.5	105.1	95.5	104.2				113.7
Locality Pay or Geographic Differential (0.0%)	6	37	*	17.4	17.6	14.6	14.6				23.1
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	84	*	4.0	4.6	4.5	4.5				4.9
Short-Term Incentive/Bonus (\$000)	7	159	*	5.0	6.2	3.1	5.0				9.0
Other Cash Compensation (\$000)	5	31	*	1.3	1.1	0.5	1.0				1.3
Total Cash Compensation											
Total Cash Compensation (\$000)	12	245	*	104.3	106.6	96.2	106.9				117.0
Adjusted Total Cash Compensation (\$000)	12	245	*	113.9	109.2	97.5	109.5				118.5
Salary Range Data											
Salary Range Minimum (\$000)	10	67	*	77.6	74.2	67.4	74.5				77.7
Salary Range Midpoint (\$000)	10	67	*	99.8	93.5	86.1	87.8				103.1
Salary Range Maximum (\$000)	10	67	*	122.0	112.9	100.9	108.1				128.5

* More than 30% of sample provided by one organization.

Position: 0737 Systems Applications Software Analyst

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	9	65	8,332	11,928	3,575	5,408	27,731				
Annual Base Salary											
Annual Base Salary (\$000)	9	65	107.6	98.1	88.6	97.0	104.9				
Adjusted Annual Base Salary (\$000)	9	65	120.4	107.5	93.7	105.0	115.7				
Locality Pay or Geographic Differential (0.0%)	6	36	*	17.4	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	*	1.8							
Short-Term Incentive/Bonus (\$000)	3	28	*	3.9	1.3	2.4	5.3				
Other Cash Compensation (\$000)	5	34	*	1.0	0.6	1.1	1.4				
Total Cash Compensation											
Total Cash Compensation (\$000)	9	65	109.2	100.3	90.0	98.8	108.6				
Adjusted Total Cash Compensation (\$000)	9	65	122.0	109.7	95.0	107.7	118.0				
Salary Range Data											
Salary Range Minimum (\$000)	8	52	*	79.9	73.9	76.6	77.7				
Salary Range Midpoint (\$000)	8	52	*	103.8	95.8	97.6	103.1				
Salary Range Maximum (\$000)	8	52	*	127.5	117.8	118.6	128.5				

* More than 30% of sample provided by one organization.

Position: 0738 Senior Software Engineer

Position Description:

Provides functional and empirical analysis related to the design, development, and implementation of software operating systems, including, but not limited to, utility software, development software, and diagnostic software. Participates in the development of test strategies, devices and systems.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	14	213	*	4,228	5,037	2,825	3,320	3	1,978	70%	39%	
Annual Base Salary												
Annual Base Salary (\$000)	14	213	*	108.3	99.6	88.0	109.0	3	99.9	103%	100%	
Adjusted Annual Base Salary (\$000)	14	213	*	115.5	104.5	89.6	116.4	3	99.9	101%	96%	
Locality Pay or Geographic Differential (0.0%)	5	49	*	18.5	19.4	14.6	24.5	1	3.0	13%	15%	
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	119	*	3.7	4.4	4.5	4.5					
Short-Term Incentive/Bonus (\$000)	7	67	*	5.0	4.5	2.5	5.0					
Other Cash Compensation (\$000)	7	51		2.5	2.5	1.4	2.9	3	3.0	167%	121%	
Total Cash Compensation												
Total Cash Compensation (\$000)	14	213	*	111.1	101.6	90.0	111.7	3	102.9	104%	101%	
Adjusted Total Cash Compensation (\$000)	14	213	*	118.2	106.5	90.7	120.5	3	102.9	101%	97%	
Salary Range Data												
Salary Range Minimum (\$000)	12	88		81.1	79.4	64.7	90.9	3	81.6	102%	100%	
Salary Range Midpoint (\$000)	12	88		107.1	105.3	89.1	118.9	3	104.1	93%	106%	
Salary Range Maximum (\$000)	12	88		133.0	131.2	114.3	150.6	3	126.5	93%	104%	

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
213	0.5	99.5		213	99.1	0.9	

* More than 30% of sample provided by one organization.

Position: 0738 Senior Software Engineer

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	51	2,408	2,897	1,058	3,150	3,575	3	1,978	63%	68%
Annual Base Salary											
Annual Base Salary (\$000)	6	51	121.2	111.2	94.9	112.8	123.0	3	99.9	89%	90%
Adjusted Annual Base Salary (\$000)	6	51	137.9	131.5	118.0	128.8	145.6	3	99.9	78%	76%
Locality Pay or Geographic Differential (0.0%)	5	49	*	18.5	14.6	23.1	24.5	1	3.0	13%	15%
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	3	*	0.7	0.5	0.5	1.0				
Short-Term Incentive/Bonus (\$000)	2	12	*	1.5	1.2	1.8	2.9				
Other Cash Compensation (\$000)	4	34	*	1.5	1.2	1.5	2.1	3	3.0	200%	178%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	51	122.5	112.8	97.2	112.8	124.6	3	102.9	91%	91%
Adjusted Total Cash Compensation (\$000)	6	51	139.2	133.0	119.1	129.9	147.7	3	102.9	79%	77%
Salary Range Data											
Salary Range Minimum (\$000)	6	51	84.7	79.7	64.6	79.8	88.0	3	81.6	102%	100%
Salary Range Midpoint (\$000)	6	51	115.0	108.9	93.4	112.1	117.6	3	104.1	93%	103%
Salary Range Maximum (\$000)	6	51	145.2	138.1	123.4	136.2	151.9	3	126.5	93%	99%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	197	4,197	5,076	2,825	2,825	3,150	3	1,978	70%	39%
Annual Base Salary											
Annual Base Salary (\$000)	12	197	109.4	99.3	88.1	97.0	106.4	3	99.9	103%	101%
Adjusted Annual Base Salary (\$000)	12	197	117.7	104.5	90.0	98.8	115.4	3	99.9	101%	96%
Locality Pay or Geographic Differential (0.0%)	5	49	*	18.5	14.6	23.1	24.5	1	3.0	13%	15%
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	112	*	3.2	4.4	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	6	62	*	5.3	4.6	3.5	5.0				
Other Cash Compensation (\$000)	6	42	*	2.0	1.9	1.5	2.3	3	3.0	200%	162%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	197	111.9	101.1	90.0	98.3	108.8	3	102.9	105%	102%
Adjusted Total Cash Compensation (\$000)	12	197	120.2	106.3	90.9	101.0	118.9	3	102.9	102%	97%
Salary Range Data											
Salary Range Minimum (\$000)	10	72	81.1	78.6	71.5	79.8	88.0	3	81.6	102%	102%
Salary Range Midpoint (\$000)	10	72	107.9	105.3	93.1	112.1	117.6	3	104.1	93%	106%
Salary Range Maximum (\$000)	10	72	134.6	132.0	114.7	136.2	151.9	3	126.5	93%	103%

* More than 30% of sample provided by one organization.

Position: 0738 Senior Software Engineer

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	7	57	2,849	3,249	1,058	3,575	5,408	3	1,978	55%	61%	
Annual Base Salary												
Annual Base Salary (\$000)	7	57	120.5	111.8	98.8	113.0	122.4	3	99.9	88%	89%	
Adjusted Annual Base Salary (\$000)	7	57	135.1	129.9	116.9	128.1	143.7	3	99.9	78%	77%	
Locality Pay or Geographic Differential (0.0%)	5	49	18.5	19.4	14.6	23.1	24.5	1	3.0	13%	15%	
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	3	0.7	0.7	0.5	0.5	1.0					
Short-Term Incentive/Bonus (\$000)	2	12	1.5	1.9	1.2	1.8	2.9					
Other Cash Compensation (\$000)	5	40	2.4	2.4	1.3	1.8	2.5	3	3.0	167%	123%	
Total Cash Compensation												
Total Cash Compensation (\$000)	7	57	122.4	113.9	99.7	114.0	125.9	3	102.9	90%	90%	
Adjusted Total Cash Compensation (\$000)	7	57	137.0	132.0	118.4	128.8	146.2	3	102.9	80%	78%	
Salary Range Data												
Salary Range Minimum (\$000)	7	57	86.6	82.0	74.5	88.0	91.8	3	81.6	93%	107%	
Salary Range Midpoint (\$000)	7	57	116.1	110.6	99.4	112.1	120.6	3	104.1	93%	101%	
Salary Range Maximum (\$000)	7	57	145.5	139.2	124.2	141.9	151.9	3	126.5	89%	102%	

* More than 30% of sample provided by one organization.

Position: 0740 Financial Systems Analyst

Position Description:

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 financial institution structure changes on economic and financial data, and the improvement and maintenance of the quality of structure data. Requires knowledge of financial/accounting principles, data processing issues, computer operations and various PC software packages. Follows established standards and procedures.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	8	223	*	5,675	4,007	3,176	3,176			3,176			
Annual Base Salary													
Annual Base Salary (\$000)	8	223	*	96.5	88.7	68.3	85.0			109.5			
Adjusted Annual Base Salary (\$000)	8	223	*	102.1	89.7	68.3	85.6			110.4			
Locality Pay or Geographic Differential (0.0%)	2	14	*	18.9	15.2	14.6	14.6			14.6			
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	1	1	*	4.5	4.5		4.5						
Short-Term Incentive/Bonus (\$000)	3	20	*	5.5	3.1	1.4	2.7			4.0			
Other Cash Compensation (\$000)	3	141	*	1.1	0.8	0.4	0.7			1.0			
Total Cash Compensation													
Total Cash Compensation (\$000)	8	223	*	98.8	89.5	69.3	85.4			110.2			
Adjusted Total Cash Compensation (\$000)	8	223	*	104.4	90.5	69.3	86.0			111.4			
Salary Range Data													
Salary Range Minimum (\$000)	6	208	*	70.6	70.7	53.4	77.5			86.3			
Salary Range Midpoint (\$000)	6	208	*	90.2	90.2	69.5	96.1			110.7			
Salary Range Maximum (\$000)	6	208	*	109.8	109.7	85.6	114.6			135.0			

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
223	80.7	19.3		223	99.6	0.4	

* More than 30% of sample provided by one organization.

Position: 0740 Financial Systems Analyst

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	3	15	3,088	4,944	5,408	5,408	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	3	15	112.5	101.1	89.7	100.7	112.8				112.8
Adjusted Annual Base Salary (\$000)	3	15	127.4	115.6	102.8	114.5	129.3				129.3
Locality Pay or Geographic Differential (0.0%)	2	14	18.9	15.2	14.6	14.6	14.6				14.6
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	13	1.9	1.9	1.4	1.4	2.8				2.8
Other Cash Compensation (\$000)	1	13	1.0	1.0	0.7	0.8	1.2				1.2
Total Cash Compensation											
Total Cash Compensation (\$000)	3	15	113.4	103.7	91.6	102.9	116.3				116.3
Adjusted Total Cash Compensation (\$000)	3	15	128.4	118.1	104.7	116.8	132.9				132.9
Salary Range Data											
Salary Range Minimum (\$000)	3	15	83.2	79.7	77.7	77.7	77.7				77.7
Salary Range Midpoint (\$000)	3	15	107.9	105.2	103.1	103.1	103.1				103.1
Salary Range Maximum (\$000)	3	15	132.6	130.8	128.5	128.5	128.5				128.5
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	43	6,032	7,483	1,209	3,575	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	7	43	97.2	75.9	55.0	68.3	96.2				96.2
Adjusted Annual Base Salary (\$000)	7	43	103.6	81.0	55.0	68.3	109.3				109.3
Locality Pay or Geographic Differential (0.0%)	2	14	18.9	15.2	14.6	14.6	14.6				14.6
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	4.5	4.5		4.5					4.5
Short-Term Incentive/Bonus (\$000)	3	20	5.5	3.1	1.4	2.7	4.0				4.0
Other Cash Compensation (\$000)	2	29	1.3	1.4	0.8	1.0	1.7				1.7
Total Cash Compensation											
Total Cash Compensation (\$000)	7	43	99.7	78.3	56.5	70.8	98.3				98.3
Adjusted Total Cash Compensation (\$000)	7	43	106.1	83.3	56.5	70.8	111.8				111.8
Salary Range Data											
Salary Range Minimum (\$000)	5	34	70.2	61.0	42.8	54.7	77.7				77.7
Salary Range Midpoint (\$000)	5	34	89.7	77.9	51.4	68.4	103.1				103.1
Salary Range Maximum (\$000)	5	34	109.2	94.7	59.9	82.0	128.5				128.5

* More than 30% of sample provided by one organization.

Position: 0741 Auditor

Position Description:

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. Certification in one of the following: Certified Public Accounting, Certified Internal Auditor, Certified Fraud Examiner, Certified Information System Auditor.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	17	1,045	*	5,052	24,810	27,731	27,731	7	1,978	7%	8%	
Annual Base Salary												
Annual Base Salary (\$000)	17	1,045	*	95.0	93.3	85.0	91.5	7	92.6	101%	99%	
Adjusted Annual Base Salary (\$000)	17	1,045	*	101.9	94.1	85.0	91.5	7	92.6	101%	98%	
Locality Pay or Geographic Differential (0.0%)	6	49	*	16.3	15.1	14.6	14.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	39	*	6.8	9.0	5.0	9.0					
Short-Term Incentive/Bonus (\$000)	5	910	*	5.3	12.1	9.0	12.0					
Other Cash Compensation (\$000)	9	77	*	1.8	2.4	1.1	1.9	7	3.7	195%	155%	
Total Cash Compensation												
Total Cash Compensation (\$000)	17	1,045	*	97.2	104.0	93.5	103.2	7	95.1	92%	91%	
Adjusted Total Cash Compensation (\$000)	17	1,045	*	104.1	104.8	93.5	103.5	7	95.1	92%	91%	
Salary Range Data												
Salary Range Minimum (\$000)	15	114	*	69.5	69.9	60.6	72.5	7	81.6	113%	104%	
Salary Range Midpoint (\$000)	15	114	*	89.0	90.5	74.8	90.2	7	104.1	115%	100%	
Salary Range Maximum (\$000)	15	114	*	108.5	111.0	87.3	112.0	7	126.5	113%	101%	

Degree of Match

# of Incs	% Match			Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker	# of Incs	% Yes	% No
1,045	4.2	95.1	0.7	1,045	97.5	2.5

* More than 30% of sample provided by one organization.

Position: 0741 Auditor

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	49	2,250	4,630	4,492	5,408	5,408	7	1,978	37%	43%
Annual Base Salary											
Annual Base Salary (\$000)	6	49	119.9	117.9	106.9	118.8	133.6	7	92.6	78%	79%
Adjusted Annual Base Salary (\$000)	6	49	139.5	135.7	122.2	138.2	154.2	7	92.6	67%	68%
Locality Pay or Geographic Differential (0.0%)	6	49	16.3	15.1	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	37	2.1	2.1	1.5	1.8	2.6				
Other Cash Compensation (\$000)	4	43	1.4	2.4	1.0	1.9	2.9	7	3.7	195%	153%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	49	121.1	121.6	108.4	122.6	136.7	7	95.1	78%	78%
Adjusted Total Cash Compensation (\$000)	6	49	140.7	139.4	124.8	139.1	157.5	7	95.1	68%	68%
Salary Range Data											
Salary Range Minimum (\$000)	6	49	84.6	84.4	77.7	88.0	91.8	7	81.6	93%	104%
Salary Range Midpoint (\$000)	6	49	110.3	111.4	103.1	112.1	121.9	7	104.1	93%	101%
Salary Range Maximum (\$000)	6	49	136.0	138.3	128.5	136.2	151.9	7	126.5	93%	98%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	16	1,038	3,616	24,788	27,731	27,731	27,731	7	1,978	7%	8%
Annual Base Salary											
Annual Base Salary (\$000)	16	1,038	97.9	93.6	85.0	92.0	100.0	7	92.6	101%	99%
Adjusted Annual Base Salary (\$000)	16	1,038	105.2	94.4	85.0	92.0	100.0	7	92.6	101%	98%
Locality Pay or Geographic Differential (0.0%)	6	49	16.3	15.1	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	39	6.8	9.0	5.0	9.0	12.0				
Short-Term Incentive/Bonus (\$000)	5	910	5.3	12.1	9.0	12.0	15.0				
Other Cash Compensation (\$000)	8	75	1.9	2.4	1.1	2.0	3.1	7	3.7	185%	153%
Total Cash Compensation											
Total Cash Compensation (\$000)	16	1,038	100.1	104.4	94.0	103.5	114.0	7	95.1	92%	91%
Adjusted Total Cash Compensation (\$000)	16	1,038	107.5	105.2	94.0	103.5	114.5	7	95.1	92%	90%
Salary Range Data											
Salary Range Minimum (\$000)	14	107	71.7	71.9	62.0	72.5	77.7	7	81.6	113%	101%
Salary Range Midpoint (\$000)	14	107	91.7	93.0	75.8	92.8	103.1	7	104.1	112%	100%
Salary Range Maximum (\$000)	14	107	111.7	114.1	91.0	113.0	128.5	7	126.5	112%	99%

* More than 30% of sample provided by one organization.

Position: 0741 Auditor

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	9	136	8,250	16,058	4,993	5,408	27,731	7	1,978	37%	12%
Annual Base Salary											
Annual Base Salary (\$000)	9	136	105.3	97.7	83.9	94.4	110.0	7	92.6	98%	95%
Adjusted Annual Base Salary (\$000)	9	136	118.4	103.4	86.1	97.3	120.8	7	92.6	95%	90%
Locality Pay or Geographic Differential (0.0%)	6	42	16.4	15.7	14.6	14.6	14.8				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	27	10.8	10.8	9.0	12.0	12.0				
Short-Term Incentive/Bonus (\$000)	2	85	7.8	9.5	2.0	10.0	15.0				
Other Cash Compensation (\$000)	5	38	1.3	2.2	0.9	1.6	2.6	7	3.7	231%	166%
Total Cash Compensation											
Total Cash Compensation (\$000)	9	136	107.4	104.3	89.2	107.0	120.9	7	95.1	89%	91%
Adjusted Total Cash Compensation (\$000)	9	136	120.6	110.0	90.0	109.0	126.9	7	95.1	87%	86%
Salary Range Data											
Salary Range Minimum (\$000)	8	60	75.0	73.6	52.2	77.7	91.8	7	81.6	105%	106%
Salary Range Midpoint (\$000)	8	60	98.0	97.1	69.8	103.1	121.9	7	104.1	101%	106%
Salary Range Maximum (\$000)	8	60	121.0	120.6	87.3	128.5	151.9	7	126.5	98%	107%

* More than 30% of sample provided by one organization.

Position: 0742 Accountant (Financial Practices)

Position Description:

Focuses on the oversight and interpretations and analyzes technical and complex accounting and financial reporting issues. Position responsibilities include: participating in accounting consultations often involving unique, novel or complex accounting proposals or treatments in registrant financial statements; studying proposed statements of the Financial Accounting Standards Board (FASB) and International Accounting Standards Board (IASB); evaluating issue summaries under consideration by the FASB's Emerging Issues Task Force (EITF) and the IASB's International Financial Reporting Interpretations Committee (IFRIC); and preparing drafts of staff accounting bulletins (SABs) and financial reporting releases (FRRs) or other rulemaking materials. Reviews matters appealed from another Division or Office and assists in the evaluation of enforcement cases against registrants and auditors.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	7	172	*	5,806	19,978	5,408	27,731				27,731		
Annual Base Salary													
Annual Base Salary (\$000)	7	172	*	103.9	113.9	105.0	113.0				123.2		
Adjusted Annual Base Salary (\$000)	7	172	*	117.5	121.3	105.3	115.0				131.8		
Locality Pay or Geographic Differential (0.0%)	4	51	*	19.7	19.6	14.6	23.1				23.1		
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)													
Short-Term Incentive/Bonus (\$000)	3	119	*	8.1	15.0	8.0	15.0				20.0		
Other Cash Compensation (\$000)	4	46	*	1.5	1.4	0.8	1.0				1.9		
Total Cash Compensation													
Total Cash Compensation (\$000)	7	172	*	107.8	124.6	114.6	124.3				134.9		
Adjusted Total Cash Compensation (\$000)	7	172	*	121.3	132.1	117.3	128.5				149.3		
Salary Range Data													
Salary Range Minimum (\$000)	6	56	*	78.7	89.7	77.7	100.5				100.5		
Salary Range Midpoint (\$000)	6	56	*	103.7	116.1	103.1	128.1				128.1		
Salary Range Maximum (\$000)	6	56	*	128.6	142.4	128.5	155.6				155.6		

Degree of Match	% Bonus/Other Cash Compensation Eligibility		
	# of Incs	# of Incs	%
% Stronger	172	172	91.9
% Equal	100.0		
% Weaker			8.1

* More than 30% of sample provided by one organization.

Position: 0742 Accountant (Financial Practices)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	4	51	2,575	4,180	3,575	3,575	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	4	51	118.8	126.6	121.4	123.2	134.1				
Adjusted Annual Base Salary (\$000)	4	51	142.6	151.7	142.1	151.7	160.5				
Locality Pay or Geographic Differential (0.0%)	4	51	19.7	19.6	14.6	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	19	2.4	2.4	1.6	1.9	3.4				
Other Cash Compensation (\$000)	3	44	1.7	1.4	0.8	1.0	1.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	4	51	120.6	128.7	121.4	125.6	135.5				
Adjusted Total Cash Compensation (\$000)	4	51	144.4	153.8	146.2	152.7	162.0				
Salary Range Data											
Salary Range Minimum (\$000)	4	51	89.4	92.7	77.7	100.5	100.5				
Salary Range Midpoint (\$000)	4	51	119.3	120.2	103.1	128.1	128.1				
Salary Range Maximum (\$000)	4	51	149.1	147.6	128.5	155.6	155.6				
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	172	5,806	19,978	5,408	27,731	27,731				
Annual Base Salary											
Annual Base Salary (\$000)	7	172	103.9	113.9	105.0	113.0	123.2				
Adjusted Annual Base Salary (\$000)	7	172	117.5	121.3	105.3	115.0	131.8				
Locality Pay or Geographic Differential (0.0%)	4	51	19.7	19.6	14.6	23.1	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	3	119	8.1	15.0	8.0	15.0	20.0				
Other Cash Compensation (\$000)	4	46	1.5	1.4	0.8	1.0	1.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	7	172	107.8	124.6	114.6	124.3	134.9				
Adjusted Total Cash Compensation (\$000)	7	172	121.3	132.1	117.3	128.5	149.3				
Salary Range Data											
Salary Range Minimum (\$000)	6	56	78.7	89.7	77.7	100.5	100.5				
Salary Range Midpoint (\$000)	6	56	103.7	116.1	103.1	128.1	128.1				
Salary Range Maximum (\$000)	6	56	128.6	142.4	128.5	155.6	155.6				

* More than 30% of sample provided by one organization.

Position: 0743 Senior Financial Analyst

Position Description:

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 financial organizations; development or analyses of financial regulations or major organizational policy to meet regulations. Performs analysis of complex financial issues relating to the solvency of the organization.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	14	217	*	3,574	14,565	5,408	27,731	52	1,978	37%	14%	
Annual Base Salary												
Annual Base Salary (\$000)	14	217	*	113.2	138.2	132.7	160.0	52	146.0	110%	106%	
Adjusted Annual Base Salary (\$000)	14	217	*	121.8	143.8	142.4	163.6	52	146.0	103%	102%	
Locality Pay or Geographic Differential (0.0%)	5	66	*	19.0	15.3	14.6	14.8					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	15	*	5.8	6.7	8.0	8.0					
Short-Term Incentive/Bonus (\$000)	5	161	*	11.1	21.0	20.0	34.0					
Other Cash Compensation (\$000)	8	81	*	1.8	1.9	1.5	2.5	49	6.0	400%	311%	
Total Cash Compensation												
Total Cash Compensation (\$000)	14	217	*	117.3	154.5	142.2	185.8	52	157.6	111%	102%	
Adjusted Total Cash Compensation (\$000)	14	217	*	125.8	160.1	154.4	186.8	52	157.6	102%	98%	
Salary Range Data												
Salary Range Minimum (\$000)	13	118	*	83.4	86.5	91.8	91.8	52	108.6	118%	106%	
Salary Range Midpoint (\$000)	13	118	*	107.8	113.3	121.9	121.9	52	141.2	116%	108%	
Salary Range Maximum (\$000)	13	118	*	132.2	140.0	151.9	151.9	52	173.7	114%	108%	

Degree of Match			Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No
217	12.0	84.3	3.7	217	94.9	5.1

* More than 30% of sample provided by one organization.

Position: 0743 Senior Financial Analyst

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	6	70	*	1,786	4,377	5,408	5,408	52	1,978	37%	45%	
Annual Base Salary												
Annual Base Salary (\$000)	6	70	*	129.1	121.9	108.0	120.6	52	146.0	121%	120%	
Adjusted Annual Base Salary (\$000)	6	70	*	149.0	139.3	125.3	138.7	52	146.0	105%	105%	
Locality Pay or Geographic Differential (0.0%)	5	66	*	19.0	15.3	14.6	14.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)	1	55	*	2.5	2.5	1.6	1.9					
Other Cash Compensation (\$000)	4	58	*	1.3	1.6	0.9	1.2	49	6.0	500%	380%	
Total Cash Compensation												
Total Cash Compensation (\$000)	6	70	*	130.3	125.2	112.2	123.4	52	157.6	128%	126%	
Adjusted Total Cash Compensation (\$000)	6	70	*	150.3	142.5	127.8	141.8	52	157.6	111%	111%	
Salary Range Data												
Salary Range Minimum (\$000)	6	70	*	98.0	96.6	91.8	91.8	52	108.6	118%	95%	
Salary Range Midpoint (\$000)	6	70	*	129.6	128.2	121.9	121.9	52	141.2	116%	95%	
Salary Range Maximum (\$000)	6	70	*	161.0	159.8	151.9	151.9	52	173.7	114%	95%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	13	195	*	3,594	15,833	27,731	27,731	52	1,978	7%	12%	
Annual Base Salary												
Annual Base Salary (\$000)	13	195	*	114.0	142.1	114.9	137.0	52	146.0	107%	103%	
Adjusted Annual Base Salary (\$000)	13	195	*	123.2	148.3	128.0	146.6	52	146.0	100%	98%	
Locality Pay or Geographic Differential (0.0%)	5	66	*	19.0	15.3	14.6	14.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	6	*	4.8	4.8	4.5	5.0					
Short-Term Incentive/Bonus (\$000)	4	152	*	10.9	21.6	3.0	23.0					
Other Cash Compensation (\$000)	7	69	*	1.6	1.7	0.9	1.3	49	6.0	462%	357%	
Total Cash Compensation												
Total Cash Compensation (\$000)	13	195	*	117.8	159.5	117.0	150.0	52	157.6	105%	99%	
Adjusted Total Cash Compensation (\$000)	13	195	*	127.0	165.7	132.5	160.0	52	157.6	99%	95%	
Salary Range Data												
Salary Range Minimum (\$000)	12	96	*	83.9	88.4	84.7	91.8	52	108.6	118%	104%	
Salary Range Midpoint (\$000)	12	96	*	108.3	115.9	99.6	121.9	52	141.2	116%	105%	
Salary Range Maximum (\$000)	12	96	*	132.7	143.4	114.5	151.9	52	173.7	114%	106%	

* More than 30% of sample provided by one organization.

Position: 0743 Senior Financial Analyst

Competitive Market Data (Excluding Your Data)

		Competitive Market Data (Excluding Your Data)					Your Data			
# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area										
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA										
Organization Scope Data										
Total U.S. FTEs	7	56 *	5,493	5,714	1,687	5,408	52	1,978	37%	35%
Annual Base Salary										
Annual Base Salary (\$000)	7	56 *	137.3	128.3	112.4	124.4	52	146.0	117%	114%
Adjusted Annual Base Salary (\$000)	7	56 *	154.5	144.6	128.8	142.8	52	146.0	102%	101%
Locality Pay or Geographic Differential (0.0%)	5	48 *	19.1	15.7	14.6	14.6				
Variable Pay										
Target Short-Term Incentive/Bonus (0.0%)	2	41 *	23.7	6.5	1.7	1.9				
Short-Term Incentive/Bonus (\$000)	4	41 *	1.2	1.5	0.9	1.1	49	6.0	545%	406%
Other Cash Compensation (\$000)										
Total Cash Compensation										
Total Cash Compensation (\$000)	7	56 *	144.8	134.1	116.4	127.3	52	157.6	124%	117%
Adjusted Total Cash Compensation (\$000)	7	56 *	161.9	150.5	131.8	146.2	52	157.6	108%	105%
Salary Range Data										
Salary Range Minimum (\$000)	6	52 *	97.7	95.4	91.8	91.8	52	108.6	118%	96%
Salary Range Midpoint (\$000)	6	52 *	129.1	126.7	121.9	121.9	52	141.2	116%	96%
Salary Range Maximum (\$000)	6	52 *	160.5	157.9	151.9	151.9	52	173.7	114%	96%

* More than 30% of sample provided by one organization.

Position: 0744 Financial Analyst II

Position Description:

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 financial organizations; development or analyses of financial 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.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	14	299	*	3,910	13,265	4,993	27,731	47	1,978	40%	15%
Annual Base Salary											
Annual Base Salary (\$000)	14	299	*	91.3	93.5	76.6	110.0	47	122.0	135%	131%
Adjusted Annual Base Salary (\$000)	14	299	*	96.0	95.3	76.6	113.0	47	122.0	132%	128%
Locality Pay or Geographic Differential (0.0%)	4	36	*	15.0	14.2	13.0	16.3				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	114	*	5.6	10.9	12.0	12.0				
Short-Term Incentive/Bonus (\$000)	6	138	*	4.2	11.1	4.0	15.6				
Other Cash Compensation (\$000)	7	116	*	1.2	0.9	0.1	1.1	37	4.5	4500%	501%
Total Cash Compensation											
Total Cash Compensation (\$000)	14	299	*	93.2	98.9	77.1	120.0	47	127.1	136%	128%
Adjusted Total Cash Compensation (\$000)	14	299	*	97.9	100.7	77.1	123.0	47	127.1	132%	126%
Salary Range Data											
Salary Range Minimum (\$000)	12	176	*	70.1	63.7	57.7	73.3	47	93.4	162%	91%
Salary Range Midpoint (\$000)	12	176	*	90.6	83.6	77.1	86.2	47	121.5	158%	92%
Salary Range Maximum (\$000)	12	176	*	110.9	103.4	96.5	103.0	47	149.5	155%	93%

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		% Bonus/Other Cash Compensation Eligibility	
	1.0	3.3	95.7	3.3	# of Incs	% Yes	% No	
299					299	92.3	7.7	

* More than 30% of sample provided by one organization.

Position: 0744 Financial Analyst II

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	5	37	1,847	3,482	198	5,408	5,408	47	1,978	37%	57%	
Annual Base Salary												
Annual Base Salary (\$000)	5	37	108.8	102.8	85.0	99.7	114.1	47	122.0	122%	119%	
Adjusted Annual Base Salary (\$000)	5	37	122.0	117.3	97.2	114.1	131.7	47	122.0	107%	104%	
Locality Pay or Geographic Differential (0.0%)	4	36	15.0	14.2	13.0	14.6	16.3					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	4	2.0	2.0	0.9	1.8	3.4					
Short-Term Incentive/Bonus (\$000)	2	24	2.1	1.7	1.2	1.4	1.6					
Other Cash Compensation (\$000)	3	24	0.6	1.0	0.6	0.7	1.2	37	4.5	643%	464%	
Total Cash Compensation												
Total Cash Compensation (\$000)	5	37	109.8	104.5	86.3	102.1	115.3	47	127.1	124%	122%	
Adjusted Total Cash Compensation (\$000)	5	37	122.9	119.0	97.4	117.0	134.3	47	127.1	109%	107%	
Salary Range Data												
Salary Range Minimum (\$000)	5	37	84.0	81.5	77.7	77.7	81.1	47	93.4	120%	95%	
Salary Range Midpoint (\$000)	5	37	111.2	108.2	103.1	103.1	116.0	47	121.5	118%	95%	
Salary Range Maximum (\$000)	5	37	138.5	134.9	128.5	128.5	144.4	47	149.5	116%	95%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	13	291	3,955	13,538	4,993	4,993	27,731	47	1,978	40%	15%	
Annual Base Salary												
Annual Base Salary (\$000)	13	291	92.8	94.0	76.8	92.0	110.0	47	122.0	133%	130%	
Adjusted Annual Base Salary (\$000)	13	291	97.8	95.9	76.8	92.7	114.0	47	122.0	132%	127%	
Locality Pay or Geographic Differential (0.0%)	4	36	15.0	14.2	13.0	14.6	16.3					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	5	114	5.6	10.9	12.0	12.0	12.0					
Short-Term Incentive/Bonus (\$000)	6	138	4.2	11.1	4.0	12.0	15.6					
Other Cash Compensation (\$000)	6	109	1.2	0.9	0.1	0.1	1.1	37	4.5	4,500%	513%	
Total Cash Compensation												
Total Cash Compensation (\$000)	13	291	94.7	99.6	77.4	95.2	121.5	47	127.1	134%	128%	
Adjusted Total Cash Compensation (\$000)	13	291	99.8	101.5	77.4	98.3	123.5	47	127.1	129%	125%	
Salary Range Data												
Salary Range Minimum (\$000)	11	168	71.0	63.9	57.7	57.7	73.3	47	93.4	162%	90%	
Salary Range Midpoint (\$000)	11	168	91.7	83.8	77.1	77.1	86.2	47	121.5	158%	92%	
Salary Range Maximum (\$000)	11	168	112.4	103.8	96.5	96.5	103.0	47	149.5	155%	93%	

* More than 30% of sample provided by one organization.

Position: 0744 Financial Analyst II

Competitive Market Data (Excluding Your Data)

	Competitive Market Data (Excluding Your Data)						Your Data					
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	7	131	*	5,994	5,764	4,993	4,993	4,993	47	1,978	40%	34%
Annual Base Salary												
Annual Base Salary (\$000)	7	131	*	103.1	82.1	72.4	77.7	83.7	47	122.0	157%	149%
Adjusted Annual Base Salary (\$000)	7	131	*	112.1	85.1	72.4	78.0	89.0	47	122.0	156%	143%
Locality Pay or Geographic Differential (0.0%)	4	25	*	14.8	14.9	14.6	14.6	16.3				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	101	*	6.9	11.7	12.0	12.0	12.0				
Short-Term Incentive/Bonus (\$000)	3	20	*	5.3	5.3	1.3	1.6	12.0				
Other Cash Compensation (\$000)	4	87	*	0.5	0.6	0.1	0.1	0.6	37	4.5	4,500%	708%
Total Cash Compensation												
Total Cash Compensation (\$000)	7	131	*	105.5	83.4	72.8	78.9	84.5	47	127.1	161%	152%
Adjusted Total Cash Compensation (\$000)	7	131	*	114.5	86.3	72.8	78.9	91.3	47	127.1	161%	147%
Salary Range Data												
Salary Range Minimum (\$000)	6	121	*	79.6	63.1	57.7	57.7	57.7	47	93.4	162%	91%
Salary Range Midpoint (\$000)	6	121	*	105.5	84.1	77.1	77.1	77.1	47	121.5	158%	92%
Salary Range Maximum (\$000)	6	121	*	131.5	105.1	96.5	96.5	96.5	47	149.5	155%	92%

* More than 30% of sample provided by one organization.

Position: 0745 Financial Analyst I

Position Description:

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 financial 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.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	13	201	*	4,466	18,506	27,731	27,731					
Annual Base Salary												
Annual Base Salary (\$000)	13	201	*	75.6	77.8	79.5	87.0					
Adjusted Annual Base Salary (\$000)	13	201	*	81.2	79.1	80.0	88.5					
Locality Pay or Geographic Differential (0.0%)	5	18	*	17.9	18.4	16.3	22.5					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	42	*	4.8	8.5	9.0	9.0					
Short-Term Incentive/Bonus (\$000)	5	117	*	3.3	7.2	7.5	10.0					
Other Cash Compensation (\$000)	6	54	*	1.7	0.9	0.1	1.2					
Total Cash Compensation												
Total Cash Compensation (\$000)	13	201	*	77.3	82.2	85.0	94.3					
Adjusted Total Cash Compensation (\$000)	13	201	*	82.8	83.6	86.0	96.0					
Salary Range Data												
Salary Range Minimum (\$000)	11	75	*	58.6	52.7	47.5	66.1					
Salary Range Midpoint (\$000)	11	75	*	76.9	69.2	63.5	82.7					
Salary Range Maximum (\$000)	11	75	*	95.1	85.7	79.4	99.2					

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
201	1.0	95.5	3.5	201	95.0	5.0

* More than 30% of sample provided by one organization.

Position: 0745 Financial Analyst I

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	18	2,006	3,510	864	5,408	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	5	18	89.3	85.2	74.2	83.4	95.5				
Adjusted Annual Base Salary (\$000)	5	18	102.0	100.1	83.9	101.8	110.4				
Locality Pay or Geographic Differential (0.0%)	4	17	18.5	18.5	13.0	16.3	23.7				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	1.0	1.0		1.0					
Short-Term Incentive/Bonus (\$000)	2	11	1.2	1.4	1.1	1.2	1.5				
Other Cash Compensation (\$000)	2	11	1.3	1.5	0.8	1.0	1.5				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	18	90.2	86.9	76.6	86.9	99.2				
Adjusted Total Cash Compensation (\$000)	5	18	102.9	101.8	85.8	103.6	111.3				
Salary Range Data											
Salary Range Minimum (\$000)	5	18	68.9	67.2	65.9	67.4	67.8				
Salary Range Midpoint (\$000)	5	18	92.7	89.3	87.8	87.8	90.1				
Salary Range Maximum (\$000)	5	18	116.6	111.3	108.1	108.1	116.8				
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	11	194	4,476	18,987	4,993	27,731	27,731				
Annual Base Salary											
Annual Base Salary (\$000)	11	194	78.1	78.0	68.9	80.0	88.0				
Adjusted Annual Base Salary (\$000)	11	194	84.7	79.4	69.8	80.0	90.0				
Locality Pay or Geographic Differential (0.0%)	5	18	17.9	18.4	13.0	16.3	22.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	42	4.8	8.5	9.0	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	5	117	3.3	7.2	5.0	7.5	10.0				
Other Cash Compensation (\$000)	5	51	1.2	0.8	0.1	0.1	1.1				
Total Cash Compensation											
Total Cash Compensation (\$000)	11	194	79.9	82.6	71.0	86.0	95.0				
Adjusted Total Cash Compensation (\$000)	11	194	86.5	84.0	71.4	86.5	96.6				
Salary Range Data											
Salary Range Minimum (\$000)	9	69	60.6	53.0	47.5	47.5	66.1				
Salary Range Midpoint (\$000)	9	69	80.1	70.0	63.5	63.5	82.7				
Salary Range Maximum (\$000)	9	69	99.5	86.8	79.4	79.4	99.2				

* More than 30% of sample provided by one organization.

Position: 0745 Financial Analyst I

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	8	58	6,032	7,246	4,993	4,993	4,993				4,993
Annual Base Salary											
Annual Base Salary (\$000)	8	58	82.3	68.4	59.1	63.6	71.7				
Adjusted Annual Base Salary (\$000)	8	58	89.7	70.7	59.1	64.0	73.1				
Locality Pay or Geographic Differential (0.0%)	4	9	17.5	17.3	13.8	16.3	21.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	39	5.0	8.8	9.0	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	3	9	2.5	3.5	2.0	3.5	4.5				
Other Cash Compensation (\$000)	4	38	1.5	0.5	0.1	0.1	0.2				
Total Cash Compensation											
Total Cash Compensation (\$000)	8	58	83.6	69.3	59.4	64.1	72.6				
Adjusted Total Cash Compensation (\$000)	8	58	91.0	71.5	59.4	64.4	75.8				
Salary Range Data											
Salary Range Minimum (\$000)	7	50	62.9	51.4	47.5	47.5	47.7				
Salary Range Midpoint (\$000)	7	50	83.9	68.8	63.5	63.5	63.5				
Salary Range Maximum (\$000)	7	50	104.9	86.0	79.4	79.4	79.4				

* More than 30% of sample provided by one organization.

Position: 0746 Financial Accounting Manager

Position Description:

Manages a Financial Accounting department for an organization. Has responsibility for: financial reporting, formulation of financial accounting and reporting policy and standards, evaluation of financial performance, compliance with FASB, development of automation strategies and risk management, cost accounting, treasury activities and 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.

	Competitive Market Data (Excluding Your Data)						Your Data					
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	19	66	*	3,228	4,786	1,209	5,408	5,408	1	1,978	37%	41%
Annual Base Salary												
Annual Base Salary (\$000)	19	66	*	133.6	129.9	105.7	133.2	152.0	1	186.3	140%	143%
Adjusted Annual Base Salary (\$000)	19	66	*	143.0	141.7	107.6	151.7	170.6	1	186.3	123%	131%
Locality Pay or Geographic Differential (0.0%)	7	36		18.4	15.5	14.6	14.6	14.6				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	7	*	4.9	4.7	4.5	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	6	37	*	6.9	5.7	4.5	5.8	7.0				
Other Cash Compensation (\$000)	10	34	*	4.8	4.0	1.6	2.9	4.3	1	15.5	544%	385%
Total Cash Compensation												
Total Cash Compensation (\$000)	19	66	*	138.1	135.2	111.2	139.1	157.7	1	201.8	145%	149%
Adjusted Total Cash Compensation (\$000)	19	66	*	147.4	147.0	112.6	155.0	175.7	1	201.8	130%	137%
Salary Range Data												
Salary Range Minimum (\$000)	17	61	*	95.1	90.8	79.4	95.1	95.1	1	125.3	132%	105%
Salary Range Midpoint (\$000)	17	61	*	123.8	123.1	102.4	136.9	136.9	1	162.9	119%	111%
Salary Range Maximum (\$000)	17	61	*	152.6	155.5	124.4	178.6	178.6	1	200.5	112%	115%

Degree of Match

# of Incs	% Match			Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker	# of Incs	% Yes	% No
66	6.1	92.4	1.5	66	97.0	3.0

* More than 30% of sample provided by one organization.

Position: 0746 Financial Accounting Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	8	37	1,899	4,414	4,492	5,408	5,408	1	1,978	37%	45%
Annual Base Salary											
Annual Base Salary (\$000)	8	37	148.5	144.5	133.2	147.4	157.7	1	186.3	126%	129%
Adjusted Annual Base Salary (\$000)	8	37	170.8	165.5	152.6	166.4	178.8	1	186.3	112%	113%
Locality Pay or Geographic Differential (0.0%)	7	36	18.4	15.5	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	5.2	5.2		5.2					
Short-Term Incentive/Bonus (\$000)	2	28	7.7	5.6	4.5	5.6	6.9				
Other Cash Compensation (\$000)	5	18	2.2	1.9	1.0	1.9	2.7	1	15.5	838%	799%
Total Cash Compensation											
Total Cash Compensation (\$000)	8	37	151.6	149.7	139.1	152.8	163.6	1	201.8	132%	135%
Adjusted Total Cash Compensation (\$000)	8	37	173.9	170.7	158.8	173.1	183.8	1	201.8	117%	118%
Salary Range Data											
Salary Range Minimum (\$000)	8	36	103.0	97.4	95.1	95.1	95.1	1	125.3	132%	98%
Salary Range Midpoint (\$000)	8	36	138.0	137.6	136.9	136.9	136.9	1	162.9	119%	99%
Salary Range Maximum (\$000)	8	36	173.1	177.7	178.6	178.6	178.6	1	200.5	112%	101%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	16	56	3,280	4,796	1,209	5,408	5,408	1	1,978	37%	41%
Annual Base Salary											
Annual Base Salary (\$000)	16	56	132.0	132.5	109.5	135.9	152.5	1	186.3	137%	141%
Adjusted Annual Base Salary (\$000)	16	56	143.1	146.4	112.3	153.6	173.6	1	186.3	121%	127%
Locality Pay or Geographic Differential (0.0%)	7	36	18.4	15.5	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	7	4.9	4.7	4.5	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	6	37	6.9	5.7	4.5	5.8	7.0				
Other Cash Compensation (\$000)	8	26	5.0	3.5	1.5	2.5	3.6	1	15.5	620%	444%
Total Cash Compensation											
Total Cash Compensation (\$000)	16	56	136.8	137.9	114.6	141.0	158.3	1	201.8	143%	146%
Adjusted Total Cash Compensation (\$000)	16	56	148.0	151.8	116.3	159.5	179.0	1	201.8	127%	133%
Salary Range Data											
Salary Range Minimum (\$000)	15	52	95.6	93.0	81.8	95.1	95.1	1	125.3	132%	102%
Salary Range Midpoint (\$000)	15	52	125.5	127.7	108.9	136.9	136.9	1	162.9	119%	107%
Salary Range Maximum (\$000)	15	52	155.3	162.3	136.6	178.6	178.6	1	200.5	112%	110%

* More than 30% of sample provided by one organization.

Position: 0746 Financial Accounting Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	12	35	4,314	5,038	3,575	5,408	5,408	1	1,978	37%	39%
Annual Base Salary											
Annual Base Salary (\$000)	12	35	147.0	143.7	132.5	145.2	157.1	1	186.3	128%	130%
Adjusted Annual Base Salary (\$000)	12	35	162.2	161.6	151.6	166.4	180.0	1	186.3	112%	115%
Locality Pay or Geographic Differential (0.0%)	7	28	18.4	15.6	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	5.2	5.2		5.2					
Short-Term Incentive/Bonus (\$000)	3	23	7.4	5.6	4.2	5.5	7.0				
Other Cash Compensation (\$000)	7	14	2.3	2.1	1.2	2.2	3.0	1	15.5	721%	723%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	35	150.1	148.2	137.6	151.6	163.5	1	201.8	133%	136%
Adjusted Total Cash Compensation (\$000)	12	35	165.2	166.1	154.5	171.9	183.9	1	201.8	117%	121%
Salary Range Data											
Salary Range Minimum (\$000)	10	33	101.4	96.9	95.1	95.1	99.5	1	125.3	132%	98%
Salary Range Midpoint (\$000)	10	33	133.9	134.5	136.3	136.9	136.9	1	162.9	119%	102%
Salary Range Maximum (\$000)	10	33	166.4	172.0	169.1	178.6	178.6	1	200.5	112%	104%

* More than 30% of sample provided by one organization.

Position: 0747 Senior Accountant

Position Description:

Prepares income and balance sheet statements, consolidated statements, and various other accounting statements and reports. Analyzes financial reports and records, making recommendations relative to the accounting of reserves, assets, and expenditures. Reviews and verifies the accuracy of journal entries and accounting classifications assigned to various records. Utilizes an automated accounting system to input, retrieve or display accounting information. Conducts special studies and develops or recommends accounting methods and procedures. Instructs or assigns work to lower level staff engaged in general accounting activities. Coordinates accounting matters with other departments, locations and divisions.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	19	88	3,645	6,057	2,131	4,993	5,500	1	1,978	40%	33%		
Annual Base Salary													
Annual Base Salary (\$000)	19	88	94.1	90.7	70.5	84.5	107.7	1	105.6	125%	116%		
Adjusted Annual Base Salary (\$000)	19	88	99.3	94.7	70.5	85.0	116.3	1	105.6	124%	112%		
Locality Pay or Geographic Differential (0.0%)	5	19	16.3	15.3	14.6	14.6	15.4						
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	4	20	*	7.3	5.0	9.0	9.0						
Short-Term Incentive/Bonus (\$000)	5	24	*	3.6	1.8	3.2	5.2						
Other Cash Compensation (\$000)	12	48	*	2.1	0.9	1.7	2.7						
Total Cash Compensation													
Total Cash Compensation (\$000)	19	88	95.7	92.9	70.9	87.5	112.2	1	105.6	121%	114%		
Adjusted Total Cash Compensation (\$000)	19	88	100.9	96.9	70.9	88.4	117.6	1	105.6	119%	109%		
Salary Range Data													
Salary Range Minimum (\$000)	18	80	70.7	66.7	54.5	61.5	80.3	1	81.6	133%	92%		
Salary Range Midpoint (\$000)	18	80	90.9	85.8	69.8	76.9	104.8	1	103.6	135%	90%		
Salary Range Maximum (\$000)	18	80	111.1	104.8	83.4	92.3	127.4	1	125.5	136%	88%		

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
88	5.7	92.0	2.3	88	93.2	6.8

* More than 30% of sample provided by one organization.

Position: 0747 Senior Accountant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	20	2,275	4,155	3,256	5,408	5,408	1	1,978	37%	48%
Annual Base Salary											
Annual Base Salary (\$000)	6	20	128.7	124.2	108.1	124.8	141.5	1	105.6	85%	85%
Adjusted Annual Base Salary (\$000)	6	20	145.2	141.9	129.5	142.9	161.4	1	105.6	74%	74%
Locality Pay or Geographic Differential (0.0%)	5	19	16.3	15.3	14.6	14.6	15.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	2.2	2.2		2.2					
Short-Term Incentive/Bonus (\$000)	2	14	2.9	2.8	1.8	2.6	3.9				
Other Cash Compensation (\$000)	5	18	1.3	1.8	0.8	1.3	2.8				
Total Cash Compensation											
Total Cash Compensation (\$000)	6	20	130.7	127.8	110.9	127.7	147.4	1	105.6	83%	83%
Adjusted Total Cash Compensation (\$000)	6	20	147.2	145.4	131.9	145.9	165.3	1	105.6	72%	73%
Salary Range Data											
Salary Range Minimum (\$000)	6	20	91.2	87.7	77.7	91.8	91.8	1	81.6	89%	105%
Salary Range Midpoint (\$000)	6	20	120.7	116.1	103.1	121.9	121.9	1	103.6	85%	105%
Salary Range Maximum (\$000)	6	20	150.1	144.5	128.5	151.9	151.9	1	125.5	83%	105%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	16	59	3,578	6,707	1,640	4,993	5,408	1	1,978	40%	29%
Annual Base Salary											
Annual Base Salary (\$000)	16	59	93.4	92.6	68.0	85.0	116.4	1	105.6	124%	114%
Adjusted Annual Base Salary (\$000)	16	59	99.6	98.5	68.0	87.0	133.8	1	105.6	121%	107%
Locality Pay or Geographic Differential (0.0%)	5	19	16.3	15.3	14.6	14.6	15.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	20	4.5	7.3	5.0	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	5	24	3.6	3.9	1.8	3.2	5.2				
Other Cash Compensation (\$000)	9	26	1.3	1.6	0.6	1.1	2.3				
Total Cash Compensation											
Total Cash Compensation (\$000)	16	59	95.0	94.8	68.7	87.0	122.8	1	105.6	121%	111%
Adjusted Total Cash Compensation (\$000)	16	59	101.2	100.8	68.7	90.5	137.8	1	105.6	117%	105%
Salary Range Data											
Salary Range Minimum (\$000)	15	51	71.2	69.3	52.2	60.6	89.6	1	81.6	135%	87%
Salary Range Midpoint (\$000)	15	51	91.6	89.7	69.8	75.8	112.1	1	103.6	137%	84%
Salary Range Maximum (\$000)	15	51	112.0	110.1	87.3	91.0	136.2	1	125.5	138%	83%

* More than 30% of sample provided by one organization.

Position: 0747 Senior Accountant

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	9	45	3,035	4,616	4,993	5,408	5,500	1	1,978	37%	43%
Annual Base Salary											
Annual Base Salary (\$000)	9	45	116.2	97.8	70.4	88.7	124.8	1	105.6	119%	108%
Adjusted Annual Base Salary (\$000)	9	45	127.3	105.2	70.4	88.7	140.7	1	105.6	119%	100%
Locality Pay or Geographic Differential (0.0%)	5	17	*	15.7	14.6	14.6	15.7				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	13	*	5.6	8.5	9.0	9.0				
Short-Term Incentive/Bonus (\$000)	2	12	*	3.0	3.0	3.1	4.4				
Other Cash Compensation (\$000)	8	31	*	1.3	1.8	1.5	2.5				
Total Cash Compensation											
Total Cash Compensation (\$000)	9	45	117.9	99.9	70.8	91.2	127.7	1	105.6	116%	106%
Adjusted Total Cash Compensation (\$000)	9	45	129.0	107.2	70.8	91.2	143.7	1	105.6	116%	99%
Salary Range Data											
Salary Range Minimum (\$000)	9	45	82.5	70.5	52.2	61.5	89.9	1	81.6	133%	87%
Salary Range Midpoint (\$000)	9	45	108.3	92.1	69.8	76.9	119.0	1	103.6	135%	84%
Salary Range Maximum (\$000)	9	45	134.1	113.6	87.3	92.3	151.4	1	125.5	136%	81%

* More than 30% of sample provided by one organization.

Position: 0748 Accountant (Full Performance Level)

Position Description:

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.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	23	118	4,344	6,827	1,321	3,448	5,408					
Annual Base Salary												
Annual Base Salary (\$000)	23	118	73.2	68.3	54.7	62.9	79.9					
Adjusted Annual Base Salary (\$000)	23	118	78.3	72.4	54.7	62.9	90.6					
Locality Pay or Geographic Differential (0.0%)	7	38	18.1	14.8	11.4	13.0	15.5					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	16	*	3.4	4.0	5.0	5.0					
Short-Term Incentive/Bonus (\$000)	5	43	*	2.2	1.6	1.2	2.1					
Other Cash Compensation (\$000)	14	42	1.2	1.4	0.6	1.3	2.4					
Total Cash Compensation												
Total Cash Compensation (\$000)	23	118	74.1	69.4	55.3	64.7	83.2					
Adjusted Total Cash Compensation (\$000)	23	118	79.3	73.5	55.3	64.7	91.5					
Salary Range Data												
Salary Range Minimum (\$000)	21	105	58.9	56.4	44.0	48.5	67.4					
Salary Range Midpoint (\$000)	21	105	76.4	72.4	57.1	67.3	87.8					
Salary Range Maximum (\$000)	21	105	94.0	88.3	67.0	82.4	108.1					

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	% No
118	3.4	96.6		118	78.8		21.2

* More than 30% of sample provided by one organization.

Position: 0748 Accountant (Full Performance Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	8	39	*	1,899	4,316	3,575	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	8	39	*	92.8	85.4	73.3	85.0	91.3			
Adjusted Annual Base Salary (\$000)	8	39	*	107.6	97.9	84.6	94.7	110.7			
Locality Pay or Geographic Differential (0.0%)	7	38	*	18.1	14.8	11.4	13.0	15.5			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	23	*	1.4	1.4	1.0	1.2	2.0			
Other Cash Compensation (\$000)	7	24	*	1.2	1.4	0.6	0.9	2.5			
Total Cash Compensation											
Total Cash Compensation (\$000)	8	39	*	93.8	87.1	74.3	85.5	93.4			
Adjusted Total Cash Compensation (\$000)	8	39	*	108.6	99.6	84.6	97.0	113.2			
Salary Range Data											
Salary Range Minimum (\$000)	8	39	*	75.3	70.6	67.4	67.4	72.9			
Salary Range Midpoint (\$000)	8	39	*	99.1	92.0	87.8	87.8	97.6			
Salary Range Maximum (\$000)	8	39	*	123.0	113.3	108.1	108.1	118.6			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	18	102		3,267	5,871	1,293	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	18	102		71.4	66.8	54.0	62.3	79.1			
Adjusted Annual Base Salary (\$000)	18	102		78.0	71.6	54.0	62.3	89.6			
Locality Pay or Geographic Differential (0.0%)	7	38		18.1	14.8	11.4	13.0	15.5			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	16	*	3.4	4.0	1.7	5.0	5.0			
Short-Term Incentive/Bonus (\$000)	5	43	*	2.2	1.6	1.0	1.2	2.1			
Other Cash Compensation (\$000)	11	35	*	1.1	1.4	0.6	1.1	2.5			
Total Cash Compensation											
Total Cash Compensation (\$000)	18	102		72.4	68.0	54.7	63.1	81.4			
Adjusted Total Cash Compensation (\$000)	18	102		79.0	72.8	54.7	63.1	91.5			
Salary Range Data											
Salary Range Minimum (\$000)	17	90		59.3	56.1	45.1	48.5	67.4			
Salary Range Midpoint (\$000)	17	90		76.4	71.5	57.1	59.7	87.8			
Salary Range Maximum (\$000)	17	90		93.5	86.8	65.9	71.7	108.1			

* More than 30% of sample provided by one organization.

Position: 0748 Accountant (Full Performance Level)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	14	38	6,122	8,009	3,170	4,284	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	14	38	86.0	85.1	72.8	87.5	98.3				
Adjusted Annual Base Salary (\$000)	14	38	94.6	93.8	73.3	93.1	112.4				
Locality Pay or Geographic Differential (0.0%)	7	20	*	18.4	14.6	15.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	2	9	*	2.7	2.0	2.1	2.5				
Other Cash Compensation (\$000)	10	27	1.1	1.2	0.5	0.9	2.1				
Total Cash Compensation											
Total Cash Compensation (\$000)	14	38	87.0	86.4	73.4	88.8	99.2				
Adjusted Total Cash Compensation (\$000)	14	38	95.6	95.1	74.3	96.6	114.4				
Salary Range Data											
Salary Range Minimum (\$000)	12	36	68.0	66.6	53.0	67.4	76.6				
Salary Range Midpoint (\$000)	12	36	90.2	87.1	69.0	87.8	97.6				
Salary Range Maximum (\$000)	12	36	112.4	107.5	86.5	108.1	118.6				

* More than 30% of sample provided by one organization.

Position: 0749 Accounting Technician

Position Description:

Performs a variety of routine and some nonroutine clerical/accounting functions in accordance with standard procedures in one or more of the following areas: general accounting, accounts payable, accounts receivable or related financial area. Reconciles accounts, posts information and balances general or subsidiary ledgers, processes payments and compiles segments of monthly closings, annual reports, etc. Contacts other departments and/or outside agencies to resolve problems.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	15	57	5,642	8,282	1,643	3,150	5,408	1	1,978	63%	24%	
Annual Base Salary												
Annual Base Salary (\$000)	15	57	50.7	49.5	44.0	49.3	54.2	1	59.7	121%	121%	
Adjusted Annual Base Salary (\$000)	15	57	53.2	51.9	44.5	49.6	59.8	1	59.7	120%	115%	
Locality Pay or Geographic Differential (0.0%)	4	14	16.7	18.0	14.2	15.3	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	16	*	2.2	1.7	1.7	1.7					
Short-Term Incentive/Bonus (\$000)	6	18	*	1.6	0.8	1.0	1.4					
Other Cash Compensation (\$000)	6	12	*	0.7	0.4	0.6	1.0					
Total Cash Compensation												
Total Cash Compensation (\$000)	15	57	51.2	50.0	45.1	50.1	54.7	1	59.7	119%	119%	
Adjusted Total Cash Compensation (\$000)	15	57	53.7	52.4	45.2	51.1	60.7	1	59.7	117%	114%	
Salary Range Data												
Salary Range Minimum (\$000)	14	50	39.8	39.3	35.0	40.2	43.8	1	44.3	110%	102%	
Salary Range Midpoint (\$000)	14	50	50.4	49.3	46.7	49.6	52.0	1	55.4	112%	101%	
Salary Range Maximum (\$000)	14	50	61.0	59.3	54.1	59.2	62.4	1	66.5	112%	100%	

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
57	1.8	98.2		57	73.7	26.3

* More than 30% of sample provided by one organization.

Position: 0749 Accounting Technician

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	15	2,677	3,586	3,150	3,575	5,408	1	1,978	55%	55%
Annual Base Salary											
Annual Base Salary (\$000)	5	15	60.0	56.9	52.1	57.1	61.0	1	59.7	105%	105%
Adjusted Annual Base Salary (\$000)	5	15	67.5	66.1	61.6	66.0	70.2	1	59.7	90%	90%
Locality Pay or Geographic Differential (0.0%)	4	14	16.7	18.0	14.2	15.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	3.1	3.1		3.1					
Short-Term Incentive/Bonus (\$000)	2	5	1.4	1.0	0.7	0.8	1.4				
Other Cash Compensation (\$000)	3	8	0.4	0.5	0.2	0.5	0.6				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	15	60.5	57.5	53.3	57.1	61.4	1	59.7	105%	104%
Adjusted Total Cash Compensation (\$000)	5	15	68.0	66.7	61.6	67.8	70.2	1	59.7	88%	89%
Salary Range Data											
Salary Range Minimum (\$000)	5	15	42.8	41.3	38.3	40.2	45.1	1	44.3	110%	97%
Salary Range Midpoint (\$000)	5	15	56.2	53.5	48.7	49.6	64.4	1	55.4	112%	93%
Salary Range Maximum (\$000)	5	15	69.6	65.6	57.1	60.9	83.7	1	66.5	109%	93%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	47	4,410	6,309	1,643	1,791	4,993	1	1,978	110%	31%
Annual Base Salary											
Annual Base Salary (\$000)	12	47	52.8	51.2	45.5	52.0	55.0	1	59.7	115%	117%
Adjusted Annual Base Salary (\$000)	12	47	55.9	54.1	46.1	53.0	61.6	1	59.7	113%	110%
Locality Pay or Geographic Differential (0.0%)	4	14	16.7	18.0	14.2	15.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	16	2.2	1.8	1.7	1.7	1.7				
Short-Term Incentive/Bonus (\$000)	6	18	1.6	1.2	0.8	1.0	1.4				
Other Cash Compensation (\$000)	4	10	0.5	0.6	0.3	0.6	0.7				
Total Cash Compensation											
Total Cash Compensation (\$000)	12	47	53.4	51.8	46.5	52.9	55.4	1	59.7	113%	115%
Adjusted Total Cash Compensation (\$000)	12	47	56.5	54.7	46.8	54.0	61.6	1	59.7	111%	109%
Salary Range Data											
Salary Range Minimum (\$000)	11	40	40.5	40.5	38.3	41.6	43.8	1	44.3	106%	103%
Salary Range Midpoint (\$000)	11	40	51.7	50.8	48.7	51.5	52.0	1	55.4	108%	101%
Salary Range Maximum (\$000)	11	40	62.7	61.1	57.1	59.2	62.4	1	66.5	112%	97%

* More than 30% of sample provided by one organization.

Position: 0749 Accounting Technician

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	8	26	5,847	9,141	3,150	4,284	11,063	1	1,978	46%	22%
Annual Base Salary											
Annual Base Salary (\$000)	8	26	54.2	51.2	43.2	51.1	57.2	1	59.7	117%	117%
Adjusted Annual Base Salary (\$000)	8	26	58.9	56.5	44.6	59.8	68.4	1	59.7	100%	106%
Locality Pay or Geographic Differential (0.0%)	4	14	16.7	18.0	14.2	15.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	3.1	3.1		3.1					
Short-Term Incentive/Bonus (\$000)	2	5	1.4	1.0	0.7	0.8	1.4				
Other Cash Compensation (\$000)	4	9	0.5	0.5	0.3	0.5	0.8				
Total Cash Compensation											
Total Cash Compensation (\$000)	8	26	54.5	51.6	43.2	51.1	57.6	1	59.7	117%	116%
Adjusted Total Cash Compensation (\$000)	8	26	59.2	56.9	44.7	61.1	68.5	1	59.7	98%	105%
Salary Range Data											
Salary Range Minimum (\$000)	8	26	40.0	38.2	33.3	38.3	40.2	1	44.3	116%	100%
Salary Range Midpoint (\$000)	8	26	51.9	49.2	44.1	48.7	49.6	1	55.4	114%	99%
Salary Range Maximum (\$000)	8	26	63.8	60.1	52.8	57.1	60.9	1	66.5	116%	95%

* More than 30% of sample provided by one organization.

Position: 0751 Procurement Manager

Position Description:

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. Responsible for both contract administration and purchasing.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	19	38	*	4,932	13,997	1,642	5,408	27,731	1	1,978	37%	14%
Annual Base Salary												
Annual Base Salary (\$000)	19	38	*	116.6	107.0	90.3	101.0	130.6	1	156.6	155%	146%
Adjusted Annual Base Salary (\$000)	19	38	*	124.9	113.3	90.3	101.0	145.3	1	156.6	155%	138%
Locality Pay or Geographic Differential (0.0%)	6	10	*	18.9	17.2	14.6	14.6	21.5				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	6	*	6.0	7.3	4.5	7.5	10.0				
Short-Term Incentive/Bonus (\$000)	6	19	*	5.6	6.4	4.5	6.0	7.2				
Other Cash Compensation (\$000)	7	7		3.7	3.7	1.8	3.1	4.0	1	3.5	113%	94%
Total Cash Compensation												
Total Cash Compensation (\$000)	19	38	*	119.6	110.9	92.3	105.2	132.5	1	160.1	152%	144%
Adjusted Total Cash Compensation (\$000)	19	38	*	127.8	117.2	92.3	105.2	147.7	1	160.1	152%	137%
Salary Range Data												
Salary Range Minimum (\$000)	17	23		88.3	89.8	72.1	91.1	107.6	1	108.6	119%	101%
Salary Range Midpoint (\$000)	17	23		115.6	118.8	93.7	119.3	141.3	1	141.2	118%	100%
Salary Range Maximum (\$000)	17	23		142.8	147.8	115.3	146.8	186.3	1	173.7	118%	99%

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
38	7.9	92.1		38	84.2	15.8

* More than 30% of sample provided by one organization.

Position: 0751 Procurement Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	10	2,442	3,628	1,037	4,492	5,408	1	1,978	44%	55%
Annual Base Salary											
Annual Base Salary (\$000)	6	10	140.4	140.5	129.3	139.5	153.5	1	156.6	112%	111%
Adjusted Annual Base Salary (\$000)	6	10	166.6	164.4	154.8	163.2	180.8	1	156.6	96%	95%
Locality Pay or Geographic Differential (0.0%)	6	10	18.9	17.2	14.6	14.6	21.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	5.9	5.9	5.2	5.7	6.9				
Short-Term Incentive/Bonus (\$000)	3	3	2.5	2.5	1.0	3.1	3.5	1	3.5	113%	138%
Other Cash Compensation (\$000)											
Total Cash Compensation											
Total Cash Compensation (\$000)	6	10	142.4	143.7	131.0	142.5	159.8	1	160.1	112%	111%
Adjusted Total Cash Compensation (\$000)	6	10	168.6	167.6	155.0	167.6	183.8	1	160.1	96%	96%
Salary Range Data											
Salary Range Minimum (\$000)	6	10	102.8	105.6	95.6	110.0	113.4	1	108.6	99%	104%
Salary Range Midpoint (\$000)	6	10	138.9	143.8	136.6	145.3	154.8	1	141.2	97%	101%
Salary Range Maximum (\$000)	6	10	174.9	182.0	167.3	190.3	196.2	1	173.7	91%	105%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	16	33	3,506	13,280	1,481	5,408	27,731	1	1,978	37%	15%
Annual Base Salary											
Annual Base Salary (\$000)	16	33	116.2	107.1	90.2	102.0	131.1	1	156.6	154%	146%
Adjusted Annual Base Salary (\$000)	16	33	126.1	114.4	90.2	102.0	152.3	1	156.6	154%	137%
Locality Pay or Geographic Differential (0.0%)	6	10	18.9	17.2	14.6	14.6	21.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	3	4.7	4.7	4.5	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	5	16	6.1	6.9	5.1	6.5	8.1				
Other Cash Compensation (\$000)	6	6	3.9	3.9	1.6	3.3	5.5	1	3.5	106%	90%
Total Cash Compensation											
Total Cash Compensation (\$000)	16	33	119.3	111.2	91.6	105.4	132.8	1	160.1	152%	144%
Adjusted Total Cash Compensation (\$000)	16	33	129.2	118.4	91.6	105.4	152.8	1	160.1	152%	135%
Salary Range Data											
Salary Range Minimum (\$000)	14	18	89.0	93.6	84.7	93.5	113.4	1	108.6	116%	100%
Salary Range Midpoint (\$000)	14	18	116.2	123.9	106.2	127.5	150.7	1	141.2	111%	103%
Salary Range Maximum (\$000)	14	18	143.2	154.2	125.3	155.9	194.7	1	173.7	111%	101%

* More than 30% of sample provided by one organization.

Position: 0751 Procurement Manager

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	8	14	*	5,732	8,825	2,627	5,408	11,063	1	1,978	37%	22%
Annual Base Salary												
Annual Base Salary (\$000)	8	14	*	134.3	129.5	108.8	134.7	149.4	1	156.6	116%	121%
Adjusted Annual Base Salary (\$000)	8	14	*	153.9	146.5	121.3	159.8	175.0	1	156.6	98%	107%
Locality Pay or Geographic Differential (0.0%)	6	10	*	18.9	17.2	14.6	14.6	21.5				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	3	*	10.0	10.0	10.0	10.0	10.0				
Short-Term Incentive/Bonus (\$000)	2	7	*	4.7	4.9	3.0	5.1	6.0				
Other Cash Compensation (\$000)	4	4		2.6	2.6	1.5	3.0	3.4	1	3.5	117%	133%
Total Cash Compensation												
Total Cash Compensation (\$000)	8	14	*	136.6	132.6	113.8	135.3	153.9	1	160.1	118%	121%
Adjusted Total Cash Compensation (\$000)	8	14	*	156.3	149.7	126.2	159.9	181.2	1	160.1	100%	107%
Salary Range Data												
Salary Range Minimum (\$000)	8	14	*	98.3	96.4	80.1	105.5	113.4	1	108.6	103%	109%
Salary Range Midpoint (\$000)	8	14	*	130.6	129.4	106.4	139.0	154.8	1	141.2	102%	107%
Salary Range Maximum (\$000)	8	14	*	162.9	162.4	132.6	173.4	196.2	1	173.7	100%	107%

* More than 30% of sample provided by one organization.

Position: 0754 Contract Specialist

Position Description:

Serves as program specialist in Acquisition Management. Performs all actions associated with developing and awarding the full range of contracts for goods and services. Independently plans complex solicitations using negotiated procurement, sealed bidding, and simplified acquisition procedures. Formulates contracting strategies, including planning and advising on contracting actions. Serves as the lead negotiator during contract negotiations; coordinates with technical, program, and legal personnel. Awards contracts and performs detailed contract administration functions.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	21	100	4,611	4,737	1,640	3,176	5,408	2	1,978	62%	42%	
Annual Base Salary												
Annual Base Salary (\$000)	21	100	94.5	98.3	79.6	98.2	116.0	2	98.5	100%	100%	
Adjusted Annual Base Salary (\$000)	21	100	100.1	106.0	79.6	106.8	131.7	2	98.5	92%	93%	
Locality Pay or Geographic Differential (0.0%)	6	42	18.8	16.7	13.0	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	5	11	6.8	6.6	4.5	5.0	5.0					
Short-Term Incentive/Bonus (\$000)	7	32 *	11.8	6.5	1.6	2.7	3.3					
Other Cash Compensation (\$000)	12	62 *	2.0	2.5	1.0	1.8	3.3	2	6.2	344%	246%	
Total Cash Compensation												
Total Cash Compensation (\$000)	21	100	98.8	101.9	81.1	99.4	118.4	2	104.6	105%	103%	
Adjusted Total Cash Compensation (\$000)	21	100	104.4	109.6	81.1	108.7	134.9	2	104.6	96%	95%	
Salary Range Data												
Salary Range Minimum (\$000)	19	92	71.8	74.4	61.4	77.5	88.0	2	70.8	91%	104%	
Salary Range Midpoint (\$000)	19	92	92.4	96.4	84.5	98.2	112.1	2	90.3	92%	102%	
Salary Range Maximum (\$000)	19	92	112.9	118.4	97.7	117.8	136.2	2	109.8	93%	100%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
100	5.0	5.0	90.0	100	5.0	100	93.0	7.0

* More than 30% of sample provided by one organization.

Position: 0754 Contract Specialist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	43	2,133	3,997	3,150	5,408	5,408	2	1,978	37%	49%
Annual Base Salary											
Annual Base Salary (\$000)	7	43	105.4	110.6	104.8	111.0	119.5	2	98.5	89%	89%
Adjusted Annual Base Salary (\$000)	7	43	122.3	128.5	117.0	129.2	139.9	2	98.5	76%	77%
Locality Pay or Geographic Differential (0.0%)	6	42	18.8	16.7	13.0	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	20	2.4	2.4	1.7	2.6	3.0				
Other Cash Compensation (\$000)	6	36	1.3	1.7	0.8	1.4	2.2	2	6.2	443%	375%
Total Cash Compensation											
Total Cash Compensation (\$000)	7	43	106.8	113.1	105.0	113.4	122.6	2	104.6	92%	92%
Adjusted Total Cash Compensation (\$000)	7	43	123.6	131.0	118.4	133.0	142.2	2	104.6	79%	80%
Salary Range Data											
Salary Range Minimum (\$000)	7	43	80.7	82.4	77.7	88.0	91.8	2	70.8	80%	107%
Salary Range Midpoint (\$000)	7	43	107.9	109.7	103.1	112.1	121.9	2	90.3	81%	102%
Salary Range Maximum (\$000)	7	43	135.1	137.1	128.5	136.2	151.9	2	109.8	81%	99%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	17	79	3,342	4,225	1,407	3,150	5,408	2	1,978	63%	47%
Annual Base Salary											
Annual Base Salary (\$000)	17	79	93.0	98.0	77.8	98.5	115.1	2	98.5	100%	101%
Adjusted Annual Base Salary (\$000)	17	79	99.9	107.7	77.8	110.6	135.0	2	98.5	89%	91%
Locality Pay or Geographic Differential (0.0%)	6	42	18.8	16.7	13.0	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	9	4.8	4.8	4.5	5.0	5.0				
Short-Term Incentive/Bonus (\$000)	6	30	6.3	3.9	1.6	2.6	3.0				
Other Cash Compensation (\$000)	10	50	1.8	2.1	1.0	1.7	2.5	2	6.2	365%	298%
Total Cash Compensation											
Total Cash Compensation (\$000)	17	79	95.3	100.7	80.8	100.6	118.0	2	104.6	104%	104%
Adjusted Total Cash Compensation (\$000)	17	79	102.2	110.5	80.8	110.6	136.0	2	104.6	95%	95%
Salary Range Data											
Salary Range Minimum (\$000)	15	72	70.3	73.4	61.3	75.5	88.0	2	70.8	94%	103%
Salary Range Midpoint (\$000)	15	72	90.3	95.6	77.5	98.6	112.1	2	90.3	92%	103%
Salary Range Maximum (\$000)	15	72	110.3	117.8	94.6	121.4	141.9	2	109.8	90%	103%

* More than 30% of sample provided by one organization.

Position: 0754 Contract Specialist

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	12	57	6,751	5,203	3,163	3,575	5,408	2	1,978	55%	38%	
Annual Base Salary												
Annual Base Salary (\$000)	12	57	103.9	105.2	90.0	108.4	117.3	2	98.5	91%	94%	
Adjusted Annual Base Salary (\$000)	12	57	113.8	117.3	102.6	119.5	136.7	2	98.5	82%	84%	
Locality Pay or Geographic Differential (0.0%)	6	36	*	17.6	14.6	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)	2	17	*	9.7	3.3	2.7	3.1					
Other Cash Compensation (\$000)	9	44	*	1.9	2.4	1.8	3.3	2	6.2	354%	254%	
Total Cash Compensation												
Total Cash Compensation (\$000)	12	57	106.8	108.1	90.5	110.8	122.5	2	104.6	94%	97%	
Adjusted Total Cash Compensation (\$000)	12	57	116.7	120.2	103.1	124.5	138.8	2	104.6	84%	87%	
Salary Range Data												
Salary Range Minimum (\$000)	11	55	75.6	79.5	71.7	78.6	88.0	2	70.8	90%	99%	
Salary Range Midpoint (\$000)	11	55	99.6	104.4	92.6	103.1	117.6	2	90.3	88%	99%	
Salary Range Maximum (\$000)	11	55	123.7	129.3	114.1	128.5	142.9	2	109.8	85%	99%	

* More than 30% of sample provided by one organization.

Position: 0756 Director (Examiner, Specialty Area)

Position Description:

Serves as a director or senior manager for a division. Plans, organizes, implements and directs activities associated with one or more of the following areas: credit, capital markets, asset management issues; compliance process and consumer policy programs; capital markets and safety and soundness; or core policy development. Advises executive management on issues related to areas of expertise, directs work teams and interprets policies and procedures and represents the agency externally and internally on issues related to area of expertise. Directs and participates in the formulation and implementation of supervisory policies, examination procedures and supervisory guidance within assigned functional area. Takes action to ensure supervisory philosophies are effectively communicated, implemented and measured.

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Data	
									Your Median	Comp to Inc Avg
ALL ORGANIZATIONS										
Organization Scope Data										
Total U.S. FTEs	14	138	*	1,637	2,660	1,209	1,791	5,408		
Annual Base Salary										
Annual Base Salary (\$000)	14	138	*	150.1	155.1	128.0	156.0	174.3		
Adjusted Annual Base Salary (\$000)	14	138	*	158.5	166.1	130.6	162.0	197.4		
Locality Pay or Geographic Differential (0.0%)	5	62	*	15.1	15.2	11.4	14.6	14.6		
Variable Pay										
Target Short-Term Incentive/Bonus (0.0%)	4	36	*	6.5	5.8	5.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	6	75	*	10.0	8.6	5.0	7.0	9.5		
Other Cash Compensation (\$000)	9	51		6.7	8.4	1.9	5.0	16.8		
Total Cash Compensation										
Total Cash Compensation (\$000)	14	138	*	157.8	162.9	132.8	160.9	183.7		
Adjusted Total Cash Compensation (\$000)	14	138	*	166.2	173.9	136.2	169.4	205.5		
Salary Range Data										
Salary Range Minimum (\$000)	14	138	*	114.9	122.3	97.5	114.2	156.0		
Salary Range Midpoint (\$000)	14	138	*	153.3	163.5	126.8	154.8	212.9		
Salary Range Maximum (\$000)	14	138	*	191.6	204.6	156.0	186.0	269.8		

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
138	11.6	82.6	5.8	138	89.9	10.1

* More than 30% of sample provided by one organization.

Position: 0756 Director (Examiner, Specialty Area)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	62	2,170	4,102	2,627	5,408	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	5	62	156.5	166.5	156.0	164.8	179.6				179.6
Adjusted Annual Base Salary (\$000)	5	62	180.1	190.9	175.9	191.8	207.9				207.9
Locality Pay or Geographic Differential (0.0%)	5	62	15.1	15.2	11.4	14.6	14.6				14.6
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	4.0	4.0	2.5	4.0	5.6				5.6
Short-Term Incentive/Bonus (\$000)	2	44	7.6	7.7	6.0	7.0	8.6				8.6
Other Cash Compensation (\$000)	5	25	1.8	1.8	1.3	1.9	2.3				2.3
Total Cash Compensation											
Total Cash Compensation (\$000)	5	62	160.4	172.7	160.5	171.0	187.7				187.7
Adjusted Total Cash Compensation (\$000)	5	62	184.0	197.2	180.1	197.7	217.6				217.6
Salary Range Data											
Salary Range Minimum (\$000)	5	62	111.3	131.0	104.3	156.0	156.0				156.0
Salary Range Midpoint (\$000)	5	62	152.7	179.7	148.5	212.9	212.9				212.9
Salary Range Maximum (\$000)	5	62	194.1	228.3	178.6	269.8	269.8				269.8
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	14	138	1,637	2,660	1,209	1,791	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	14	138	150.1	155.1	128.0	156.0	174.3				174.3
Adjusted Annual Base Salary (\$000)	14	138	158.5	166.1	130.6	162.0	197.4				197.4
Locality Pay or Geographic Differential (0.0%)	5	62	15.1	15.2	11.4	14.6	14.6				14.6
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	36	6.5	5.8	5.0	5.0	5.0				5.0
Short-Term Incentive/Bonus (\$000)	6	75	10.0	8.6	5.0	7.0	9.5				9.5
Other Cash Compensation (\$000)	9	51	6.7	8.4	1.9	5.0	16.8				16.8
Total Cash Compensation											
Total Cash Compensation (\$000)	14	138	157.8	162.9	132.8	160.9	183.7				183.7
Adjusted Total Cash Compensation (\$000)	14	138	166.2	173.9	136.2	169.4	205.5				205.5
Salary Range Data											
Salary Range Minimum (\$000)	14	138	114.9	122.3	97.5	114.2	156.0				156.0
Salary Range Midpoint (\$000)	14	138	153.3	163.5	126.8	154.8	212.9				212.9
Salary Range Maximum (\$000)	14	138	191.6	204.6	156.0	186.0	269.8				269.8

* More than 30% of sample provided by one organization.

Position: 0756 Director (Examiner, Specialty Area)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	6	35	2,082	3,936	1,640	5,408	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	6	35	156.9	170.5	158.3	167.8	183.1				
Adjusted Annual Base Salary (\$000)	6	35	178.8	195.8	181.3	199.1	207.3				
Locality Pay or Geographic Differential (0.0%)	5	34	17.0	16.1	14.6	14.6	14.8				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	4.0	4.0	2.5	4.0	5.6				
Short-Term Incentive/Bonus (\$000)	2	24	8.0	8.4	6.8	7.6	10.0				
Other Cash Compensation (\$000)	5	17	5.1	3.0	1.9	1.9	2.8				
Total Cash Compensation											
Total Cash Compensation (\$000)	6	35	163.2	177.7	165.1	173.8	192.5				
Adjusted Total Cash Compensation (\$000)	6	35	185.1	203.0	185.3	203.4	217.3				
Salary Range Data											
Salary Range Minimum (\$000)	6	35	116.2	127.8	104.4	118.8	156.0				
Salary Range Midpoint (\$000)	6	35	157.3	176.6	149.3	166.0	212.9				
Salary Range Maximum (\$000)	6	35	198.4	225.5	194.2	212.6	269.8				

* More than 30% of sample provided by one organization.

Position: 0757 Field Manager

Position Description:

Manages supervisory activities associated with an assigned portfolio of financial institutions. Provides daily supervision of the organization through a team of examiners. Determines appropriate strategies for individual financial institutions; assigns financial institutions to appropriate staff for continuous monitoring; implements/directs quality assurance and directs the execution of quality assurance functions. Maintains awareness of trends within the financial institutions industry and the financial services marketplace. Has signature authority for communications within assigned portfolio. Exercises first-line supervisory authority.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	15	468	*	1,421	3,355	1,138	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	15	468	*	138.8	129.3	112.2	124.7	140.7			
Adjusted Annual Base Salary (\$000)	15	468	*	147.2	139.1	118.0	133.6	154.3			
Locality Pay or Geographic Differential (0.0%)	8	331		13.1	10.7	2.6	7.7	16.2			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	68	*	5.6	4.6	2.0	3.8	5.0			
Short-Term Incentive/Bonus (\$000)	5	272	*	6.6	5.2	3.2	4.4	6.0			
Other Cash Compensation (\$000)	9	150		4.7	3.4	0.8	2.1	5.0			
Total Cash Compensation											
Total Cash Compensation (\$000)	15	468	*	143.2	133.4	115.2	127.6	145.8			
Adjusted Total Cash Compensation (\$000)	15	468	*	151.6	143.2	121.2	137.5	158.7			
Salary Range Data											
Salary Range Minimum (\$000)	15	465	*	106.7	95.9	95.1	95.1	97.7			
Salary Range Midpoint (\$000)	15	465	*	138.4	133.7	120.4	136.9	136.9			
Salary Range Maximum (\$000)	15	465	*	170.2	171.4	147.9	178.6	178.6			

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
468	22.0	78.0		468	88.9	11.1	

* More than 30% of sample provided by one organization.

Position: 0757 Field Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	368	1,588	3,895	1,058	5,408	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	7	368	150.5	129.2	110.7	125.9	142.2				
Adjusted Annual Base Salary (\$000)	7	368	167.8	141.4	119.5	137.1	157.7				
Locality Pay or Geographic Differential (0.0%)	7	324	13.7	10.8	2.6	7.7	16.2				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	40	2.5	2.5	1.6	2.3	3.3				
Short-Term Incentive/Bonus (\$000)	3	250	3.3	4.5	3.0	4.1	5.5				
Other Cash Compensation (\$000)	4	109	2.2	2.0	0.8	1.4	2.6				
Total Cash Compensation											
Total Cash Compensation (\$000)	7	368	152.3	132.8	113.8	128.6	147.1				
Adjusted Total Cash Compensation (\$000)	7	368	169.5	145.0	121.9	141.8	163.0				
Salary Range Data											
Salary Range Minimum (\$000)	7	368	113.0	94.5	95.1	95.1	95.1				
Salary Range Midpoint (\$000)	7	368	147.9	134.2	136.9	136.9	136.9				
Salary Range Maximum (\$000)	7	368	182.7	173.8	178.6	178.6	178.6				
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	468	1,421	3,355	1,138	3,150	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	15	468	138.8	129.3	112.2	124.7	140.7				
Adjusted Annual Base Salary (\$000)	15	468	147.2	139.1	118.0	133.6	154.3				
Locality Pay or Geographic Differential (0.0%)	8	331	13.1	10.7	2.6	7.7	16.2				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	68	5.6	4.6	2.0	3.8	5.0				
Short-Term Incentive/Bonus (\$000)	5	272	6.6	5.2	3.2	4.4	6.0				
Other Cash Compensation (\$000)	9	150	4.7	3.4	0.8	2.1	5.0				
Total Cash Compensation											
Total Cash Compensation (\$000)	15	468	143.2	133.4	115.2	127.6	145.8				
Adjusted Total Cash Compensation (\$000)	15	468	151.6	143.2	121.2	137.5	158.7				
Salary Range Data											
Salary Range Minimum (\$000)	15	465	106.7	95.9	95.1	95.1	97.7				
Salary Range Midpoint (\$000)	15	465	138.4	133.7	120.4	136.9	136.9				
Salary Range Maximum (\$000)	15	465	170.2	171.4	147.9	178.6	178.6				

* More than 30% of sample provided by one organization.

Position: 0757 Field Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
CHICAGO-GARY-KENOSHA, IL-IN-WI											
Organization Scope Data											
Total U.S. FTEs	5	45	2,214	1,985	1,321	1,321	1,321				
Annual Base Salary											
Annual Base Salary (\$000)	5	45	144.0	129.2	117.0	124.6	133.9				
Adjusted Annual Base Salary (\$000)	5	45	157.8	134.2	117.4	124.6	140.2				
Locality Pay or Geographic Differential (0.0%)	4	14	11.7	11.5	8.0	12.3	13.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	3	2.9	2.9	2.8	2.9	3.1				
Short-Term Incentive/Bonus (\$000)	2	8	5.3	5.4	3.4	4.4	8.7				
Other Cash Compensation (\$000)	2	4	2.3	2.8	1.5	2.1	4.8				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	45	146.3	130.4	117.0	124.6	134.4				
Adjusted Total Cash Compensation (\$000)	5	45	160.2	135.4	118.0	124.6	141.9				
Salary Range Data											
Salary Range Minimum (\$000)	5	45	107.0	99.2	96.3	96.3	104.7				
Salary Range Midpoint (\$000)	5	45	143.3	129.2	120.4	124.5	134.1				
Salary Range Maximum (\$000)	5	45	179.6	159.2	144.5	157.6	171.6				
MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI											
Organization Scope Data											
Total U.S. FTEs	5	19	2,198	2,410	1,114	1,114	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	5	19	145.7	128.5	109.8	120.0	138.3				
Adjusted Annual Base Salary (\$000)	5	19	154.6	134.0	115.7	123.3	148.4				
Locality Pay or Geographic Differential (0.0%)	4	9	7.6	8.6	5.2	11.1	11.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	2	1.4	1.4	1.4	1.4					
Short-Term Incentive/Bonus (\$000)	2	7	3.9	4.5	3.0	4.1	6.1				
Other Cash Compensation (\$000)	2	11	4.0	4.9	4.1	5.0	5.8				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	19	148.8	133.0	114.6	125.4	141.1				
Adjusted Total Cash Compensation (\$000)	5	19	157.7	138.5	120.7	127.0	151.2				
Salary Range Data											
Salary Range Minimum (\$000)	5	19	101.6	103.4	95.1	107.9	107.9				
Salary Range Midpoint (\$000)	5	19	138.0	136.9	134.9	134.9	136.9				
Salary Range Maximum (\$000)	5	19	174.3	170.4	161.9	161.9	178.6				

* More than 30% of sample provided by one organization.

Position: 0757 Field Manager

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	5	19	*	2,145	1,665	973	973	1,058			
Annual Base Salary											
Annual Base Salary (\$000)	5	19	*	148.7	133.7	111.2	126.3	147.9			
Adjusted Annual Base Salary (\$000)	5	19	*	173.6	155.1	119.8	148.6	186.3			
Locality Pay or Geographic Differential (0.0%)	5	19		16.7	15.6	10.8	15.9	17.6			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	*	2.9	2.9		2.9				
Short-Term Incentive/Bonus (\$000)	2	4	*	4.9	4.6	4.0	4.5	5.4			
Other Cash Compensation (\$000)	2	8	*	2.5	1.8	0.9	1.5	2.3			
Total Cash Compensation											
Total Cash Compensation (\$000)	5	19	*	151.6	135.5	111.2	127.8	152.9			
Adjusted Total Cash Compensation (\$000)	5	19	*	176.5	156.9	120.1	150.1	191.3			
Salary Range Data											
Salary Range Minimum (\$000)	5	19	*	106.4	99.3	86.1	86.1	95.7			
Salary Range Midpoint (\$000)	5	19	*	144.5	132.7	114.8	114.8	141.0			
Salary Range Maximum (\$000)	5	19	*	182.5	166.0	143.5	143.5	186.3			

* More than 30% of sample provided by one organization.

Position: 0758 Portfolio Case Manager

Position Description:

Assists in the direction of financial institution supervision and examination functions, with a view of assessing risk, as well as strengthening and improving the condition of the institutions within his/her portfolio (caseload). Performs activities related to the review, analysis and processing of reports of examination, applications, investigations, and other duties of an administrative nature involving his/her portfolio (caseload). This would include, among other things, the preparation of a summary of findings, memoranda and recommendations.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	6	164	*	1,985	5,073	5,408	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	6	164	*	144.6	122.5	109.1	124.5				136.3
Adjusted Annual Base Salary (\$000)	6	164	*	156.6	140.9	126.0	140.8				154.5
Locality Pay or Geographic Differential (0.0%)	4	158	*	13.7	16.1	7.0	13.4				33.0
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	7	*	8.3	7.7	4.5	4.5				12.0
Short-Term Incentive/Bonus (\$000)	3	156	*	11.5	2.9	1.6	1.9				3.3
Other Cash Compensation (\$000)	2	150	*	4.9	1.8	0.9	1.2				1.9
Total Cash Compensation											
Total Cash Compensation (\$000)	6	164	*	152.0	126.8	112.4	129.1				141.0
Adjusted Total Cash Compensation (\$000)	6	164	*	164.0	145.3	128.7	145.0				159.9
Salary Range Data											
Salary Range Minimum (\$000)	5	161	*	102.4	92.0	91.8	91.8				91.8
Salary Range Midpoint (\$000)	5	161	*	131.3	121.8	121.9	121.9				121.9
Salary Range Maximum (\$000)	5	161	*	160.2	151.5	151.9	151.9				151.9

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
164		100.0		164	98.8	1.2	

* More than 30% of sample provided by one organization.

Position: 0758 Portfolio Case Manager

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	3	154	*	1,934	5,273	5,408	5,408	5,408	5,408			
Annual Base Salary												
Annual Base Salary (\$000)	3	154	*	132.4	120.4	108.2	123.3	135.0				
Adjusted Annual Base Salary (\$000)	3	154	*	151.9	139.7	124.5	139.5	153.9				
Locality Pay or Geographic Differential (0.0%)	3	154		14.9	16.3	10.2	13.4	33.0				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)	1	149	*	2.3	2.3	1.6	1.9	3.2				
Other Cash Compensation (\$000)	1	147	*	1.6	1.6	0.9	1.2	1.9				
Total Cash Compensation												
Total Cash Compensation (\$000)	3	154	*	133.6	124.1	111.3	127.6	138.3				
Adjusted Total Cash Compensation (\$000)	3	154	*	153.2	143.4	128.5	143.7	157.4				
Salary Range Data												
Salary Range Minimum (\$000)	3	154	*	101.1	91.5	91.8	91.8	91.8				
Salary Range Midpoint (\$000)	3	154	*	129.2	121.4	121.9	121.9	121.9				
Salary Range Maximum (\$000)	3	154	*	157.3	151.1	151.9	151.9	151.9				
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	6	164	*	1,985	5,073	5,408	5,408	5,408				
Annual Base Salary												
Annual Base Salary (\$000)	6	164	*	144.6	122.5	109.1	124.5	136.3				
Adjusted Annual Base Salary (\$000)	6	164	*	156.6	140.9	126.0	140.8	154.5				
Locality Pay or Geographic Differential (0.0%)	4	158	*	13.7	16.1	7.0	13.4	33.0				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	7	*	8.3	7.7	4.5	4.5	12.0				
Short-Term Incentive/Bonus (\$000)	3	156	*	11.5	2.9	1.6	1.9	3.3				
Other Cash Compensation (\$000)	2	150	*	4.9	1.8	0.9	1.2	1.9				
Total Cash Compensation												
Total Cash Compensation (\$000)	6	164	*	152.0	126.8	112.4	129.1	141.0				
Adjusted Total Cash Compensation (\$000)	6	164	*	164.0	145.3	128.7	145.0	159.9				
Salary Range Data												
Salary Range Minimum (\$000)	5	161	*	102.4	92.0	91.8	91.8	91.8				
Salary Range Midpoint (\$000)	5	161	*	131.3	121.8	121.9	121.9	121.9				
Salary Range Maximum (\$000)	5	161	*	160.2	151.5	151.9	151.9	151.9				

* More than 30% of sample provided by one organization.

Position: 0759 Examiner V (Technical Expert Level)

Position Description:

A commissioned examiner that serves as a technical subject matter expert to the financial institution supervision functions in the area of specialty. Conducts and supervises the significant activities of financial institutions which involve exceptionally complex issues that present high risk to the financial institution. Identifies and addresses areas of significant risk and evaluates overall effectiveness of operations and management in one or more of the following areas: CRA/Consumer, Capital Markets, Credit, Financial Institution Information Technology, Asset Management, and Retail Credit. Provides authoritative advice on area of expertise to senior management and other examiners.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	17	356	*	1,511	2,713	1,058	1,640	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	17	356	*	125.5	127.4	113.2	123.8	136.6			
Adjusted Annual Base Salary (\$000)	17	356	*	131.7	138.0	121.9	134.4	154.7			
Locality Pay or Geographic Differential (0.0%)	8	210		14.0	14.8	6.7	11.4	18.3			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	50	*	4.3	4.0	3.5	4.5	4.5			
Short-Term Incentive/Bonus (\$000)	8	173	*	5.5	4.0	1.7	3.0	4.5			
Other Cash Compensation (\$000)	8	233	*	3.0	2.4	1.1	1.8	3.2			
Total Cash Compensation											
Total Cash Compensation (\$000)	17	356	*	128.9	131.0	115.6	127.9	141.5			
Adjusted Total Cash Compensation (\$000)	17	356	*	135.1	141.5	124.1	137.9	158.5			
Salary Range Data											
Salary Range Minimum (\$000)	16	343	*	93.7	93.4	81.1	91.8	101.9			
Salary Range Midpoint (\$000)	16	343	*	121.8	124.8	113.7	121.9	136.3			
Salary Range Maximum (\$000)	16	343	*	149.8	156.2	145.8	151.9	165.2			

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
356	0.8	91.0	8.1	356	84.3	15.7	

* More than 30% of sample provided by one organization.

Position: 0759 Examiner V (Technical Expert Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	253	*	1,604	3,207	1,058	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	7	253	*	129.3	126.7	112.0	124.4	135.1			
Adjusted Annual Base Salary (\$000)	7	253	*	143.6	141.3	126.8	135.2	157.3			
Locality Pay or Geographic Differential (0.0%)	7	205	*	14.7	15.0	6.5	11.4	18.8			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	20	*	3.3	3.3	2.3	3.3	3.8			
Short-Term Incentive/Bonus (\$000)	3	140	*	2.4	2.7	1.6	2.0	3.7			
Other Cash Compensation (\$000)	5	194	*	1.6	1.9	1.0	1.5	2.2			
Total Cash Compensation											
Total Cash Compensation (\$000)	7	253	*	130.9	129.6	114.5	126.9	139.6			
Adjusted Total Cash Compensation (\$000)	7	253	*	145.3	144.2	128.4	139.4	159.2			
Salary Range Data											
Salary Range Minimum (\$000)	7	253	*	93.0	91.4	77.7	91.8	97.7			
Salary Range Midpoint (\$000)	7	253	*	124.3	124.4	113.5	121.9	136.5			
Salary Range Maximum (\$000)	7	253	*	155.6	157.3	144.4	151.9	165.2			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	17	356	*	1,511	2,713	1,058	1,640	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	17	356	*	125.5	127.4	113.2	123.8	136.6			
Adjusted Annual Base Salary (\$000)	17	356	*	131.7	138.0	121.9	134.4	154.7			
Locality Pay or Geographic Differential (0.0%)	8	210	*	14.0	14.8	6.7	11.4	18.3			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	50	*	4.3	4.0	3.5	4.5	4.5			
Short-Term Incentive/Bonus (\$000)	8	173	*	5.5	4.0	1.7	3.0	4.5			
Other Cash Compensation (\$000)	8	233	*	3.0	2.4	1.1	1.8	3.2			
Total Cash Compensation											
Total Cash Compensation (\$000)	17	356	*	128.9	131.0	115.6	127.9	141.5			
Adjusted Total Cash Compensation (\$000)	17	356	*	135.1	141.5	124.1	137.9	158.5			
Salary Range Data											
Salary Range Minimum (\$000)	16	343	*	93.7	93.4	81.1	91.8	101.9			
Salary Range Midpoint (\$000)	16	343	*	121.8	124.8	113.7	121.9	136.3			
Salary Range Maximum (\$000)	16	343	*	149.8	156.2	145.8	151.9	165.2			

* More than 30% of sample provided by one organization.

Position: 0759 Examiner V (Technical Expert Level)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
SAN FRANCISCO-OAKLAND-SAN JOSE, CA											
Organization Scope Data											
Total U.S. FTEs	5	36	2,279	2,993	1,643	1,643	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	5	36	133.3	129.7	109.1	126.4	151.6				
Adjusted Annual Base Salary (\$000)	5	36	170.1	158.4	149.3	157.4	166.6				
Locality Pay or Geographic Differential (0.0%)	4	23	36.5	38.7	35.7	35.7	46.7				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	13	4.5	4.5	4.5	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	3	25	5.1	6.4	1.9	3.6	9.9				
Other Cash Compensation (\$000)	3	22	1.9	1.9	1.2	1.7	2.4				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	36	136.8	135.3	112.6	131.4	159.8				
Adjusted Total Cash Compensation (\$000)	5	36	173.7	164.0	152.1	164.4	175.1				
Salary Range Data											
Salary Range Minimum (\$000)	5	36	98.2	99.8	91.8	103.6	105.3				
Salary Range Midpoint (\$000)	5	36	133.0	134.3	121.9	136.8	143.3				
Salary Range Maximum (\$000)	5	36	167.7	168.8	151.9	168.3	178.6				
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	7	54	1,609	2,463	281	627	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	7	54	128.4	139.3	111.9	130.0	172.0				
Adjusted Annual Base Salary (\$000)	7	54	145.8	150.9	128.4	151.7	172.9				
Locality Pay or Geographic Differential (0.0%)	6	34	16.9	15.6	14.6	14.6	15.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	3.0	3.0	3.0	3.0	3.0				
Short-Term Incentive/Bonus (\$000)	2	23	3.3	2.6	1.5	1.6	4.0				
Other Cash Compensation (\$000)	4	26	1.3	1.5	0.8	1.2	1.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	7	54	130.0	141.1	114.9	133.6	172.0				
Adjusted Total Cash Compensation (\$000)	7	54	147.3	152.7	131.5	153.8	173.1				
Salary Range Data											
Salary Range Minimum (\$000)	7	54	95.5	108.4	91.8	108.0	131.3				
Salary Range Midpoint (\$000)	7	54	128.2	144.4	121.9	136.7	176.2				
Salary Range Maximum (\$000)	7	54	160.8	180.3	151.9	170.1	221.1				

* More than 30% of sample provided by one organization.

Position: 0761 Examiner IV (Senior Level)

Position Description:

As a commissioned examiner, serves as examiner-in-charge of complex financial institutions. May also serve as head of a significant functional area in the large financial institutions and assist in the ongoing supervision of major departments. Responsible for planning, coordinating, and monitoring supervisory activities. Assesses risk, develops supervisory strategies, determines scope of supervision activities. Develops responses to address risks within the institution. Prepares communications with Boards of Directors and financial institution management in order to foster positive changes within the financial institution.

	Competitive Market Data (Excluding Your Data)						Your Data				
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	18	1,302	1,507	2,488	1,058	1,643	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	18	1,302	115.0	108.5	92.5	107.5	122.6				
Adjusted Annual Base Salary (\$000)	18	1,302	120.7	117.9	100.0	113.5	133.4				
Locality Pay or Geographic Differential (0.0%)	8	824	13.5	14.1	6.8	11.1	21.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	334	*	4.5	2.9	3.8	5.0				
Short-Term Incentive/Bonus (\$000)	8	568	*	3.5	1.8	3.3	4.3				
Other Cash Compensation (\$000)	10	724	*	2.8	0.8	1.3	2.0				
Total Cash Compensation											
Total Cash Compensation (\$000)	18	1,302	117.6	111.0	93.8	110.1	126.0				
Adjusted Total Cash Compensation (\$000)	18	1,302	123.3	120.4	101.4	116.2	137.3				
Salary Range Data											
Salary Range Minimum (\$000)	17	1,283	86.7	76.2	63.4	81.1	82.9				
Salary Range Midpoint (\$000)	17	1,283	111.3	103.0	93.4	107.8	116.0				
Salary Range Maximum (\$000)	17	1,283	135.9	129.7	123.4	132.1	150.8				

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
1,302	0.8	78.7	20.5	1,302	86.8	13.2	

* More than 30% of sample provided by one organization.

Position: 0761 Examiner IV (Senior Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	990	*	1,588	2,824	973	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	7	990	*	118.1	109.0	91.3	110.1	125.5			
Adjusted Annual Base Salary (\$000)	7	990	*	132.0	121.2	102.6	119.2	138.4			
Locality Pay or Geographic Differential (0.0%)	7	811	*	14.1	14.2	6.8	11.1	21.4			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	205	*	3.3	3.3	2.6	3.1	3.8			
Short-Term Incentive/Bonus (\$000)	3	463	*	2.6	3.3	1.7	3.2	4.0			
Other Cash Compensation (\$000)	5	634	*	1.3	1.3	0.8	1.2	1.7			
Total Cash Compensation											
Total Cash Compensation (\$000)	7	990	*	119.5	111.4	91.4	112.7	128.8			
Adjusted Total Cash Compensation (\$000)	7	990	*	133.4	123.6	103.8	121.6	141.8			
Salary Range Data											
Salary Range Minimum (\$000)	7	989	*	85.1	73.4	55.9	77.7	81.1			
Salary Range Midpoint (\$000)	7	989	*	112.7	101.4	74.5	103.1	116.0			
Salary Range Maximum (\$000)	7	989	*	140.2	129.4	93.1	128.5	150.8			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	18	1,302		1,507	2,488	1,058	1,643	3,150			
Annual Base Salary											
Annual Base Salary (\$000)	18	1,302		115.0	108.5	92.5	107.5	122.6			
Adjusted Annual Base Salary (\$000)	18	1,302		120.7	117.9	100.0	113.5	133.4			
Locality Pay or Geographic Differential (0.0%)	8	824		13.5	14.1	6.8	11.1	21.4			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	334	*	4.5	3.9	2.9	3.8	5.0			
Short-Term Incentive/Bonus (\$000)	8	568	*	3.5	3.5	1.8	3.3	4.3			
Other Cash Compensation (\$000)	10	724	*	2.8	1.7	0.8	1.3	2.0			
Total Cash Compensation											
Total Cash Compensation (\$000)	18	1,302		117.6	111.0	93.8	110.1	126.0			
Adjusted Total Cash Compensation (\$000)	18	1,302		123.3	120.4	101.4	116.2	137.3			
Salary Range Data											
Salary Range Minimum (\$000)	17	1,283		86.7	76.2	63.4	81.1	82.9			
Salary Range Midpoint (\$000)	17	1,283		111.3	103.0	93.4	107.8	116.0			
Salary Range Maximum (\$000)	17	1,283		135.9	129.7	123.4	132.1	150.8			

* More than 30% of sample provided by one organization.

Position: 0761 Examiner IV (Senior Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
ATLANTA-SANDY SPRINGS-GAINESVILLE, GA											
Organization Scope Data	5	118	*	2,291	1,626	973	973	1,791			
Total U.S. FTEs											
Annual Base Salary	5	118	*	114.5	95.0	82.2	91.3	107.0			
Annual Base Salary (\$000)											
Adjusted Annual Base Salary (\$000)	5	118	*	121.4	100.2	91.7	98.4	108.0			
Locality Pay or Geographic Differential (0.0%)	3	67	*	10.7	10.7	7.7	9.9	12.1			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	51	*	4.1	4.8	5.0	5.0	5.0			
Short-Term Incentive/Bonus (\$000)	3	54	*	3.5	3.8	2.0	3.0	5.6			
Other Cash Compensation (\$000)	3	56	*	0.9	0.8	0.3	0.8	1.1			
Total Cash Compensation											
Total Cash Compensation (\$000)	5	118	*	117.0	97.2	82.6	93.5	110.7			
Adjusted Total Cash Compensation (\$000)	5	118	*	123.9	102.4	91.9	99.6	112.4			
Salary Range Data											
Salary Range Minimum (\$000)	5	118	*	82.4	70.5	55.9	77.7	82.9			
Salary Range Midpoint (\$000)	5	118	*	109.3	93.1	74.5	103.1	107.8			
Salary Range Maximum (\$000)	5	118	*	136.1	115.6	93.1	128.5	132.6			
MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI											
Organization Scope Data	5	51	*	2,198	2,302	1,114	1,114	3,150			
Total U.S. FTEs											
Annual Base Salary	5	51	*	114.5	114.4	98.5	113.0	129.5			
Annual Base Salary (\$000)											
Adjusted Annual Base Salary (\$000)	5	51	*	121.5	118.0	99.0	115.5	135.7			
Locality Pay or Geographic Differential (0.0%)	4	28	*	7.6	5.5	3.0	3.0	8.8			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	13	*	3.1	3.1	2.3	2.9	3.7			
Short-Term Incentive/Bonus (\$000)	2	19	*	3.4	3.7	3.0	3.5	4.1			
Other Cash Compensation (\$000)	5	38	*	2.0	3.2	1.5	3.0	5.0			
Total Cash Compensation											
Total Cash Compensation (\$000)	5	51	*	117.4	118.2	101.0	115.6	134.4			
Adjusted Total Cash Compensation (\$000)	5	51	*	124.4	121.8	103.3	116.9	138.7			
Salary Range Data											
Salary Range Minimum (\$000)	5	51	*	81.9	84.6	81.1	89.5	89.5			
Salary Range Midpoint (\$000)	5	51	*	109.6	112.3	111.9	111.9	116.0			
Salary Range Maximum (\$000)	5	51	*	137.2	139.9	134.3	134.3	150.8			

* More than 30% of sample provided by one organization.

Position: 0761 Examiner IV (Senior Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	6	76	*	1,831	1,398	973	973	973			
Annual Base Salary											
Annual Base Salary (\$000)	6	76	*	111.8	88.1	73.1	86.9	91.3			
Adjusted Annual Base Salary (\$000)	6	76	*	130.1	100.7	84.4	96.6	111.7			
Locality Pay or Geographic Differential (0.0%)	6	76		16.6	14.5	8.1	14.6	17.6			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	*	3.6	3.6	3.1	3.8	3.8			
Short-Term Incentive/Bonus (\$000)	2	9	*	2.8	2.7	1.6	1.8	4.0			
Other Cash Compensation (\$000)	4	52	*	1.1	0.8	0.3	0.7	1.0			
Total Cash Compensation											
Total Cash Compensation (\$000)	6	76	*	113.2	88.9	73.4	87.0	92.6			
Adjusted Total Cash Compensation (\$000)	6	76	*	131.5	101.6	84.6	97.1	112.2			
Salary Range Data											
Salary Range Minimum (\$000)	6	76	*	83.6	62.8	55.9	55.9	55.9			
Salary Range Midpoint (\$000)	6	76	*	112.1	84.2	74.5	74.5	74.5			
Salary Range Maximum (\$000)	6	76	*	140.5	105.6	93.1	93.1	93.1			

* More than 30% of sample provided by one organization.

Position: 0762 Examiner III (Full Performance Level/Commissioned Level)

Position Description:

As a commissioned examiner and with minimal supervision, evaluates financial institution activities, prepares report comments, and meets with financial institution management to discuss findings. Serves as examiner-in-charge of complex financial institutions. Plans, coordinates, and monitors supervisory activities, including assessing risk, developing supervisory strategies, determining scope of supervisory activities, and managing teams. Conducts moderately complex examinations of financial institutions to assess their safety and soundness and to monitor compliance with policies and procedures as well as applicable federal and state laws and regulations. Serves as primary point of contact with assigned financial institution or portfolio of institutions.

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Data	
									Your Median	Comp to Inc Avg
ALL ORGANIZATIONS										
Organization Scope Data										
Total U.S. FTEs	19	1,738	*	1,484	3,499	1,407	3,150	5,408		
Annual Base Salary										
Annual Base Salary (\$000)	19	1,738	*	90.1	87.2	74.9	86.7	97.7		
Adjusted Annual Base Salary (\$000)	19	1,738	*	93.7	92.7	78.4	91.6	105.4		
Locality Pay or Geographic Differential (0.0%)	8	1,151	*	12.9	10.0	2.6	7.7	14.6		
Variable Pay										
Target Short-Term Incentive/Bonus (0.0%)	5	378	*	4.5	3.8	2.9	3.8	4.8		
Short-Term Incentive/Bonus (\$000)	9	1,098	*	3.0	2.2	1.2	1.6	2.8		
Other Cash Compensation (\$000)	10	1,052	*	2.1	1.6	0.7	1.0	1.8		
Total Cash Compensation										
Total Cash Compensation (\$000)	19	1,738	*	92.0	89.5	77.0	89.0	100.6		
Adjusted Total Cash Compensation (\$000)	19	1,738	*	95.6	95.1	80.2	93.8	107.9		
Salary Range Data										
Salary Range Minimum (\$000)	18	1,714	*	71.3	65.9	61.3	67.4	67.4		
Salary Range Midpoint (\$000)	18	1,714	*	91.7	87.3	86.3	87.8	87.8		
Salary Range Maximum (\$000)	18	1,714	*	112.1	108.6	105.0	108.1	114.1		

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
1,738	3.6	95.8	0.6	1,738	90.0	10.0

* More than 30% of sample provided by one organization.

Position: 0762 Examiner III (Full Performance Level/Commissioned Level)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	1,378	*	1,602	4,039	3,150	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	7	1,378	*	95.0	87.3	74.0	88.3	98.4			
Adjusted Annual Base Salary (\$000)	7	1,378	*	104.2	94.1	79.2	94.0	106.7			
Locality Pay or Geographic Differential (0.0%)	7	1,127	*	13.5	10.1	2.6	7.7	15.4			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	245	*	3.3	3.3	2.7	3.3	3.8			
Short-Term Incentive/Bonus (\$000)	3	1,008	*	1.7	2.0	1.2	1.5	2.7			
Other Cash Compensation (\$000)	5	905	*	1.0	1.4	0.7	1.0	1.4			
Total Cash Compensation											
Total Cash Compensation (\$000)	7	1,378	*	96.1	89.6	76.2	90.4	101.1			
Adjusted Total Cash Compensation (\$000)	7	1,378	*	105.2	96.5	81.5	96.2	109.1			
Salary Range Data											
Salary Range Minimum (\$000)	7	1,367	*	74.1	64.8	61.3	67.4	67.4			
Salary Range Midpoint (\$000)	7	1,367	*	98.3	87.0	87.7	87.8	87.8			
Salary Range Maximum (\$000)	7	1,367	*	122.5	109.0	108.1	108.1	114.1			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	19	1,738	*	1,484	3,499	1,407	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	19	1,738	*	90.1	87.2	74.9	86.7	97.7			
Adjusted Annual Base Salary (\$000)	19	1,738	*	93.7	92.7	78.4	91.6	105.4			
Locality Pay or Geographic Differential (0.0%)	8	1,151	*	12.9	10.0	2.6	7.7	14.6			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	378	*	4.5	3.8	2.9	3.8	4.8			
Short-Term Incentive/Bonus (\$000)	9	1,098	*	3.0	2.2	1.2	1.6	2.8			
Other Cash Compensation (\$000)	10	1,052	*	2.1	1.6	0.7	1.0	1.8			
Total Cash Compensation											
Total Cash Compensation (\$000)	19	1,738	*	92.0	89.5	77.0	89.0	100.6			
Adjusted Total Cash Compensation (\$000)	19	1,738	*	95.6	95.1	80.2	93.8	107.9			
Salary Range Data											
Salary Range Minimum (\$000)	18	1,714	*	71.3	65.9	61.3	67.4	67.4			
Salary Range Midpoint (\$000)	18	1,714	*	91.7	87.3	86.3	87.8	87.8			
Salary Range Maximum (\$000)	18	1,714	*	112.1	108.6	105.0	108.1	114.1			

* More than 30% of sample provided by one organization.

Position: 0762 Examiner III (Full Performance Level/Commissioned Level)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
ATLANTA-SANDY SPRINGS-GAINESVILLE, GA											
Organization Scope Data											
Total U.S. FTEs	5	63	*	2,291	2,406	973	1,791	3,150			
Annual Base Salary											
Annual Base Salary (\$000)	5	63	*	90.7	78.7	63.2	77.7	89.9			
Adjusted Annual Base Salary (\$000)	5	63	*	96.3	82.1	67.5	79.4	91.7			
Locality Pay or Geographic Differential (0.0%)	3	30	*	10.1	9.8	7.7	10.6	10.6			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	30	*	3.9	4.6	5.0	5.0	5.0			
Short-Term Incentive/Bonus (\$000)	3	31	*	2.6	2.7	1.3	2.5	3.8			
Other Cash Compensation (\$000)	3	19	*	1.0	1.0	0.3	0.8	1.4			
Total Cash Compensation											
Total Cash Compensation (\$000)	5	63	*	92.1	80.3	63.2	77.7	92.0			
Adjusted Total Cash Compensation (\$000)	5	63	*	97.7	83.7	67.9	79.4	93.4			
Salary Range Data											
Salary Range Minimum (\$000)	5	63	*	66.2	59.5	48.3	61.5	62.2			
Salary Range Midpoint (\$000)	5	63	*	87.6	78.8	64.5	80.9	87.7			
Salary Range Maximum (\$000)	5	63	*	108.8	98.1	80.6	99.5	108.1			
BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI											
Organization Scope Data											
Total U.S. FTEs	5	47	*	2,129	3,846	893	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	5	47	*	94.7	91.2	83.5	91.9	100.0			
Adjusted Annual Base Salary (\$000)	5	47	*	108.4	105.2	97.5	105.2	112.9			
Locality Pay or Geographic Differential (0.0%)	4	37	*	18.4	20.3	21.4	21.4	21.4			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	3	*	4.5	4.5	3.8	4.7	5.0			
Short-Term Incentive/Bonus (\$000)	3	33	*	2.0	1.9	1.2	1.3	2.9			
Other Cash Compensation (\$000)	4	42	*	1.4	1.6	0.8	1.1	1.5			
Total Cash Compensation											
Total Cash Compensation (\$000)	5	47	*	96.7	93.9	86.7	94.9	101.7			
Adjusted Total Cash Compensation (\$000)	5	47	*	110.5	108.0	98.8	107.4	114.8			
Salary Range Data											
Salary Range Minimum (\$000)	5	47	*	75.8	72.5	67.4	67.4	89.2			
Salary Range Midpoint (\$000)	5	47	*	101.2	94.5	87.8	87.8	111.5			
Salary Range Maximum (\$000)	5	47	*	126.4	116.3	108.1	108.1	133.7			

* More than 30% of sample provided by one organization.

Position: 0762 Examiner III (Full Performance Level/Commissioned Level)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
SAN FRANCISCO-OAKLAND-SAN JOSE, CA											
Organization Scope Data											
Total U.S. FTEs	5	48	2,279	2,611	1,643	1,643	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	5	48	90.1	97.6	78.3	102.7	112.9				
Adjusted Annual Base Salary (\$000)	5	48	114.6	110.7	99.5	111.4	121.8				
Locality Pay or Geographic Differential (0.0%)	4	22	36.5	34.4	28.0	35.7	35.7				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	29	3.5	4.3	4.5	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	4	38	2.5	4.3	1.1	2.5	5.6				
Other Cash Compensation (\$000)	3	10	2.5	1.6	0.8	1.4	1.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	48	92.2	101.3	80.4	104.8	115.6				
Adjusted Total Cash Compensation (\$000)	5	48	116.7	114.5	102.2	113.2	129.2				
Salary Range Data											
Salary Range Minimum (\$000)	4	44	74.8	73.8	61.3	81.1	81.1				
Salary Range Midpoint (\$000)	4	44	98.6	97.3	87.7	105.5	105.5				
Salary Range Maximum (\$000)	4	44	122.4	120.8	114.1	129.9	129.9				
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	8	70	1,613	1,228	281	973	1,204				
Annual Base Salary											
Annual Base Salary (\$000)	8	70	94.7	100.8	61.0	94.9	136.2				
Adjusted Annual Base Salary (\$000)	8	70	105.4	107.4	72.3	106.3	137.9				
Locality Pay or Geographic Differential (0.0%)	6	40	16.6	15.0	11.4	15.0	16.3				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	3	3.1	3.1	2.8	2.8	3.8				
Short-Term Incentive/Bonus (\$000)	2	9	2.3	2.2	1.3	2.2	2.9				
Other Cash Compensation (\$000)	5	26	1.5	1.3	0.4	0.9	1.6				
Total Cash Compensation											
Total Cash Compensation (\$000)	8	70	95.9	101.6	61.1	96.6	136.2				
Adjusted Total Cash Compensation (\$000)	8	70	106.6	108.2	72.7	109.3	137.9				
Salary Range Data											
Salary Range Minimum (\$000)	8	69	77.6	80.9	48.3	70.6	117.2				
Salary Range Midpoint (\$000)	8	69	103.3	107.4	64.5	90.5	157.3				
Salary Range Maximum (\$000)	8	69	129.0	133.9	80.6	114.1	197.4				

* More than 30% of sample provided by one organization.

Position: 0763 Examiner II

Position Description:

Serves as a developmental professional. Assists in the ongoing supervision of a portfolio of a financial organization, subject to the review of more experienced examiners. Issues are generally of limited to modest complexity, such as those found in smaller to medium-sized financial organizations. Participates in discussions with the financial organizations' management and Board of Directors. Assists senior examination staff in developing future supervisory strategies. May act as examiner-in-charge of financial institutions with limited complexity.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	18	964	*	1,513	2,937	1,640	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	18	964	*	64.6	57.0	52.1	55.5				60.3
Adjusted Annual Base Salary (\$000)	18	964	*	67.7	61.0	53.2	58.0				65.8
Locality Pay or Geographic Differential (0.0%)	8	555	*	12.8	12.3	3.0	8.0				16.6
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	220	*	3.2	3.2	1.8	3.1				3.8
Short-Term Incentive/Bonus (\$000)	9	352	*	1.6	1.3	0.3	1.0				2.0
Other Cash Compensation (\$000)	9	369	*	1.3	1.0	0.3	0.5				1.1
Total Cash Compensation											
Total Cash Compensation (\$000)	18	964	*	65.6	57.9	52.2	55.8				61.3
Adjusted Total Cash Compensation (\$000)	18	964	*	68.7	61.9	53.5	59.0				66.5
Salary Range Data											
Salary Range Minimum (\$000)	17	943	*	52.9	46.3	45.1	45.1				46.1
Salary Range Midpoint (\$000)	17	943	*	68.0	63.3	60.3	64.4				64.4
Salary Range Maximum (\$000)	17	943	*	83.0	80.3	74.5	83.7				83.7

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
964	0.1	99.9		964	91.2	8.8	

* More than 30% of sample provided by one organization.

Position: 0763 Examiner II

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	799	*	1,592	3,233	3,150	3,150				3,150
Annual Base Salary											
Annual Base Salary (\$000)	7	799	*	66.3	56.5	52.1	55.1				59.8
Adjusted Annual Base Salary (\$000)	7	799	*	73.9	61.3	53.2	58.4				66.4
Locality Pay or Geographic Differential (0.0%)	7	549	*	13.6	12.3	3.0	8.0				17.1
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	167	*	3.3	3.3	2.7	3.3				3.8
Short-Term Incentive/Bonus (\$000)	3	324	*	1.0	1.3	0.3	1.0				2.0
Other Cash Compensation (\$000)	5	318	*	0.7	0.9	0.3	0.5				0.9
Total Cash Compensation											
Total Cash Compensation (\$000)	7	799	*	66.8	57.4	52.2	55.6				61.0
Adjusted Total Cash Compensation (\$000)	7	799	*	74.5	62.1	53.5	59.5				67.5
Salary Range Data											
Salary Range Minimum (\$000)	7	785	*	56.4	45.7	45.1	45.1				46.1
Salary Range Midpoint (\$000)	7	785	*	74.6	63.6	60.3	64.4				64.4
Salary Range Maximum (\$000)	7	785	*	92.7	81.4	74.5	83.7				83.7
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	18	964	*	1,513	2,937	1,640	3,150				3,150
Annual Base Salary											
Annual Base Salary (\$000)	18	964	*	64.6	57.0	52.1	55.5				60.3
Adjusted Annual Base Salary (\$000)	18	964	*	67.7	61.0	53.2	58.0				65.8
Locality Pay or Geographic Differential (0.0%)	8	555	*	12.8	12.3	3.0	8.0				16.6
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	5	220	*	3.2	3.2	1.8	3.1				3.8
Short-Term Incentive/Bonus (\$000)	9	352	*	1.6	1.3	0.3	1.0				2.0
Other Cash Compensation (\$000)	9	369	*	1.3	1.0	0.3	0.5				1.1
Total Cash Compensation											
Total Cash Compensation (\$000)	18	964	*	65.6	57.9	52.2	55.8				61.3
Adjusted Total Cash Compensation (\$000)	18	964	*	68.7	61.9	53.5	59.0				66.5
Salary Range Data											
Salary Range Minimum (\$000)	17	943	*	52.9	46.3	45.1	45.1				46.1
Salary Range Midpoint (\$000)	17	943	*	68.0	63.3	60.3	64.4				64.4
Salary Range Maximum (\$000)	17	943	*	83.0	80.3	74.5	83.7				83.7

* More than 30% of sample provided by one organization.

Position: 0763 Examiner II

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
CHICAGO-GARY-KENOSHA, IL-IN-WI											
Organization Scope Data											
Total U.S. FTEs	5	73	2,214	2,206	1,321	1,321	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	5	73	62.1	56.9	53.0	55.8	59.5				
Adjusted Annual Base Salary (\$000)	5	73	68.2	59.7	55.8	57.7	62.2				
Locality Pay or Geographic Differential (0.0%)	4	39	11.7	9.0	8.0	8.0	8.0				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	12	3.2	3.2	2.5	2.8	3.5				
Short-Term Incentive/Bonus (\$000)	2	15	1.3	1.6	1.4	1.7	2.0				
Other Cash Compensation (\$000)	3	12	1.0	0.9	0.3	0.8	1.0				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	73	62.9	57.3	53.1	55.9	59.7				
Adjusted Total Cash Compensation (\$000)	5	73	69.0	60.2	55.8	57.7	63.6				
Salary Range Data											
Salary Range Minimum (\$000)	5	73	54.0	47.2	45.1	47.7	47.7				
Salary Range Midpoint (\$000)	5	73	71.7	63.0	59.6	60.3	64.4				
Salary Range Maximum (\$000)	5	73	89.4	78.8	71.5	74.5	83.7				
MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI											
Organization Scope Data											
Total U.S. FTEs	5	41	2,198	2,398	1,114	3,150	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	5	41	58.0	59.2	55.4	59.6	62.5				
Adjusted Annual Base Salary (\$000)	5	41	61.4	61.7	57.4	60.8	63.3				
Locality Pay or Geographic Differential (0.0%)	4	32	7.6	5.4	3.0	3.0	8.8				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	2.6	2.6	2.0	2.6	3.1				
Short-Term Incentive/Bonus (\$000)	2	8	0.9	0.9	0.3	0.7	1.7				
Other Cash Compensation (\$000)	5	22	0.9	1.4	0.4	0.8	2.0				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	41	59.0	60.2	55.7	60.5	64.1				
Adjusted Total Cash Compensation (\$000)	5	41	62.4	62.6	57.8	62.0	65.9				
Salary Range Data											
Salary Range Minimum (\$000)	5	41	51.3	49.9	45.1	46.1	55.4				
Salary Range Midpoint (\$000)	5	41	67.8	67.0	64.4	64.4	69.3				
Salary Range Maximum (\$000)	5	41	84.3	84.0	83.1	83.7	83.7				

* More than 30% of sample provided by one organization.

Position: 0763 Examiner II

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	8	35	1,613	2,460	973	3,150	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	8	35	72.4	58.8	49.4	52.7	59.8				
Adjusted Annual Base Salary (\$000)	8	35	79.6	66.3	53.7	63.2	67.5				
Locality Pay or Geographic Differential (0.0%)	6	33	15.7	14.0	13.0	13.0	15.0				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	3.1	3.1	2.9	2.9	3.5				
Short-Term Incentive/Bonus (\$000)	2	10	1.1	1.0	0.3	0.6	1.6				
Other Cash Compensation (\$000)	6	14	0.6	0.7	0.3	0.5	1.0				
Total Cash Compensation											
Total Cash Compensation (\$000)	8	35	72.9	59.4	49.4	53.0	60.0				
Adjusted Total Cash Compensation (\$000)	8	35	80.1	66.8	54.6	63.2	68.6				
Salary Range Data											
Salary Range Minimum (\$000)	7	32	60.0	48.5	45.1	45.1	46.1				
Salary Range Midpoint (\$000)	7	32	79.0	65.6	60.3	64.4	64.4				
Salary Range Maximum (\$000)	7	32	97.9	82.7	74.5	83.7	83.7				

* More than 30% of sample provided by one organization.

Position: 0764 Examiner I (Entry Level)

Position Description:

This is an entry-level financial institution examining position that may also include financial career interns. Under close supervision, assists or conducts financial institution supervisory procedures of limited complexity in financial institutions. Gathers, organizes, and analyzes selected data including examining business plans and budgets, accounting records, loan documents, audit reports, etc. Actively participates in self-study, on-the-job and formal training to acquire knowledge of basic procedures and practices used in the financial institution supervision process.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	15	600	*	1,630	3,775	1,640	5,408	5,408				
Annual Base Salary												
Annual Base Salary (\$000)	15	600	*	54.8	48.2	45.9	47.0	47.0				
Adjusted Annual Base Salary (\$000)	15	600	*	56.5	52.0	47.1	53.7	53.7				
Locality Pay or Geographic Differential (0.0%)	6	464	*	11.7	10.7	2.6	7.7	15.7				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	17	*	3.7	3.8	1.7	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	6	300	*	1.3	0.4	0.3	0.3	0.3				
Other Cash Compensation (\$000)	8	146	*	0.6	0.5	0.2	0.4	0.6				
Total Cash Compensation												
Total Cash Compensation (\$000)	15	600	*	55.2	48.5	46.2	47.2	47.2				
Adjusted Total Cash Compensation (\$000)	15	600	*	56.9	52.3	47.4	54.4	54.4				
Salary Range Data												
Salary Range Minimum (\$000)	14	577	*	43.4	38.6	36.2	38.3	38.3				
Salary Range Midpoint (\$000)	14	577	*	55.6	50.6	49.0	49.6	49.6				
Salary Range Maximum (\$000)	14	577	*	67.7	62.6	60.9	61.7	61.7				

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
600	0.7	99.3		600	91.2	8.8	

* More than 30% of sample provided by one organization.

Position: 0764 Examiner I (Entry Level)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	544	*	1,855	4,008	3,150	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	6	544	*	55.1	47.6	45.9	45.9	47.0			
Adjusted Annual Base Salary (\$000)	6	544	*	58.9	51.8	47.1	48.4	53.5			
Locality Pay or Geographic Differential (0.0%)	5	461	*	12.7	10.7	2.6	7.7	15.8			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	2	293	*	0.4	0.3	0.3	0.3	0.3			
Other Cash Compensation (\$000)	5	133	*	0.4	0.4	0.2	0.4	0.6			
Total Cash Compensation											
Total Cash Compensation (\$000)	6	544	*	55.2	47.9	46.2	46.4	47.0			
Adjusted Total Cash Compensation (\$000)	6	544	*	59.1	52.1	47.4	48.4	53.9			
Salary Range Data											
Salary Range Minimum (\$000)	6	531	*	46.8	38.4	36.2	38.3	38.3			
Salary Range Midpoint (\$000)	6	531	*	62.4	50.6	49.0	49.6	49.6			
Salary Range Maximum (\$000)	6	531	*	78.0	62.9	60.9	60.9	61.7			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	600	*	1,630	3,775	1,640	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	15	600	*	54.8	48.2	45.9	45.9	47.0			
Adjusted Annual Base Salary (\$000)	15	600	*	56.5	52.0	47.1	48.4	53.7			
Locality Pay or Geographic Differential (0.0%)	6	464	*	11.7	10.7	2.6	7.7	15.7			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	17	*	3.7	3.8	1.7	4.5	5.0			
Short-Term Incentive/Bonus (\$000)	6	300	*	1.3	0.4	0.3	0.3	0.3			
Other Cash Compensation (\$000)	8	146	*	0.6	0.5	0.2	0.4	0.6			
Total Cash Compensation											
Total Cash Compensation (\$000)	15	600	*	55.2	48.5	46.2	46.5	47.2			
Adjusted Total Cash Compensation (\$000)	15	600	*	56.9	52.3	47.4	48.4	54.4			
Salary Range Data											
Salary Range Minimum (\$000)	14	577	*	43.4	38.6	36.2	38.3	38.3			
Salary Range Midpoint (\$000)	14	577	*	55.6	50.6	49.0	49.6	49.6			
Salary Range Maximum (\$000)	14	577	*	67.7	62.6	60.9	60.9	61.7			

* More than 30% of sample provided by one organization.

Position: 0764 Examiner I (Entry Level)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	5	22	*	1,596	1,479	281	973	1,058			
Annual Base Salary											
Annual Base Salary (\$000)	5	22	*	56.7	70.5	44.7	46.9	105.6			
Adjusted Annual Base Salary (\$000)	5	22	*	63.0	75.3	52.1	59.1	105.6			
Locality Pay or Geographic Differential (0.0%)	4	13	*	17.6	18.1	14.6	15.4	25.9			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	4	*	0.3	0.3	0.3	0.3	0.3			
Other Cash Compensation (\$000)	1	4	*	0.8	0.8	0.8	0.8	0.8			
Total Cash Compensation											
Total Cash Compensation (\$000)	5	22	*	56.9	70.7	44.9	47.7	105.6			
Adjusted Total Cash Compensation (\$000)	5	22	*	63.2	75.5	52.3	59.9	105.6			
Salary Range Data											
Salary Range Minimum (\$000)	4	16	*	50.5	60.3	32.5	39.4	92.6			
Salary Range Midpoint (\$000)	4	16	*	66.3	80.1	43.0	50.1	124.3			
Salary Range Maximum (\$000)	4	16	*	82.2	100.0	53.4	60.9	156.0			

* More than 30% of sample provided by one organization.

Position: 0766 Bank Information Technology (BIT) Examiner

Position Description:

Serves as a full performance BIT Examiner. Conducts and assists in the supervision of BIT activities of national banks. As Examiner-in-Charge, plans, coordinates, and monitors BIT supervisory activities, including assessing risk, developing supervisory strategies, determining the scope of supervisory activities, managing teams of assisting staff, preparing reports of activities, and developing responses to address risks. Conducts or participates in discussions with bank management on findings and recommendations.

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your Data		
								Your # of Incs	Your Median	Comp to Median
ALL ORGANIZATIONS										
Organization Scope Data										
Total U.S. FTEs	8	99	*	1,727	3,948	1,791	5,408	5,408		
Annual Base Salary										
Annual Base Salary (\$000)	8	99	*	104.6	104.4	96.6	104.2	113.0		
Adjusted Annual Base Salary (\$000)	8	99	*	110.1	114.4	102.3	114.1	124.6		
Locality Pay or Geographic Differential (0.0%)	4	79	*	16.0	12.3	2.6	10.6	16.2		
Variable Pay										
Target Short-Term Incentive/Bonus (0.0%)	2	6	*	4.1	3.9	2.9	3.8	5.0		
Short-Term Incentive/Bonus (\$000)	5	70	*	1.9	2.3	1.5	1.8	3.3		
Other Cash Compensation (\$000)	5	77	*	1.2	1.2	0.8	1.0	1.3		
Total Cash Compensation										
Total Cash Compensation (\$000)	8	99	*	106.1	106.9	99.0	106.9	116.9		
Adjusted Total Cash Compensation (\$000)	8	99	*	111.6	116.9	104.4	117.1	127.4		
Salary Range Data										
Salary Range Minimum (\$000)	8	95	*	83.5	81.2	77.7	79.4	91.8		
Salary Range Midpoint (\$000)	8	95	*	109.6	108.2	99.2	103.1	121.9		
Salary Range Maximum (\$000)	8	95	*	135.7	135.1	119.0	128.5	151.9		

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
99	3.0	97.0		99	97.0	3.0

* More than 30% of sample provided by one organization.

Position: 0766 Bank Information Technology (BIT) Examiner

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	91	2,031	4,194	3,150	5,408	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	5	91	106.0	104.4	97.1	104.1	111.8				111.8
Adjusted Annual Base Salary (\$000)	5	91	114.8	115.2	102.5	114.6	125.9				125.9
Locality Pay or Geographic Differential (0.0%)	4	79	16.0	12.3	2.6	10.6	16.2				16.2
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	3.3	3.3	2.6	3.5	3.8				3.8
Short-Term Incentive/Bonus (\$000)	3	66	2.0	2.3	1.5	1.7	3.3				3.3
Other Cash Compensation (\$000)	4	75	1.0	1.2	0.8	1.0	1.3				1.3
Total Cash Compensation											
Total Cash Compensation (\$000)	5	91	107.4	107.0	99.4	106.8	116.1				116.1
Adjusted Total Cash Compensation (\$000)	5	91	116.2	117.9	105.4	118.0	128.2				128.2
Salary Range Data											
Salary Range Minimum (\$000)	5	89	81.6	80.8	77.7	77.7	91.8				91.8
Salary Range Midpoint (\$000)	5	89	109.8	108.1	99.2	103.1	121.9				121.9
Salary Range Maximum (\$000)	5	89	138.0	135.4	119.0	128.5	151.9				151.9
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	8	99	1,727	3,948	1,791	5,408	5,408				5,408
Annual Base Salary											
Annual Base Salary (\$000)	8	99	104.6	104.4	96.6	104.2	113.0				113.0
Adjusted Annual Base Salary (\$000)	8	99	110.1	114.4	102.3	114.1	124.6				124.6
Locality Pay or Geographic Differential (0.0%)	4	79	16.0	12.3	2.6	10.6	16.2				16.2
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	6	4.1	3.9	2.9	3.8	5.0				5.0
Short-Term Incentive/Bonus (\$000)	5	70	1.9	2.3	1.5	1.8	3.3				3.3
Other Cash Compensation (\$000)	5	77	1.2	1.2	0.8	1.0	1.3				1.3
Total Cash Compensation											
Total Cash Compensation (\$000)	8	99	106.1	106.9	99.0	106.9	116.9				116.9
Adjusted Total Cash Compensation (\$000)	8	99	111.6	116.9	104.4	117.1	127.4				127.4
Salary Range Data											
Salary Range Minimum (\$000)	8	95	83.5	81.2	77.7	79.4	91.8				91.8
Salary Range Midpoint (\$000)	8	95	109.6	108.2	99.2	103.1	121.9				121.9
Salary Range Maximum (\$000)	8	95	135.7	135.1	119.0	128.5	151.9				151.9

* More than 30% of sample provided by one organization.

Position: 0767 Senior Examiner (Compliance)

Position Description:

As a commissioned examiner, serves as a senior staff member and EIC in the area of compliance. Responsible for applying examination techniques to determine a financial institution's overall compliance with appropriate laws and regulations including those utilized for detecting patterns of discriminate lending practices, Community Reinvestment Act (CRA), Anti-Money Laundering (AML), and Bank Secrecy Act (BSA) compliance. Develops supervisory strategies including plans to effect corrective action and programs to monitor progress for financial institutions of all levels of complexity. Relied upon by other examiners for advice on complex consumer, community, and related compliance matters.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	10	615	*	1,845	3,694	3,575	3,575						
Annual Base Salary													
Annual Base Salary (\$000)	10	615	*	117.0	117.5	107.9	116.1	127.9					
Adjusted Annual Base Salary (\$000)	10	615	*	124.7	140.5	126.6	140.8	155.3					
Locality Pay or Geographic Differential (0.0%)	6	563	*	14.3	21.2	14.5	23.1	30.0					
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	2	27	*	3.7	3.1	2.1	2.9	3.9					
Short-Term Incentive/Bonus (\$000)	5	171	*	2.9	2.7	1.6	2.6	3.5					
Other Cash Compensation (\$000)	7	438	*	2.0	1.3	0.8	1.2	1.5					
Total Cash Compensation													
Total Cash Compensation (\$000)	10	615	*	119.4	119.2	109.5	116.9	129.3					
Adjusted Total Cash Compensation (\$000)	10	615	*	127.1	142.2	129.1	142.3	156.5					
Salary Range Data													
Salary Range Minimum (\$000)	10	615	*	90.4	86.3	83.6	88.0	88.0					
Salary Range Midpoint (\$000)	10	615	*	118.6	112.9	112.1	112.1	112.1					
Salary Range Maximum (\$000)	10	615	*	146.7	139.4	136.2	136.2	136.2					

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility		
	% Stronger	% Weaker	% Equal	% Weaker	# of Incs	% Yes	% No	% No	
615	70.6	29.4	29.4	98.9	615	98.9	1.1	1.1	

* More than 30% of sample provided by one organization.

Position: 0767 Senior Examiner (Compliance)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	599	2,289	3,761	3,575	3,575	3,575				3,575
Annual Base Salary											
Annual Base Salary (\$000)	6	599	114.0	117.4	107.9	116.1	127.9				127.9
Adjusted Annual Base Salary (\$000)	6	599	126.4	141.0	127.2	141.1	155.3				155.3
Locality Pay or Geographic Differential (0.0%)	5	562	15.8	21.2	14.5	23.1	30.0				30.0
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	23	2.8	2.8	2.1	2.8	3.8				3.8
Short-Term Incentive/Bonus (\$000)	3	161	2.2	2.6	1.6	2.5	3.5				3.5
Other Cash Compensation (\$000)	5	433	1.3	1.2	0.8	1.2	1.5				1.5
Total Cash Compensation											
Total Cash Compensation (\$000)	6	599	115.6	119.0	109.5	116.9	129.2				129.2
Adjusted Total Cash Compensation (\$000)	6	599	127.9	142.6	129.9	142.9	156.5				156.5
Salary Range Data											
Salary Range Minimum (\$000)	6	599	87.2	86.1	81.1	88.0	88.0				88.0
Salary Range Midpoint (\$000)	6	599	117.4	112.7	112.1	112.1	112.1				112.1
Salary Range Maximum (\$000)	6	599	147.6	139.3	136.2	136.2	136.2				136.2
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	10	615	1,845	3,694	3,575	3,575	3,575				3,575
Annual Base Salary											
Annual Base Salary (\$000)	10	615	117.0	117.5	107.9	116.1	127.9				127.9
Adjusted Annual Base Salary (\$000)	10	615	124.7	140.5	126.6	140.8	155.3				155.3
Locality Pay or Geographic Differential (0.0%)	6	563	14.3	21.2	14.5	23.1	30.0				30.0
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	27	3.7	3.1	2.1	2.9	3.9				3.9
Short-Term Incentive/Bonus (\$000)	5	171	2.9	2.7	1.6	2.6	3.5				3.5
Other Cash Compensation (\$000)	7	438	2.0	1.3	0.8	1.2	1.5				1.5
Total Cash Compensation											
Total Cash Compensation (\$000)	10	615	119.4	119.2	109.5	116.9	129.3				129.3
Adjusted Total Cash Compensation (\$000)	10	615	127.1	142.2	129.1	142.3	156.5				156.5
Salary Range Data											
Salary Range Minimum (\$000)	10	615	90.4	86.3	83.6	88.0	88.0				88.0
Salary Range Midpoint (\$000)	10	615	118.6	112.9	112.1	112.1	112.1				112.1
Salary Range Maximum (\$000)	10	615	146.7	139.4	136.2	136.2	136.2				136.2

* More than 30% of sample provided by one organization.

Position: 0767 Senior Examiner (Compliance)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI											
Organization Scope Data											
Total U.S. FTEs	5	47	2,817	3,701	3,575	3,575	3,575				3,575
Annual Base Salary											
Annual Base Salary (\$000)	5	47	117.6	116.4	109.5	114.4	121.3				121.3
Adjusted Annual Base Salary (\$000)	5	47	136.2	145.7	137.6	144.8	153.5				153.5
Locality Pay or Geographic Differential (0.0%)	4	45	20.1	26.2	24.9	28.4	28.4				28.4
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	2.8	2.8		2.8					2.8
Short-Term Incentive/Bonus (\$000)	2	9	2.9	2.4	1.5	2.7	3.4				3.4
Other Cash Compensation (\$000)	5	37	1.9	1.6	1.3	1.5	1.7				1.7
Total Cash Compensation											
Total Cash Compensation (\$000)	5	47	120.1	118.1	111.1	116.1	123.4				123.4
Adjusted Total Cash Compensation (\$000)	5	47	138.7	147.4	139.3	146.9	155.0				155.0
Salary Range Data											
Salary Range Minimum (\$000)	5	47	85.6	87.4	88.0	88.0	88.0				88.0
Salary Range Midpoint (\$000)	5	47	115.0	112.8	112.1	112.1	112.1				112.1
Salary Range Maximum (\$000)	5	47	144.4	138.3	136.2	136.2	136.2				136.2
SAN FRANCISCO-OAKLAND-SAN JOSE, CA											
Organization Scope Data											
Total U.S. FTEs	5	37	2,967	3,473	3,150	3,575	3,575				3,575
Annual Base Salary											
Annual Base Salary (\$000)	5	37	123.9	123.0	110.8	120.4	136.2				136.2
Adjusted Annual Base Salary (\$000)	5	37	156.0	158.0	146.3	156.1	171.7				171.7
Locality Pay or Geographic Differential (0.0%)	4	34	35.3	32.0	30.7	30.7	30.7				30.7
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	4	4.2	4.3	4.0	4.5	4.5				4.5
Short-Term Incentive/Bonus (\$000)	3	9	4.0	3.2	1.7	2.4	5.1				5.1
Other Cash Compensation (\$000)	4	16	2.1	1.7	1.2	1.4	2.3				2.3
Total Cash Compensation											
Total Cash Compensation (\$000)	5	37	126.4	124.5	111.9	121.6	136.8				136.8
Adjusted Total Cash Compensation (\$000)	5	37	158.5	159.5	146.3	157.5	171.7				171.7
Salary Range Data											
Salary Range Minimum (\$000)	5	37	91.6	88.7	88.0	88.0	88.0				88.0
Salary Range Midpoint (\$000)	5	37	124.6	116.6	112.1	112.1	116.0				116.0
Salary Range Maximum (\$000)	5	37	157.5	144.5	136.2	136.2	150.8				150.8

* More than 30% of sample provided by one organization.

Position: 0767 Senior Examiner (Compliance)

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	5	46	*	2,694	3,593	3,575	5,408				
Annual Base Salary											
Annual Base Salary (\$000)	5	46	*	117.9	117.8	107.0	115.2			129.2	
Adjusted Annual Base Salary (\$000)	5	46	*	135.3	136.8	127.4	133.8			151.7	
Locality Pay or Geographic Differential (0.0%)	4	39	*	19.2	19.5	14.6	23.1			23.1	
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	16	*	2.0	2.0	1.6	1.7			2.5	
Other Cash Compensation (\$000)	3	28	*	1.6	1.4	0.9	1.3			1.9	
Total Cash Compensation											
Total Cash Compensation (\$000)	5	46	*	119.2	119.3	108.8	116.4			129.8	
Adjusted Total Cash Compensation (\$000)	5	46	*	136.5	138.3	129.1	134.8			153.8	
Salary Range Data											
Salary Range Minimum (\$000)	5	46	*	92.5	93.8	88.0	89.9			91.8	
Salary Range Midpoint (\$000)	5	46	*	126.4	123.4	112.1	121.9			121.9	
Salary Range Maximum (\$000)	5	46	*	160.1	153.0	136.2	151.9			151.9	

* More than 30% of sample provided by one organization.

Position: 0768 Examiner (Compliance)

Position Description:

Serves as a full performance level commissioned examiner. Plans, organizes, and conducts compliance supervision activities of financial institutions. Reviews and discusses findings, conclusions, and areas of concern with senior financial institution management and/or board of directors in coordination with the Examiner-in-Charge (EIC). Solicits commitments for corrective action. May serve as a liaison on compliance activities. Represents the agency with outside groups.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	7	415	*	2,766	4,313	3,575	5,408				5,408	
Annual Base Salary												
Annual Base Salary (\$000)	7	415	*	108.1	89.0	76.6	93.0				99.6	
Adjusted Annual Base Salary (\$000)	7	415	*	114.1	100.1	83.4	99.7				116.1	
Locality Pay or Geographic Differential (0.0%)	4	375	*	14.6	13.4	2.6	11.4				23.1	
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	12	*	7.8	6.6	3.3	4.2				12.8	
Short-Term Incentive/Bonus (\$000)	4	242	*	8.0	1.9	1.2	1.4				2.2	
Other Cash Compensation (\$000)	5	308	*	1.2	1.3	0.7	0.9				1.2	
Total Cash Compensation												
Total Cash Compensation (\$000)	7	415	*	113.2	91.1	77.7	94.0				101.1	
Adjusted Total Cash Compensation (\$000)	7	415	*	119.2	102.2	86.0	101.5				117.4	
Salary Range Data												
Salary Range Minimum (\$000)	7	411	*	75.0	67.9	64.2	67.4				76.6	
Salary Range Midpoint (\$000)	7	411	*	98.8	88.2	87.7	87.8				97.6	
Salary Range Maximum (\$000)	7	411	*	122.5	108.5	108.1	108.1				118.6	

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
415	27.5	58.6	14.0	415	100.0	

* More than 30% of sample provided by one organization.

Position: 0768 Examiner (Compliance)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	4	392	*	3,298	4,478	3,575	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	4	392	*	86.7	88.6	77.3	93.6	99.7			
Adjusted Annual Base Salary (\$000)	4	392	*	97.2	100.3	85.4	100.7	116.3			
Locality Pay or Geographic Differential (0.0%)	4	375	*	14.6	13.4	2.6	11.4	23.1			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	8	*	3.8	3.8	3.0	3.7	4.6			
Short-Term Incentive/Bonus (\$000)	2	238	*	2.7	1.7	1.2	1.4	2.0			
Other Cash Compensation (\$000)	4	289	*	0.9	1.2	0.7	0.9	1.2			
Total Cash Compensation											
Total Cash Compensation (\$000)	4	392	*	88.3	90.5	78.6	94.0	101.1			
Adjusted Total Cash Compensation (\$000)	4	392	*	98.8	102.2	87.0	103.5	117.4			
Salary Range Data											
Salary Range Minimum (\$000)	4	389	*	63.8	67.7	67.4	67.4	76.6			
Salary Range Midpoint (\$000)	4	389	*	86.0	88.1	87.8	87.8	97.6			
Salary Range Maximum (\$000)	4	389	*	108.0	108.5	108.1	108.1	118.6			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	412	*	2,674	4,321	3,575	5,408	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	6	412	*	94.8	88.3	76.2	92.8	99.3			
Adjusted Annual Base Salary (\$000)	6	412	*	101.8	99.5	83.3	99.3	115.7			
Locality Pay or Geographic Differential (0.0%)	4	375	*	14.6	13.4	2.6	11.4	23.1			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	9	*	4.1	3.8	3.1	3.8	4.7			
Short-Term Incentive/Bonus (\$000)	3	239	*	4.3	1.7	1.2	1.4	2.0			
Other Cash Compensation (\$000)	5	308	*	1.2	1.3	0.7	0.9	1.2			
Total Cash Compensation											
Total Cash Compensation (\$000)	6	412	*	97.6	90.3	77.6	94.0	100.9			
Adjusted Total Cash Compensation (\$000)	6	412	*	104.6	101.4	85.6	101.4	117.4			
Salary Range Data											
Salary Range Minimum (\$000)	6	409	*	68.9	67.7	62.8	67.4	76.6			
Salary Range Midpoint (\$000)	6	409	*	91.0	87.9	87.7	87.8	97.6			
Salary Range Maximum (\$000)	6	409	*	113.0	108.1	108.1	108.1	118.6			

* More than 30% of sample provided by one organization.

Position: 0768 Examiner (Compliance)

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA											
Organization Scope Data											
Total U.S. FTEs	5	34	*	3,302	3,621	3,511	3,575		3,575		3,575
Annual Base Salary											
Annual Base Salary (\$000)	5	34	*	105.8	101.0	88.1	96.1		96.1		108.1
Adjusted Annual Base Salary (\$000)	5	34	*	127.7	127.1	115.7	125.5		125.5		141.9
Locality Pay or Geographic Differential (0.0%)	4	31	*	32.3	31.2	30.0	30.0		30.0		33.0
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	3	*	15.0	15.0	15.0	15.0		15.0		15.0
Short-Term Incentive/Bonus (\$000)	2	10	*	10.4	6.9	1.3	2.4		2.4		10.3
Other Cash Compensation (\$000)	3	15	*	1.3	1.3	1.0	1.1		1.1		1.5
Total Cash Compensation											
Total Cash Compensation (\$000)	5	34	*	110.4	103.6	88.4	97.9		97.9		109.8
Adjusted Total Cash Compensation (\$000)	5	34	*	132.4	129.7	116.9	127.7		127.7		143.1
Salary Range Data											
Salary Range Minimum (\$000)	5	30	*	75.0	75.0	67.4	76.6		76.6		76.6
Salary Range Midpoint (\$000)	5	30	*	100.0	96.7	87.8	97.6		97.6		97.6
Salary Range Maximum (\$000)	5	30	*	125.0	118.4	110.4	118.6		118.6		118.6

* More than 30% of sample provided by one organization.

Position: 0771 Senior Policy Analyst

Position Description:

Serves as a senior policy analyst for providing policy solutions for missions and safety and soundness issues. Identifies, reviews and analyzes emerging issues that have policy implications and develops alternative regulatory/policy options. Leads cross function teams to develop or initiate regulatory and policy development or changes. Drafts regulations, policy statements, directives and other regulatory guidance; coordinates review and approval by agency management; reviews and analyzes public comments and incorporates changes to proposed provisions. Leads the development and presentation of training programs related to regulatory changes and updates.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	12	63	1,739	2,601	1,058	1,791	5,408					
Annual Base Salary												
Annual Base Salary (\$000)	12	63	132.8	125.9	106.1	121.7	140.8					
Adjusted Annual Base Salary (\$000)	12	63	143.6	141.1	114.9	141.0	163.0					
Locality Pay or Geographic Differential (0.0%)	6	46	*	16.6	14.6	14.6	15.9					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	18	*	4.2	4.1	3.5	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	4	32	*	4.0	3.5	1.9	2.8	4.9				
Other Cash Compensation (\$000)	7	41	*	2.4	2.1	0.9	2.0	2.9				
Total Cash Compensation												
Total Cash Compensation (\$000)	12	63	135.0	129.1	107.6	123.4	146.5					
Adjusted Total Cash Compensation (\$000)	12	63	145.9	144.3	121.2	142.8	167.5					
Salary Range Data												
Salary Range Minimum (\$000)	10	61	94.5	91.9	80.0	90.8	106.2					
Salary Range Midpoint (\$000)	10	61	123.6	123.1	102.5	121.9	143.3					
Salary Range Maximum (\$000)	10	61	152.8	154.3	127.1	151.9	178.6					

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
63			82.5	63	17.5	63	95.2	4.8

* More than 30% of sample provided by one organization.

Position: 0771 Senior Policy Analyst

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	47	*	1,609	2,900	973	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	7	47	*	134.3	131.8	114.6	128.8	145.9			
Adjusted Annual Base Salary (\$000)	7	47	*	152.8	152.2	137.1	147.6	170.1			
Locality Pay or Geographic Differential (0.0%)	6	46	*	16.6	16.1	14.6	14.6	15.9			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	*	3.1	3.1	2.3	2.9	3.8			
Short-Term Incentive/Bonus (\$000)	2	25	*	4.0	3.4	1.9	2.3	4.7			
Other Cash Compensation (\$000)	5	37	*	1.8	1.9	0.9	1.9	2.6			
Total Cash Compensation											
Total Cash Compensation (\$000)	7	47	*	136.3	135.1	117.3	132.0	149.0			
Adjusted Total Cash Compensation (\$000)	7	47	*	154.9	155.5	139.1	151.2	174.0			
Salary Range Data											
Salary Range Minimum (\$000)	6	46	*	102.3	96.2	87.4	91.8	108.0			
Salary Range Midpoint (\$000)	6	46	*	135.3	130.1	113.5	128.8	143.3			
Salary Range Maximum (\$000)	6	46	*	168.2	164.0	136.2	170.1	178.6			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	11	62		1,595	2,589	1,037	1,717	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	11	62		124.4	124.3	105.9	121.7	140.4			
Adjusted Annual Base Salary (\$000)	11	62		136.3	139.8	114.9	141.0	161.7			
Locality Pay or Geographic Differential (0.0%)	6	46	*	16.6	16.1	14.6	14.6	15.9			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	18	*	4.2	4.1	3.5	4.5	5.0			
Short-Term Incentive/Bonus (\$000)	4	32	*	4.0	3.5	1.9	2.8	4.9			
Other Cash Compensation (\$000)	7	41	*	2.4	2.1	0.9	2.0	2.9			
Total Cash Compensation											
Total Cash Compensation (\$000)	11	62		126.9	127.6	107.1	122.9	146.1			
Adjusted Total Cash Compensation (\$000)	11	62		138.7	143.0	120.6	142.6	167.3			
Salary Range Data											
Salary Range Minimum (\$000)	10	61		94.5	91.9	80.0	90.8	106.2			
Salary Range Midpoint (\$000)	10	61		123.6	123.1	102.5	121.9	143.3			
Salary Range Maximum (\$000)	10	61		152.8	154.3	127.1	151.9	178.6			

* More than 30% of sample provided by one organization.

Position: 0771 Senior Policy Analyst

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	7	47	*	1,609	2,900	973	3,150	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	7	47	*	134.3	131.8	114.6	128.8	145.9			
Adjusted Annual Base Salary (\$000)	7	47	*	152.8	152.2	137.1	147.6	170.1			
Locality Pay or Geographic Differential (0.0%)	6	46	*	16.6	16.1	14.6	14.6	15.9			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	*	3.1	3.1	2.3	2.9	3.8			
Short-Term Incentive/Bonus (\$000)	2	25	*	4.0	3.4	1.9	2.3	4.7			
Other Cash Compensation (\$000)	5	37	*	1.8	1.9	0.9	1.9	2.6			
Total Cash Compensation											
Total Cash Compensation (\$000)	7	47	*	136.3	135.1	117.3	132.0	149.0			
Adjusted Total Cash Compensation (\$000)	7	47	*	154.9	155.5	139.1	151.2	174.0			
Salary Range Data											
Salary Range Minimum (\$000)	6	46	*	102.3	96.2	87.4	91.8	108.0			
Salary Range Midpoint (\$000)	6	46	*	135.3	130.1	113.5	128.8	143.3			
Salary Range Maximum (\$000)	6	46	*	168.2	164.0	136.2	170.1	178.6			

* More than 30% of sample provided by one organization.

Position: 0772 Risk Specialist

Position Description:

As a commissioned examiner, serves as a senior staff member in the area of credit and market risk. Specialized in one of the following areas of expertise: commercial credit; portfolio risk management; retail credit; mortgage banking and securitization; balance sheet management; financial markets; or asset management. Analyzes supervisory issues, identifies risk, recommends new agency policy, and/or regulatory guidance for financial institutions and examiners. Prepares testimony, speeches and reports on financial institutions supervisory issues and emerging risk management topics.

	Competitive Market Data (Excluding Your Data)						Your Data				
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	9	57	1,916	2,289	1,058	1,407	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	9	57	114.7	119.2	105.5	120.8	134.2				
Adjusted Annual Base Salary (\$000)	9	57	119.7	128.3	114.1	128.3	145.7				
Locality Pay or Geographic Differential (0.0%)	4	36	*	11.1	10.5	13.0	13.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	10	*	4.4	4.0	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	4	17	*	4.6	4.2	3.9	4.9				
Other Cash Compensation (\$000)	6	28	*	3.6	2.8	1.6	3.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	9	57	118.7	121.8	107.6	123.3	134.5				
Adjusted Total Cash Compensation (\$000)	9	57	123.8	130.9	114.9	131.4	149.4				
Salary Range Data											
Salary Range Minimum (\$000)	9	56	83.0	86.3	79.4	81.1	95.8				
Salary Range Midpoint (\$000)	9	56	107.9	114.7	99.2	116.0	121.4				
Salary Range Maximum (\$000)	9	56	132.8	143.1	120.1	150.8	151.0				

Degree of Match

# of Incs	% Match		Bonus/Other Cash Compensation Eligibility	
	Stronger	Equal	# of Incs	%
57	33.3	66.7	57	82.5
				17.5

* More than 30% of sample provided by one organization.

Position: 0772 Risk Specialist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	4	40	2,469	2,674	460	3,150	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	4	40	119.2	118.1	107.1	118.0	131.9				
Adjusted Annual Base Salary (\$000)	4	40	130.5	131.1	115.3	132.7	146.6				
Locality Pay or Geographic Differential (0.0%)	4	36	11.1	12.1	10.5	13.0	13.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	3.3	3.3	2.6	2.8	4.3				
Short-Term Incentive/Bonus (\$000)	2	14	3.6	3.5	2.0	3.7	4.6				
Other Cash Compensation (\$000)	4	24	1.7	2.0	0.6	1.1	2.3				
Total Cash Compensation											
Total Cash Compensation (\$000)	4	40	121.9	120.6	107.5	122.1	134.2				
Adjusted Total Cash Compensation (\$000)	4	40	133.2	133.5	115.8	135.1	150.2				
Salary Range Data											
Salary Range Minimum (\$000)	4	40	82.8	83.9	79.4	81.1	81.1				
Salary Range Midpoint (\$000)	4	40	112.9	114.4	99.2	116.0	116.0				
Salary Range Maximum (\$000)	4	40	143.0	144.8	120.1	150.8	150.8				
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	9	57	1,916	2,289	1,058	1,407	3,150				
Annual Base Salary											
Annual Base Salary (\$000)	9	57	114.7	119.2	105.5	120.8	134.2				
Adjusted Annual Base Salary (\$000)	9	57	119.7	128.3	114.1	128.3	145.7				
Locality Pay or Geographic Differential (0.0%)	4	36	11.1	12.1	10.5	13.0	13.4				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	10	4.4	4.0	2.8	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	4	17	4.6	4.2	2.0	3.9	4.9				
Other Cash Compensation (\$000)	6	28	3.6	2.8	0.6	1.6	3.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	9	57	118.7	121.8	107.6	123.3	134.5				
Adjusted Total Cash Compensation (\$000)	9	57	123.8	130.9	114.9	131.4	149.4				
Salary Range Data											
Salary Range Minimum (\$000)	9	56	83.0	86.3	79.4	81.1	95.8				
Salary Range Midpoint (\$000)	9	56	107.9	114.7	99.2	116.0	121.4				
Salary Range Maximum (\$000)	9	56	132.8	143.1	120.1	150.8	151.0				

* More than 30% of sample provided by one organization.

Position: 0776 Training Developer

Position Description:

Develops, implements, and promotes training policies and programs. Counsels and advises managers and employees on educational needs, educational sources, career development, employee development and management improvement techniques and practices. Selects and develops training methods, such as individual coaching, group instruction, lectures, demonstrations, conferences, meetings and workshops. Selects and develops teaching aids such as training handbooks, demonstration models, and visual aids. Coordinates employee testing to measure the effectiveness of training programs. May contract with outside vendors in the development and conduct of training programs. Coordinates employee participation in outside vendor training.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	18	70	*	4,928	10,088	1,754	5,408	27,731	1	1,978	37%	20%	
Annual Base Salary													
Annual Base Salary (\$000)	18	70	*	99.2	95.9	82.8	95.1	108.2	1	137.2	144%	143%	
Adjusted Annual Base Salary (\$000)	18	70	*	104.7	102.4	86.4	100.4	116.8	1	137.2	137%	134%	
Locality Pay or Geographic Differential (0.0%)	6	32	*	16.3	14.2	13.0	14.6	14.6					
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	4	9	*	8.0	5.5	2.8	4.5	5.0					
Short-Term Incentive/Bonus (\$000)	6	43	*	5.9	4.2	1.5	3.0	5.0					
Other Cash Compensation (\$000)	9	30	*	3.4	2.5	1.0	1.7	2.9	1	13.9	842%	567%	
Total Cash Compensation													
Total Cash Compensation (\$000)	18	70	*	102.5	99.5	85.3	98.1	110.5	1	151.1	154%	152%	
Adjusted Total Cash Compensation (\$000)	18	70	*	108.0	106.0	89.3	105.7	119.9	1	151.1	143%	143%	
Salary Range Data													
Salary Range Minimum (\$000)	16	51	*	74.9	74.1	63.3	77.7	78.6	1	93.4	120%	105%	
Salary Range Midpoint (\$000)	16	51	*	97.3	97.2	81.5	103.1	107.4	1	121.5	118%	106%	
Salary Range Maximum (\$000)	16	51	*	119.6	120.2	100.1	128.5	133.7	1	149.5	116%	107%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility		
	4.3	95.7	% Yes	% No	# of Incs	% Yes	% No	1.4	
70			98.6		70	98.6		1.4	

* More than 30% of sample provided by one organization.

Position: 0776 Training Developer

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	33	2,101	4,501	3,363	5,408	5,408	1	1,978	37%	44%
Annual Base Salary											
Annual Base Salary (\$000)	7	33	103.6	101.0	90.8	99.2	113.1	1	137.2	138%	136%
Adjusted Annual Base Salary (\$000)	7	33	117.7	114.8	102.0	113.8	126.2	1	137.2	121%	120%
Locality Pay or Geographic Differential (0.0%)	6	32	16.3	14.2	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	2.6	2.6	2.0	2.8	2.9				
Short-Term Incentive/Bonus (\$000)	2	27	2.4	2.2	1.4	2.3	3.1				
Other Cash Compensation (\$000)	5	24	1.5	1.6	0.9	1.2	2.5	1	13.9	1,209%	876%
Total Cash Compensation											
Total Cash Compensation (\$000)	7	33	105.1	103.9	93.9	101.7	116.0	1	151.1	149%	145%
Adjusted Total Cash Compensation (\$000)	7	33	119.2	117.8	104.4	116.2	130.5	1	151.1	130%	128%
Salary Range Data											
Salary Range Minimum (\$000)	7	33	80.3	78.3	70.2	77.7	89.4	1	93.4	120%	99%
Salary Range Midpoint (\$000)	7	33	107.6	104.6	95.5	103.1	112.8	1	121.5	118%	99%
Salary Range Maximum (\$000)	7	33	134.9	130.8	121.3	128.5	139.1	1	149.5	116%	98%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	67	3,466	9,992	1,643	5,408	27,731	1	1,978	37%	20%
Annual Base Salary											
Annual Base Salary (\$000)	15	67	95.9	95.0	82.4	94.3	107.7	1	137.2	145%	144%
Adjusted Annual Base Salary (\$000)	15	67	102.5	101.8	85.8	99.4	116.7	1	137.2	138%	135%
Locality Pay or Geographic Differential (0.0%)	6	32	16.3	14.2	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	8	4.0	3.7	2.8	3.7	5.0				
Short-Term Incentive/Bonus (\$000)	5	42	3.6	3.9	1.5	3.0	4.6				
Other Cash Compensation (\$000)	8	29	2.9	2.3	1.0	1.6	2.9	1	13.9	869%	614%
Total Cash Compensation											
Total Cash Compensation (\$000)	15	67	98.2	98.4	83.8	97.4	110.2	1	151.1	155%	154%
Adjusted Total Cash Compensation (\$000)	15	67	104.8	105.2	87.7	105.3	119.5	1	151.1	143%	144%
Salary Range Data											
Salary Range Minimum (\$000)	14	49	73.9	73.9	63.0	77.7	77.8	1	93.4	120%	105%
Salary Range Midpoint (\$000)	14	49	96.3	96.9	81.5	103.1	105.3	1	121.5	118%	106%
Salary Range Maximum (\$000)	14	49	118.7	120.0	99.8	128.5	132.4	1	149.5	116%	107%

* More than 30% of sample provided by one organization.

Position: 0776 Training Developer

Competitive Market Data (Excluding Your Data)

		Competitive Market Data (Excluding Your Data)					Your Data					
# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	10	30	*	7,364	5,910	3,170	5,408	5,408	1	1,978	37%	33%
Annual Base Salary												
Annual Base Salary (\$000)	10	30	*	106.9	104.5	94.8	100.6	115.3	1	137.2	136%	131%
Adjusted Annual Base Salary (\$000)	10	30	*	117.0	117.8	102.8	116.4	129.6	1	137.2	118%	117%
Locality Pay or Geographic Differential (0.0%)	6	26		16.6	14.9	14.6	14.6	14.6				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	4	*	11.2	6.8	2.0	2.8	15.7				
Short-Term Incentive/Bonus (\$000)	3	22	*	7.3	2.9	1.5	2.4	3.1				
Other Cash Compensation (\$000)	5	22	*	1.5	1.6	0.9	1.2	2.6	1	13.9	1,209%	864%
Total Cash Compensation												
Total Cash Compensation (\$000)	10	30	*	109.7	107.8	96.0	102.4	118.3	1	151.1	148%	140%
Adjusted Total Cash Compensation (\$000)	10	30	*	119.8	121.1	104.9	118.2	134.3	1	151.1	128%	125%
Salary Range Data												
Salary Range Minimum (\$000)	8	28	*	81.0	80.0	77.7	77.7	91.6	1	93.4	120%	97%
Salary Range Midpoint (\$000)	8	28	*	108.1	106.7	103.1	103.1	119.8	1	121.5	118%	97%
Salary Range Maximum (\$000)	8	28	*	135.1	133.4	128.5	128.5	149.4	1	149.5	116%	96%

* More than 30% of sample provided by one organization.

Position: 0777 Training Deliverer

Position Description:

Administers, organizes and conducts training and educational programs in connection with management and promotional development, on-the-job training, and employee orientation. Works with staff to identify training needs and recommends improvements to existing programs. Maintains records of training activities and employee progress and monitors effectiveness of programs.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	9	27	5,028	6,588	1,193	1,640	5,500	1	1,978	121%	30%	
Annual Base Salary												
Annual Base Salary (\$000)	9	27	76.5	75.5	58.7	82.2	90.0	1	70.2	85%	93%	
Adjusted Annual Base Salary (\$000)	9	27	79.7	78.1	58.7	83.1	94.5	1	70.2	84%	90%	
Locality Pay or Geographic Differential (0.0%)	2	6	17.4	13.7	7.7	8.4	24.0					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	3	4.8	4.8	4.5	5.0	5.0					
Short-Term Incentive/Bonus (\$000)	3	6	4.5	5.0	1.6	5.5	7.6					
Other Cash Compensation (\$000)	5	14	1.7	1.5	0.5	0.9	2.0	1	3.0	333%	204%	
Total Cash Compensation												
Total Cash Compensation (\$000)	9	27	78.6	77.3	59.0	82.4	93.5	1	73.2	89%	95%	
Adjusted Total Cash Compensation (\$000)	9	27	81.8	80.0	59.0	87.4	98.8	1	73.2	84%	92%	
Salary Range Data												
Salary Range Minimum (\$000)	8	22	58.1	55.5	48.3	55.8	64.6	1	61.4	110%	100%	
Salary Range Midpoint (\$000)	8	22	73.6	70.1	58.2	69.0	86.1	1	76.8	111%	98%	
Salary Range Maximum (\$000)	8	22	89.0	84.8	67.6	83.4	107.6	1	92.1	110%	98%	

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility		
				# of Incs	% Yes	% No
27		100.0		27	88.9	11.1

* More than 30% of sample provided by one organization.

Position: 0777 Training Deliverer

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	2	6	*	2,274	1,407	973	973	1,624	1	1,978	203%	141%
Annual Base Salary												
Annual Base Salary (\$000)	2	6	*	85.9	92.0	81.0	91.7	104.5	1	70.2	77%	76%
Adjusted Annual Base Salary (\$000)	2	6	*	100.2	103.9	93.2	106.3	113.0	1	70.2	66%	68%
Locality Pay or Geographic Differential (0.0%)	2	6		17.4	13.7	7.7	8.4	24.0				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)												
Short-Term Incentive/Bonus (\$000)												
Other Cash Compensation (\$000)	2	4	*	0.7	0.6	0.2	0.6	0.9	1	3.0	545%	545%
Total Cash Compensation												
Total Cash Compensation (\$000)	2	6	*	86.6	92.4	81.3	92.0	104.7	1	73.2	80%	79%
Adjusted Total Cash Compensation (\$000)	2	6	*	100.8	104.3	94.1	106.4	113.1	1	73.2	69%	70%
Salary Range Data												
Salary Range Minimum (\$000)	2	6	*	64.5	64.6	64.6	64.6	64.6	1	61.4	95%	100%
Salary Range Midpoint (\$000)	2	6	*	84.1	85.4	85.1	86.1	86.1	1	76.8	89%	101%
Salary Range Maximum (\$000)	2	6	*	103.7	106.3	105.7	107.6	107.6	1	92.1	86%	101%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	8	25		4,969	6,675	1,193	1,209	2,683	1	1,978	164%	30%
Annual Base Salary												
Annual Base Salary (\$000)	8	25		76.4	75.3	56.8	82.2	90.9	1	70.2	85%	93%
Adjusted Annual Base Salary (\$000)	8	25		79.9	78.2	56.8	83.1	99.4	1	70.2	84%	90%
Locality Pay or Geographic Differential (0.0%)	2	6	*	17.4	13.7	7.7	8.4	24.0				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	3	*	4.8	4.8	4.5	5.0	5.0				
Short-Term Incentive/Bonus (\$000)	3	6	*	4.5	5.0	1.6	5.5	7.6				
Other Cash Compensation (\$000)	4	12	*	0.9	0.9	0.4	0.7	1.4	1	3.0	429%	327%
Total Cash Compensation												
Total Cash Compensation (\$000)	8	25		78.1	76.9	57.4	82.4	96.2	1	73.2	89%	95%
Adjusted Total Cash Compensation (\$000)	8	25		81.7	79.8	57.4	87.4	101.6	1	73.2	84%	92%
Salary Range Data												
Salary Range Minimum (\$000)	7	20		57.7	54.9	47.8	50.0	64.6	1	61.4	123%	91%
Salary Range Midpoint (\$000)	7	20		73.1	69.5	58.2	59.9	86.1	1	76.8	128%	86%
Salary Range Maximum (\$000)	7	20		88.5	84.0	67.6	71.2	107.6	1	92.1	129%	85%

* More than 30% of sample provided by one organization.

Position: 0779 Training Technician

Position Description:

Provides clerical/administrative support to the training function. Schedules, coordinates and maintains master schedule of training programs, courses, and the use of equipment, space and facilities. May resolve routine scheduling conflicts. Distributes course catalogs, processes registration, and answers routine inquiries regarding courses and schedules. Arranges for outside services, such as audio visual assistance, meals and refreshments, housekeeping, maintenance or repairs. Assembles and distributes course materials and teaching aides, as required for each type of program. May operate audio visual services during training programs. Prepares appropriate forms, correspondence, memoranda, and records regarding course attendance, feedback on programs, instructors, etc. Prepares reports and statistical summaries. Maintains and may reorder training material, teaching aides and information on outside programs.

Competitive Market Data (Excluding Your Data)											Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	13	82	*	4,418	17,434	3,150	27,731	27,731	1	1,978	7%	11%	
Annual Base Salary													
Annual Base Salary (\$000)	13	82	*	60.3	60.6	54.8	64.3	64.3	1	62.0	104%	102%	
Adjusted Annual Base Salary (\$000)	13	82	*	65.3	62.8	55.0	68.0	68.0	1	62.0	102%	99%	
Locality Pay or Geographic Differential (0.0%)	6	25	*	18.0	12.2	8.0	13.0	14.6					
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	2	8	*	2.2	2.5	1.9	2.0	3.6					
Short-Term Incentive/Bonus (\$000)	4	35	*	2.1	2.6	1.5	2.5	3.5					
Other Cash Compensation (\$000)	7	13	*	0.9	0.8	0.4	0.5	1.3	1	1.5	300%	181%	
Total Cash Compensation													
Total Cash Compensation (\$000)	13	82	*	61.1	61.9	55.0	60.0	66.2	1	63.5	106%	103%	
Adjusted Total Cash Compensation (\$000)	13	82	*	66.1	64.1	55.7	62.1	70.0	1	63.5	102%	99%	
Salary Range Data													
Salary Range Minimum (\$000)	12	35	*	46.4	43.9	39.5	43.5	45.1	1	44.3	102%	99%	
Salary Range Midpoint (\$000)	12	35	*	60.0	58.7	50.8	55.5	64.4	1	55.4	100%	94%	
Salary Range Maximum (\$000)	12	35	*	73.5	73.6	62.0	67.5	83.7	1	66.5	99%	92%	

Degree of Match

# of Incs	% Match			Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker	# of Incs	% Yes	% No
82	1.2	98.8		82	82.9	17.1

* More than 30% of sample provided by one organization.

Position: 0779 Training Technician

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	25	2,442	3,612	3,150	3,150	5,408	1	1,978	63%	55%
Annual Base Salary											
Annual Base Salary (\$000)	6	25	58.8	59.3	55.7	59.3	63.1	1	62.0	105%	104%
Adjusted Annual Base Salary (\$000)	6	25	69.6	66.6	60.1	64.4	72.1	1	62.0	96%	93%
Locality Pay or Geographic Differential (0.0%)	6	25	18.0	12.2	8.0	13.0	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	2.7	2.7	1.9	2.1	3.7				
Short-Term Incentive/Bonus (\$000)	2	13	1.3	1.3	0.9	1.0	1.8				
Other Cash Compensation (\$000)	3	8	0.7	0.7	0.4	0.5	1.1	1	1.5	333%	218%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	25	59.3	60.2	55.8	59.6	64.3	1	63.5	107%	105%
Adjusted Total Cash Compensation (\$000)	6	25	70.1	67.5	61.4	66.2	73.4	1	63.5	96%	94%
Salary Range Data											
Salary Range Minimum (\$000)	6	25	47.1	45.1	43.5	45.1	45.1	1	44.3	98%	100%
Salary Range Midpoint (\$000)	6	25	61.9	61.3	55.5	64.4	64.4	1	55.4	86%	105%
Salary Range Maximum (\$000)	6	25	76.7	77.5	67.5	83.7	83.7	1	66.5	79%	108%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	11	77	4,350	18,192	3,150	27,731	27,731	1	1,978	7%	11%
Annual Base Salary											
Annual Base Salary (\$000)	11	77	57.6	60.8	55.0	59.6	64.6	1	62.0	104%	102%
Adjusted Annual Base Salary (\$000)	11	77	63.5	63.2	55.2	61.6	68.0	1	62.0	101%	98%
Locality Pay or Geographic Differential (0.0%)	6	25	18.0	12.2	8.0	13.0	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	8	2.2	2.5	1.9	2.0	3.6				
Short-Term Incentive/Bonus (\$000)	4	35	2.1	2.6	1.5	2.5	3.5				
Other Cash Compensation (\$000)	5	11	1.0	0.9	0.4	0.5	1.3	1	1.5	300%	168%
Total Cash Compensation											
Total Cash Compensation (\$000)	11	77	58.5	62.1	56.1	60.0	66.7	1	63.5	106%	102%
Adjusted Total Cash Compensation (\$000)	11	77	64.4	64.5	57.0	63.6	70.0	1	63.5	100%	98%
Salary Range Data											
Salary Range Minimum (\$000)	10	30	45.4	44.6	43.5	45.1	45.1	1	44.3	98%	101%
Salary Range Midpoint (\$000)	10	30	58.5	59.9	55.5	64.4	64.4	1	55.4	86%	108%
Salary Range Maximum (\$000)	10	30	71.7	75.1	67.5	82.3	83.7	1	66.5	81%	110%

* More than 30% of sample provided by one organization.

Position: 0779 Training Technician

Competitive Market Data (Excluding Your Data)

	Competitive Market Data (Excluding Your Data)					Your Data						
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	9	21	5,775	7,309	3,150	5,408	5,911	1	1,978	37%	27%	
Annual Base Salary												
Annual Base Salary (\$000)	9	21	62.1	59.3	50.3	57.0	62.9	1	62.0	109%	105%	
Adjusted Annual Base Salary (\$000)	9	21	69.6	65.9	54.2	64.2	70.1	1	62.0	97%	94%	
Locality Pay or Geographic Differential (0.0%)	6	15	*	18.9	13.0	14.6	15.9					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	3	*	2.4	1.9	2.1	3.3					
Short-Term Incentive/Bonus (\$000)	3	11	*	1.6	0.9	1.0	2.0					
Other Cash Compensation (\$000)	4	9	*	0.7	0.4	0.5	1.1	1	1.5	300%	221%	
Total Cash Compensation												
Total Cash Compensation (\$000)	9	21	62.8	60.3	51.3	59.5	64.2	1	63.5	107%	105%	
Adjusted Total Cash Compensation (\$000)	9	21	70.2	66.9	54.7	66.2	72.0	1	63.5	96%	95%	
Salary Range Data												
Salary Range Minimum (\$000)	8	18	*	48.2	41.7	43.5	45.1	1	44.3	102%	96%	
Salary Range Midpoint (\$000)	8	18	*	63.2	60.2	55.5	64.4	1	55.4	100%	92%	
Salary Range Maximum (\$000)	8	18	*	78.3	75.0	67.5	83.7	1	66.5	99%	90%	

* More than 30% of sample provided by one organization.

Position: 0781 Human Resources Director

Position Description:

Serves as senior program manager in human resources. Advises and assists senior management on development and implementation of human resources programs in one or more of the following areas: compensation, benefits, employee relations, labor relations, recruitment and staffing, or employment policy. Ensures polices comply with applicable laws and regulations in their design and administration. Provides leadership and direction to staff. Establishes objectives and goals in support of the strategic direction of the organization. Represents the organization externally and internally on human resources issues.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	21	73	4,386	7,585	1,643	3,176	5,408	3	1,978	62%	26%	
Annual Base Salary												
Annual Base Salary (\$000)	21	73	160.7	161.5	127.5	151.9	191.8	3	149.7	99%	93%	
Adjusted Annual Base Salary (\$000)	21	73	170.6	170.0	143.6	163.0	205.4	3	149.7	92%	88%	
Locality Pay or Geographic Differential (0.0%)	8	25	17.6	17.2	13.0	14.6	18.4					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	6	22	10.4	8.5	5.0	5.0	12.0					
Short-Term Incentive/Bonus (\$000)	9	44	18.0	19.9	5.7	9.2	28.8					
Other Cash Compensation (\$000)	12	24	7.2	5.8	1.0	2.9	4.5	3	6.0	207%	103%	
Total Cash Compensation												
Total Cash Compensation (\$000)	21	73	171.7	175.4	130.7	153.2	207.4	3	157.2	103%	90%	
Adjusted Total Cash Compensation (\$000)	21	73	181.7	183.9	144.0	170.0	220.3	3	157.2	92%	85%	
Salary Range Data												
Salary Range Minimum (\$000)	18	55	112.9	104.8	95.1	104.4	108.0	3	108.6	104%	100%	
Salary Range Midpoint (\$000)	18	55	148.9	137.8	126.9	131.1	149.3	3	141.2	108%	95%	
Salary Range Maximum (\$000)	18	55	184.8	170.8	148.5	163.5	194.2	3	173.7	106%	96%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
73	15.1	73	83.6	73	1.4	98.6	1.4	

* More than 30% of sample provided by one organization.

Position: 0781 Human Resources Director

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	8	25	*	1,899	3,308	973	3,150	5,408	3	1,978	63%	60%
Annual Base Salary												
Annual Base Salary (\$000)	8	25	*	164.4	150.4	128.1	140.4	173.5	3	149.7	107%	100%
Adjusted Annual Base Salary (\$000)	8	25	*	189.6	174.7	153.0	163.0	204.8	3	149.7	92%	86%
Locality Pay or Geographic Differential (0.0%)	7	24	*	18.8	17.5	13.4	14.6	19.7				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	5	*	6.7	4.7	3.2	3.4	7.0				
Short-Term Incentive/Bonus (\$000)	3	15	*	8.9	6.2	4.1	6.0	7.5				
Other Cash Compensation (\$000)	6	13	*	3.6	2.8	1.2	2.8	3.3	3	6.0	214%	212%
Total Cash Compensation												
Total Cash Compensation (\$000)	8	25	*	170.1	155.6	131.3	143.9	181.0	3	157.2	109%	101%
Adjusted Total Cash Compensation (\$000)	8	25	*	195.3	179.9	155.6	169.5	211.6	3	157.2	93%	87%
Salary Range Data												
Salary Range Minimum (\$000)	8	25	*	118.9	105.0	95.1	95.7	110.7	3	108.6	113%	91%
Salary Range Midpoint (\$000)	8	25	*	158.1	144.5	136.9	141.0	152.1	3	141.2	100%	98%
Salary Range Maximum (\$000)	8	25	*	197.3	183.8	178.6	178.6	194.4	3	173.7	97%	97%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	17	59		3,249	7,722	1,209	2,825	5,408	3	1,978	70%	26%
Annual Base Salary												
Annual Base Salary (\$000)	17	59		160.3	163.2	122.3	153.3	197.1	3	149.7	98%	92%
Adjusted Annual Base Salary (\$000)	17	59		172.6	173.7	137.0	169.7	214.5	3	149.7	88%	86%
Locality Pay or Geographic Differential (0.0%)	8	25	*	17.6	17.2	13.0	14.6	18.4				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	5	20	*	8.5	7.4	5.0	5.0	12.0				
Short-Term Incentive/Bonus (\$000)	7	41		16.7	19.7	5.5	7.6	27.5				
Other Cash Compensation (\$000)	10	19		5.8	4.3	1.5	2.9	4.0	3	6.0	207%	140%
Total Cash Compensation												
Total Cash Compensation (\$000)	17	59		170.2	178.2	128.4	160.9	215.0	3	157.2	98%	88%
Adjusted Total Cash Compensation (\$000)	17	59		182.5	188.8	141.8	182.1	227.0	3	157.2	86%	83%
Salary Range Data												
Salary Range Minimum (\$000)	15	42		114.4	104.2	91.3	97.2	109.7	3	108.6	112%	93%
Salary Range Midpoint (\$000)	15	42		152.2	139.7	114.8	136.9	150.1	3	141.2	103%	98%
Salary Range Maximum (\$000)	15	42		189.9	175.2	143.5	178.6	194.3	3	173.7	97%	102%

* More than 30% of sample provided by one organization.

Position: 0781 Human Resources Director

Competitive Market Data (Excluding Your Data)

	Competitive Market Data (Excluding Your Data)					Your Data						
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	13	36	6,139	5,808	1,058	3,176	5,408	3	1,978	62%	34%	
Annual Base Salary												
Annual Base Salary (\$000)	13	36	171.1	159.0	135.9	148.5	173.8	3	149.7	101%	94%	
Adjusted Annual Base Salary (\$000)	13	36	186.3	173.0	147.8	160.6	193.8	3	149.7	93%	87%	
Locality Pay or Geographic Differential (0.0%)	7	21	18.3	16.2	13.8	14.6	15.9					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	7	11.1	9.1	3.2	3.9	20.0					
Short-Term Incentive/Bonus (\$000)	6	18	22.0	15.2	5.2	6.9	20.0					
Other Cash Compensation (\$000)	7	15	3.3	2.5	0.8	2.5	3.1	3	6.0	240%	236%	
Total Cash Compensation												
Total Cash Compensation (\$000)	13	36	182.8	167.7	139.6	152.8	188.0	3	157.2	103%	94%	
Adjusted Total Cash Compensation (\$000)	13	36	198.0	181.7	151.2	164.9	204.4	3	157.2	95%	87%	
Salary Range Data												
Salary Range Minimum (\$000)	11	33	114.9	106.2	95.1	107.0	107.8	3	108.6	101%	101%	
Salary Range Midpoint (\$000)	11	33	150.6	140.4	130.4	136.9	149.3	3	141.2	103%	97%	
Salary Range Maximum (\$000)	11	33	186.3	174.6	153.2	178.6	194.2	3	173.7	97%	102%	

* More than 30% of sample provided by one organization.

Position: 0782 Human Resources Specialist

Position Description:

Serves as a full performance professional in human resources. Plans, designs, develops, and provides the full range of human resources support in one or more of the following areas: compensation, benefits, employee relations, labor relations, recruitment and staffing, or employment policy. Formulates policies and develops and revises programs dealing with a variety of complex human resource issues. Independently provides advice, counsel, and guidance to all levels of management on policy related to area of expertise. Researches and recommends improvements to program administration.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	19	333	*	3,280	13,122	3,176	27,731	2	1,978	37%	15%	
Annual Base Salary												
Annual Base Salary (\$000)	19	333	*	92.6	104.9	86.6	122.0	2	78.8	74%	75%	
Adjusted Annual Base Salary (\$000)	19	333	*	99.4	110.0	93.9	124.9	2	78.8	72%	72%	
Locality Pay or Geographic Differential (0.0%)	9	117	*	17.0	15.7	13.0	14.6					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	4	38	*	4.2	4.1	4.1	5.0					
Short-Term Incentive/Bonus (\$000)	7	235	*	4.9	7.8	1.7	13.0					
Other Cash Compensation (\$000)	11	141	*	2.4	1.5	0.6	1.0	1	2.0	200%	134%	
Total Cash Compensation												
Total Cash Compensation (\$000)	19	333	*	95.6	111.0	89.0	130.0	2	79.8	72%	72%	
Adjusted Total Cash Compensation (\$000)	19	333	*	102.4	116.1	97.4	133.8	2	79.8	68%	69%	
Salary Range Data												
Salary Range Minimum (\$000)	17	191	*	68.7	71.7	61.3	82.8	2	61.4	91%	95%	
Salary Range Midpoint (\$000)	17	191	*	88.8	93.7	84.0	107.1	2	76.8	87%	94%	
Salary Range Maximum (\$000)	17	191	*	108.9	115.8	103.3	131.4	2	92.1	81%	99%	

Degree of Match						Bonus/Other Cash Compensation Eligibility		
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No		
333	15.6	80.8	3.6	333	95.5	4.5		

* More than 30% of sample provided by one organization.

Position: 0782 Human Resources Specialist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	9	119	1,703	4,358	3,150	5,408	5,408	2	1,978	37%	45%
Annual Base Salary											
Annual Base Salary (\$000)	9	119	89.3	93.2	76.2	90.9	107.1	2	78.8	87%	85%
Adjusted Annual Base Salary (\$000)	9	119	103.4	107.4	89.5	105.0	123.3	2	78.8	75%	73%
Locality Pay or Geographic Differential (0.0%)	8	115	18.1	15.9	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	11	2.8	2.8	1.8	2.6	2.8				
Short-Term Incentive/Bonus (\$000)	3	93	1.6	1.8	1.2	1.5	2.3				
Other Cash Compensation (\$000)	6	101	1.2	1.2	0.7	1.0	1.5	1	2.0	200%	168%
Total Cash Compensation											
Total Cash Compensation (\$000)	9	119	90.5	95.7	78.6	94.1	110.0	2	79.8	85%	83%
Adjusted Total Cash Compensation (\$000)	9	119	104.5	109.9	90.9	105.9	126.5	2	79.8	75%	73%
Salary Range Data											
Salary Range Minimum (\$000)	9	119	73.0	72.5	61.3	67.4	77.7	2	61.4	91%	93%
Salary Range Midpoint (\$000)	9	119	95.6	96.4	87.7	87.8	103.1	2	76.8	87%	91%
Salary Range Maximum (\$000)	9	119	118.1	120.2	108.1	114.1	128.5	2	92.1	81%	95%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	16	286	3,330	14,679	3,469	5,408	27,731	2	1,978	37%	13%
Annual Base Salary											
Annual Base Salary (\$000)	16	286	92.3	105.1	86.9	106.8	122.1	2	78.8	74%	75%
Adjusted Annual Base Salary (\$000)	16	286	100.3	111.0	95.4	111.8	125.1	2	78.8	71%	71%
Locality Pay or Geographic Differential (0.0%)	9	117	17.0	15.7	13.0	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	4	38	4.2	4.1	4.1	4.5	5.0				
Short-Term Incentive/Bonus (\$000)	7	235	4.9	7.8	1.7	6.0	13.0				
Other Cash Compensation (\$000)	9	111	2.7	1.6	0.7	1.0	1.6	1	2.0	200%	124%
Total Cash Compensation											
Total Cash Compensation (\$000)	16	286	95.7	112.1	90.5	113.2	132.1	2	79.8	71%	71%
Adjusted Total Cash Compensation (\$000)	16	286	103.8	118.1	99.4	120.0	135.5	2	79.8	67%	68%
Salary Range Data											
Salary Range Minimum (\$000)	14	144	69.2	70.7	61.3	67.4	77.7	2	61.4	91%	95%
Salary Range Midpoint (\$000)	14	144	89.3	93.1	87.7	87.8	103.1	2	76.8	87%	94%
Salary Range Maximum (\$000)	14	144	109.4	115.4	108.1	114.1	128.5	2	92.1	81%	99%

* More than 30% of sample provided by one organization.

Position: 0782 Human Resources Specialist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
ATLANTA-SANDY SPRINGS-GAINESVILLE, GA											
Organization Scope Data											
Total U.S. FTEs	5	21	8,721	9,420	1,791	5,408	16,616				
Annual Base Salary											
Annual Base Salary (\$000)	5	21	82.6	81.9	66.0	77.7	100.3				
Adjusted Annual Base Salary (\$000)	5	21	84.4	84.5	66.4	77.7	101.8				
Locality Pay or Geographic Differential (0.0%)	1	6	10.6	10.6	10.6	10.6	10.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	5.0	5.0	5.0	5.0	5.0				
Short-Term Incentive/Bonus (\$000)	3	15	4.3	3.7	1.0	1.5	5.0				
Other Cash Compensation (\$000)	3	8	1.2	1.1	0.7	1.0	1.7				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	21	85.2	85.0	67.5	78.0	106.5				
Adjusted Total Cash Compensation (\$000)	5	21	87.0	87.6	67.5	79.1	107.8				
Salary Range Data											
Salary Range Minimum (\$000)	4	16	61.8	60.3	54.8	58.5	67.4				
Salary Range Midpoint (\$000)	4	16	78.2	75.5	65.6	72.4	87.8				
Salary Range Maximum (\$000)	4	16	94.4	90.6	75.4	87.0	108.1				
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	13	136	4,008	5,437	3,176	5,408	5,408	2	1,978	37%	36%
Annual Base Salary											
Annual Base Salary (\$000)	13	136	92.9	100.8	85.5	102.4	114.0	2	78.8	77%	78%
Adjusted Annual Base Salary (\$000)	13	136	102.7	109.8	94.7	108.0	124.1	2	78.8	73%	72%
Locality Pay or Geographic Differential (0.0%)	8	83	18.1	15.6	14.6	14.6	14.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	8	3.0	3.0	1.8	2.5	4.8				
Short-Term Incentive/Bonus (\$000)	4	70	4.3	3.1	1.3	1.9	3.0				
Other Cash Compensation (\$000)	8	94	1.3	1.1	0.5	1.0	1.5	1	2.0	200%	175%
Total Cash Compensation											
Total Cash Compensation (\$000)	13	136	94.6	103.2	87.6	102.7	118.8	2	79.8	78%	77%
Adjusted Total Cash Compensation (\$000)	13	136	104.5	112.2	95.8	111.4	126.7	2	79.8	72%	71%
Salary Range Data											
Salary Range Minimum (\$000)	12	127	71.6	75.1	64.4	77.7	84.3	2	61.4	79%	104%
Salary Range Midpoint (\$000)	12	127	93.7	99.0	87.7	103.1	109.0	2	76.8	74%	104%
Salary Range Maximum (\$000)	12	127	115.8	122.8	113.5	128.5	133.7	2	92.1	72%	105%

* More than 30% of sample provided by one organization.

Position: 0783 Human Resources Assistant

Position Description:

Provides clerical/administrative support to one or more functional areas of Human Resources, such as recruitment and staffing, personnel records, employee or labor relations, compensation, benefits, training and/or equal opportunity/affirmative action. Processes various applications, employment, enrollment, pay change, informational and other confidential forms and records. Gathers information and prepares reports. Maintains and distributes as appropriate, current employee information, policy and procedure manuals and other communications. May conduct and summarize internal and external surveys to gather information for policy development and planning. May perform higher level duties involving employee communications, such as pre-employment screening, responding to routine questions on human resources policies and procedures, identifying potential issues and grievances, etc.

	Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg		
ALL ORGANIZATIONS													
Organization Scope Data													
Total U.S. FTEs	21	181	*	4,515	19,409	5,500	27,731	27,731	2	1,978	7%	10%	
Annual Base Salary													
Annual Base Salary (\$000)	21	181	*	52.8	59.0	51.8	59.5	66.3	2	56.7	95%	96%	
Adjusted Annual Base Salary (\$000)	21	181	*	56.5	59.9	52.5	60.0	66.6	2	56.7	95%	95%	
Locality Pay or Geographic Differential (0.0%)	8	19	*	16.9	14.8	9.0	13.4	20.9					
Variable Pay													
Target Short-Term Incentive/Bonus (0.0%)	2	5	*	1.7	1.7	1.7	1.7	1.7					
Short-Term Incentive/Bonus (\$000)	3	64	*	2.4	3.9	3.0	3.5	5.0					
Other Cash Compensation (\$000)	12	35		0.6	0.7	0.4	0.6	1.0	2	1.8	300%	246%	
Total Cash Compensation													
Total Cash Compensation (\$000)	21	181	*	53.4	60.5	51.9	60.0	68.0	2	58.4	97%	96%	
Adjusted Total Cash Compensation (\$000)	21	181	*	57.0	61.4	53.0	61.6	68.8	2	58.4	95%	95%	
Salary Range Data													
Salary Range Minimum (\$000)	19	63		41.2	39.5	34.3	38.1	41.8	2	44.3	116%	96%	
Salary Range Midpoint (\$000)	19	63		52.9	51.1	45.1	47.6	53.8	2	55.4	116%	93%	
Salary Range Maximum (\$000)	19	63		64.6	62.6	54.1	58.0	65.9	2	66.5	115%	93%	

Degree of Match

# of Incs	% Match			Bonus/Other Cash Compensation Eligibility		
	Stronger	Equal	Weaker	# of Incs	% Yes	% No
181	6.1	93.9		181	81.8	18.2

* More than 30% of sample provided by one organization.

Position: 0783 Human Resources Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	8	19	1,884	2,867	973	3,150	3,575	2	1,978	63%	69%
Annual Base Salary											
Annual Base Salary (\$000)	8	19	58.5	57.0	51.5	54.3	61.7	2	56.7	104%	100%
Adjusted Annual Base Salary (\$000)	8	19	67.8	64.9	58.1	62.4	66.0	2	56.7	91%	87%
Locality Pay or Geographic Differential (0.0%)	7	17	18.0	15.5	12.2	13.4	22.0				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	0.8	0.8	0.8	0.8	0.8				
Short-Term Incentive/Bonus (\$000)	6	13	0.5	0.5	0.2	0.5	0.7	2	1.8	360%	360%
Total Cash Compensation											
Total Cash Compensation (\$000)	8	19	58.9	57.5	52.0	55.4	61.9	2	58.4	105%	102%
Adjusted Total Cash Compensation (\$000)	8	19	68.2	65.4	58.1	63.1	66.9	2	58.4	93%	89%
Salary Range Data											
Salary Range Minimum (\$000)	8	19	46.8	44.4	38.3	45.1	45.1	2	44.3	98%	102%
Salary Range Midpoint (\$000)	8	19	61.6	59.2	49.6	60.8	64.4	2	55.4	91%	103%
Salary Range Maximum (\$000)	8	19	76.3	73.9	60.9	72.7	83.7	2	66.5	91%	98%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	15	147	3,410	22,371	27,731	27,731	27,731	2	1,978	7%	9%
Annual Base Salary											
Annual Base Salary (\$000)	15	147	53.2	60.5	52.9	60.0	67.5	2	56.7	95%	94%
Adjusted Annual Base Salary (\$000)	15	147	58.3	61.6	54.0	62.0	68.0	2	56.7	91%	92%
Locality Pay or Geographic Differential (0.0%)	8	19	16.9	14.8	9.0	13.4	20.9				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	5	1.7	1.7	1.7	1.7	1.7				
Short-Term Incentive/Bonus (\$000)	3	64	2.4	3.9	3.0	3.5	5.0				
Other Cash Compensation (\$000)	9	18	0.6	0.6	0.4	0.5	0.8	2	1.8	360%	312%
Total Cash Compensation											
Total Cash Compensation (\$000)	15	147	53.8	62.2	53.5	61.9	70.5	2	58.4	94%	94%
Adjusted Total Cash Compensation (\$000)	15	147	58.9	63.3	56.0	63.1	71.0	2	58.4	93%	92%
Salary Range Data											
Salary Range Minimum (\$000)	14	31	42.5	41.8	36.3	38.3	45.1	2	44.3	116%	92%
Salary Range Midpoint (\$000)	14	31	54.6	54.4	45.1	49.6	64.4	2	55.4	112%	91%
Salary Range Maximum (\$000)	14	31	66.7	66.9	54.1	60.9	83.7	2	66.5	109%	91%

* More than 30% of sample provided by one organization.

Position: 0783 Human Resources Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	15	47	5,764	9,134	3,150	3,575	6,413	2	1,978	55%	22%
Annual Base Salary											
Annual Base Salary (\$000)	15	47	57.0	56.8	52.5	57.2	63.2	2	56.7	99%	100%
Adjusted Annual Base Salary (\$000)	15	47	62.2	59.3	53.1	60.0	65.0	2	56.7	95%	96%
Locality Pay or Geographic Differential (0.0%)	7	11	18.5	18.4	13.0	16.3	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	2	4	1.7	2.1	1.1	2.0	3.1				
Other Cash Compensation (\$000)	8	18	0.7	0.7	0.3	0.5	0.8	2	1.8	360%	275%
Total Cash Compensation											
Total Cash Compensation (\$000)	15	47	57.3	57.2	52.5	57.5	64.5	2	58.4	102%	102%
Adjusted Total Cash Compensation (\$000)	15	47	62.5	59.7	54.4	60.0	66.0	2	58.4	97%	98%
Salary Range Data											
Salary Range Minimum (\$000)	13	37	43.1	40.5	34.3	41.6	42.4	2	44.3	106%	103%
Salary Range Midpoint (\$000)	13	37	56.2	52.6	44.8	53.0	53.8	2	55.4	105%	101%
Salary Range Maximum (\$000)	13	37	69.3	64.7	54.3	63.5	65.9	2	66.5	105%	98%

* More than 30% of sample provided by one organization.

Position: 0784 Security Director

Position Description:

Develops and manages the Security Services Division with responsibility for personnel security, physical security, and continuity of operations planning. Establishes agency-wide physical security policies and standards; performs periodic vulnerability assessments of the physical security operations of the facility to determine specific weaknesses. Develops policies and procedures for the personnel security program, which includes initiating and processing required employee and contractor suitability investigations to insure the minimum standards of fitness and integrity. Develops, implements, and maintains a Continuity of Operations plan for the agency.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	12	20	4,312	8,492	1,641	1,791	22,150	1	1,978	110%	23%	
Annual Base Salary												
Annual Base Salary (\$000)	12	20	140.2	137.5	104.8	136.1	155.2	1	191.7	141%	139%	
Adjusted Annual Base Salary (\$000)	12	20	151.0	143.9	104.8	154.1	170.9	1	191.7	124%	133%	
Locality Pay or Geographic Differential (0.0%)	5	5	*	19.5	13.8	20.9	24.5					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	7	*	6.8	5.0	5.0	5.0					
Short-Term Incentive/Bonus (\$000)	5	12	*	11.6	12.5	7.6	20.8	1	9.9	131%	79%	
Other Cash Compensation (\$000)	4	4	8.2	8.2	0.9	7.3	16.5					
Total Cash Compensation												
Total Cash Compensation (\$000)	12	20	147.4	146.6	108.5	146.0	174.9	1	201.6	138%	137%	
Adjusted Total Cash Compensation (\$000)	12	20	158.2	153.1	108.5	160.4	176.7	1	201.6	126%	132%	
Salary Range Data												
Salary Range Minimum (\$000)	11	15	*	108.2	99.0	95.7	114.4	1	152.0	159%	97%	
Salary Range Midpoint (\$000)	11	15	*	145.2	129.6	124.9	150.8	1	192.0	154%	96%	
Salary Range Maximum (\$000)	11	15	*	182.2	160.1	153.2	186.3	1	232.0	151%	96%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	%	# of Incs	%	# of Incs	%	# of Incs	% Yes	% No
20	10.0	20	85.0	20	5.0	95.0	5.0	

* More than 30% of sample provided by one organization.

Position: 0784 Security Director

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	5	5	2,736	2,736	773	3,150	4,492	1	1,978	63%	72%	
Annual Base Salary												
Annual Base Salary (\$000)	5	5	134.5	134.5	124.8	135.8	143.6	1	191.7	141%	143%	
Adjusted Annual Base Salary (\$000)	5	5	160.4	160.4	151.4	158.0	170.7	1	191.7	121%	119%	
Locality Pay or Geographic Differential (0.0%)	5	5	19.5	19.5	13.8	20.9	24.5					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	1	3.3	3.3		3.3						
Short-Term Incentive/Bonus (\$000)	2	2	5.8	5.8		5.8		1	9.9	172%	172%	
Other Cash Compensation (\$000)	2	2	1.4	1.4		1.4						
Total Cash Compensation												
Total Cash Compensation (\$000)	5	5	137.4	137.4	124.8	138.3	149.5	1	201.6	146%	147%	
Adjusted Total Cash Compensation (\$000)	5	5	163.3	163.3	152.3	162.7	174.6	1	201.6	124%	123%	
Salary Range Data												
Salary Range Minimum (\$000)	5	5	99.6	99.6	87.2	95.7	113.9	1	152.0	159%	96%	
Salary Range Midpoint (\$000)	5	5	134.4	134.4	117.4	141.0	148.1	1	192.0	136%	105%	
Salary Range Maximum (\$000)	5	5	169.2	169.2	147.6	168.1	191.3	1	232.0	138%	99%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	11	19	4,416	8,772	1,640	1,791	27,731	1	1,978	110%	23%	
Annual Base Salary												
Annual Base Salary (\$000)	11	19	139.0	136.6	102.0	135.8	155.2	1	191.7	141%	140%	
Adjusted Annual Base Salary (\$000)	11	19	150.8	143.4	102.0	155.0	171.0	1	191.7	124%	134%	
Locality Pay or Geographic Differential (0.0%)	5	5	19.5	19.5	13.8	20.9	24.5					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	7	6.8	5.8	5.0	5.0	5.0					
Short-Term Incentive/Bonus (\$000)	5	12	11.6	12.5	4.3	7.6	20.8	1	9.9	131%	79%	
Other Cash Compensation (\$000)	4	4	8.2	8.2	0.9	7.3	16.5					
Total Cash Compensation												
Total Cash Compensation (\$000)	11	19	146.8	146.3	107.0	142.9	177.0	1	201.6	141%	138%	
Adjusted Total Cash Compensation (\$000)	11	19	158.6	153.1	107.0	162.7	177.0	1	201.6	124%	132%	
Salary Range Data												
Salary Range Minimum (\$000)	10	14	108.3	98.4	72.1	94.5	116.0	1	152.0	161%	96%	
Salary Range Midpoint (\$000)	10	14	146.7	129.5	84.8	121.9	151.8	1	192.0	158%	94%	
Salary Range Maximum (\$000)	10	14	185.1	160.6	97.5	152.2	188.8	1	232.0	152%	95%	

* More than 30% of sample provided by one organization.

Position: 0784 Security Director

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	7	8	6,369	9,040	1,581	3,376	22,150	1	1,978	59%	22%
Annual Base Salary											
Annual Base Salary (\$000)	7	8	142.9	146.9	129.2	136.1	152.6	1	191.7	141%	131%
Adjusted Annual Base Salary (\$000)	7	8	161.4	163.1	148.2	157.1	170.9	1	191.7	122%	118%
Locality Pay or Geographic Differential (0.0%)	5	5	19.5	19.5	13.8	20.9	24.5				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	3.3	3.3		3.3					
Short-Term Incentive/Bonus (\$000)	3	4	11.7	14.6	5.4	11.8	26.8	1	9.9	84%	68%
Other Cash Compensation (\$000)	2	2	1.4	1.4		1.4					
Total Cash Compensation											
Total Cash Compensation (\$000)	7	8	148.3	154.6	130.8	146.0	155.4	1	201.6	138%	130%
Adjusted Total Cash Compensation (\$000)	7	8	166.8	170.8	150.1	160.4	175.2	1	201.6	126%	118%
Salary Range Data											
Salary Range Minimum (\$000)	6	6	100.9	100.9	90.2	101.7	113.7	1	152.0	150%	101%
Salary Range Midpoint (\$000)	6	6	133.7	133.7	118.1	135.7	144.7	1	192.0	141%	101%
Salary Range Maximum (\$000)	6	6	166.5	166.5	149.2	160.7	188.8	1	232.0	144%	96%

* More than 30% of sample provided by one organization.

Position: 0785 Librarian

Position Description:

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 online databases and public access catalogs. Has responsibility 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. Typically possesses a degree in Library Science.

	Competitive Market Data (Excluding Your Data)						Your Data				
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	16	47	2,075	3,734	1,209	3,575	6,413	3	1,978	55%	53%
Annual Base Salary											
Annual Base Salary (\$000)	16	47	77.3	78.8	66.8	77.0	85.3	3	74.6	97%	95%
Adjusted Annual Base Salary (\$000)	16	47	81.4	83.5	66.8	78.0	94.6	3	74.6	96%	89%
Locality Pay or Geographic Differential (0.0%)	4	13	*	17.9	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	4	*	3.1	2.4	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	4	10	*	3.5	2.3	1.6	2.6				
Other Cash Compensation (\$000)	8	24	1.3	1.1	0.4	0.8	1.6	3	2.4	320%	216%
Total Cash Compensation											
Total Cash Compensation (\$000)	16	47	78.5	79.9	67.0	77.5	86.3	3	76.8	99%	96%
Adjusted Total Cash Compensation (\$000)	16	47	82.6	84.5	67.0	78.0	96.4	3	76.8	98%	91%
Salary Range Data											
Salary Range Minimum (\$000)	15	45	*	60.3	51.1	54.0	67.4	3	61.5	114%	91%
Salary Range Midpoint (\$000)	15	45	*	77.4	79.1	74.1	87.8	3	76.8	104%	94%
Salary Range Maximum (\$000)	15	45	*	94.5	98.6	97.1	108.1	3	92.1	95%	98%

Degree of Match	Bonus/Other Cash Compensation Eligibility		
	# of Incs	% Stronger	% Weaker
# of Incs	47		
% Stronger	14.9	% Equal	85.1
% Weaker		# of Incs	47
% Yes	83.0	% No	17.0

* More than 30% of sample provided by one organization.

Position: 0785 Librarian

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	4	13	*	3,155	4,292	5,408	5,408	3	1,978	37%	46%
Annual Base Salary											
Annual Base Salary (\$000)	4	13	*	93.2	96.3	90.0	111.7	3	74.6	83%	77%
Adjusted Annual Base Salary (\$000)	4	13	*	109.6	113.0	110.5	130.6	3	74.6	68%	66%
Locality Pay or Geographic Differential (0.0%)	4	13		17.9	17.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	*	1.4	1.4	1.5	1.7				
Short-Term Incentive/Bonus (\$000)	3	11	*	0.9	1.2	1.0	1.2	3	2.4	240%	202%
Other Cash Compensation (\$000)											
Total Cash Compensation											
Total Cash Compensation (\$000)	4	13	*	94.1	98.1	91.0	114.3	3	76.8	84%	78%
Adjusted Total Cash Compensation (\$000)	4	13	*	110.6	114.8	110.5	133.9	3	76.8	70%	67%
Salary Range Data											
Salary Range Minimum (\$000)	4	13	*	72.6	72.5	76.6	77.2	3	61.5	80%	106%
Salary Range Midpoint (\$000)	4	13	*	94.8	94.2	97.6	99.6	3	76.8	79%	104%
Salary Range Maximum (\$000)	4	13	*	116.9	115.9	118.6	119.8	3	92.1	78%	102%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	28		1,923	2,702	1,643	4,950	3	1,978	120%	73%
Annual Base Salary											
Annual Base Salary (\$000)	12	28		75.6	81.4	81.4	89.1	3	74.6	92%	92%
Adjusted Annual Base Salary (\$000)	12	28		81.1	89.2	84.7	109.0	3	74.6	88%	84%
Locality Pay or Geographic Differential (0.0%)	4	13		17.9	17.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	4	*	3.1	3.8	4.5	4.5				
Short-Term Incentive/Bonus (\$000)	4	10	*	3.5	2.3	1.6	2.6				
Other Cash Compensation (\$000)	7	17	*	1.5	1.4	1.0	2.3	3	2.4	240%	167%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	28		77.2	83.1	82.4	91.0	3	76.8	93%	92%
Adjusted Total Cash Compensation (\$000)	12	28		82.7	90.9	88.4	109.3	3	76.8	87%	85%
Salary Range Data											
Salary Range Minimum (\$000)	12	27		61.4	64.2	65.9	76.6	3	61.5	93%	103%
Salary Range Midpoint (\$000)	12	27		78.3	82.2	87.7	97.6	3	76.8	88%	107%
Salary Range Maximum (\$000)	12	27		95.1	100.3	108.1	118.6	3	92.1	85%	108%

* More than 30% of sample provided by one organization.

Position: 0785 Librarian

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	8	24	2,844	4,347	3,176	5,408	6,162	3	1,978	37%	45%
Annual Base Salary											
Annual Base Salary (\$000)	8	24	87.4	87.1	71.7	83.8	103.4	3	74.6	89%	86%
Adjusted Annual Base Salary (\$000)	8	24	95.7	96.2	71.7	94.5	118.2	3	74.6	79%	78%
Locality Pay or Geographic Differential (0.0%)	4	13	*	17.9	14.6	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	*	1.4	1.2	1.5	1.7				
Short-Term Incentive/Bonus (\$000)	4	14	*	0.8	0.5	0.9	1.1	3	2.4	267%	240%
Other Cash Compensation (\$000)											
Total Cash Compensation											
Total Cash Compensation (\$000)	8	24	88.0	88.1	71.8	85.3	105.1	3	76.8	90%	87%
Adjusted Total Cash Compensation (\$000)	8	24	96.2	97.2	71.8	95.4	120.1	3	76.8	81%	79%
Salary Range Data											
Salary Range Minimum (\$000)	7	23	*	65.4	51.1	67.4	76.6	3	61.5	91%	104%
Salary Range Midpoint (\$000)	7	23	*	85.9	74.1	87.8	97.6	3	76.8	87%	102%
Salary Range Maximum (\$000)	7	23	*	106.3	97.1	108.1	118.6	3	92.1	85%	101%

* More than 30% of sample provided by one organization.

Position: 0786 Public Affairs Specialist

Position Description:

Focuses on the external communications and support for internal and community programs for the organization. Assists with writing and editing external media materials, media outreach, and media monitoring. Provides writing support for employee and organizational announcements and internal communications materials to ensure employee awareness and understanding. Coordinates, develops, and assists with activities, projects and programs in one or a combination of the following Public Affairs functional areas: communications, community relations, company giving programs, issue management, media relations, public relations/marketing, government affairs, and public policy.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	15	57	3,897	8,181	1,193	4,993	5,500					
Annual Base Salary												
Annual Base Salary (\$000)	15	57	106.5	103.9	66.9	81.7	141.1					
Adjusted Annual Base Salary (\$000)	15	57	115.7	107.9	66.9	84.2	158.7					
Locality Pay or Geographic Differential (0.0%)	6	10	19.3	18.6	14.6	15.7	23.8					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	12	*	12.0	12.0	12.0	12.0					
Short-Term Incentive/Bonus (\$000)	3	13	*	10.6	16.0	15.0	28.5					
Other Cash Compensation (\$000)	8	18	1.5	1.7	0.9	1.5	2.3					
Total Cash Compensation												
Total Cash Compensation (\$000)	15	57	108.7	108.1	66.9	81.7	152.6					
Adjusted Total Cash Compensation (\$000)	15	57	117.9	112.1	66.9	84.2	171.3					
Salary Range Data												
Salary Range Minimum (\$000)	14	43	74.7	65.6	49.5	57.7	91.8					
Salary Range Midpoint (\$000)	14	43	97.0	85.7	61.9	77.1	120.1					
Salary Range Maximum (\$000)	14	43	119.3	105.8	74.3	96.5	142.9					

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	% No
57	8.8	87.7	3.5	57	91.2	8.8	8.8

* More than 30% of sample provided by one organization.

Position: 0786 Public Affairs Specialist

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	7	12	*	1,720	2,467	333	1,058	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	7	12	*	127.3	134.1	109.0	135.2	141.3			
Adjusted Annual Base Salary (\$000)	7	12	*	147.0	153.2	127.7	161.4	170.4			
Locality Pay or Geographic Differential (0.0%)	6	10	*	19.3	18.6	14.6	15.7	23.8			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	4	*	3.2	3.2	1.6	3.3	4.7			
Other Cash Compensation (\$000)	5	8	*	1.5	1.9	0.5	1.4	2.9			
Total Cash Compensation											
Total Cash Compensation (\$000)	7	12	*	128.5	136.4	109.1	136.8	150.0			
Adjusted Total Cash Compensation (\$000)	7	12	*	148.2	155.5	127.8	164.3	173.4			
Salary Range Data											
Salary Range Minimum (\$000)	7	12	*	91.8	95.8	89.0	91.8	102.6			
Salary Range Midpoint (\$000)	7	12	*	121.5	128.3	114.1	121.9	150.5			
Salary Range Maximum (\$000)	7	12	*	151.2	160.8	137.9	151.9	198.8			
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	13	52		3,829	8,528	1,193	4,993	5,408			
Annual Base Salary											
Annual Base Salary (\$000)	13	52		105.9	104.0	63.4	83.0	141.3			
Adjusted Annual Base Salary (\$000)	13	52		116.5	108.4	63.4	85.1	161.8			
Locality Pay or Geographic Differential (0.0%)	6	10		19.3	18.6	14.6	15.7	23.8			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	12	*	12.0	12.0	12.0	12.0	12.0			
Short-Term Incentive/Bonus (\$000)	3	13	*	10.6	16.0	4.6	15.0	28.5			
Other Cash Compensation (\$000)	7	16	*	1.5	1.8	0.9	1.5	2.8			
Total Cash Compensation											
Total Cash Compensation (\$000)	13	52		108.5	108.6	65.8	83.0	161.7			
Adjusted Total Cash Compensation (\$000)	13	52		119.1	113.0	65.8	85.5	173.1			
Salary Range Data											
Salary Range Minimum (\$000)	12	39	*	74.6	64.6	49.5	57.7	88.0			
Salary Range Midpoint (\$000)	12	39	*	97.5	84.9	63.5	77.1	112.1			
Salary Range Maximum (\$000)	12	39	*	120.5	105.1	77.5	96.5	136.2			

* More than 30% of sample provided by one organization.

Position: 0786 Public Affairs Specialist

Competitive Market Data (Excluding Your Data) Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	12	29	*	4,590	4,508	1,349	4,993	4,993			
Annual Base Salary											
Annual Base Salary (\$000)	12	29	*	114.5	105.9	75.8	84.2	136.1			
Adjusted Annual Base Salary (\$000)	12	29	*	126.0	113.8	76.9	86.6	158.7			
Locality Pay or Geographic Differential (0.0%)	6	10	*	19.3	18.6	14.6	15.7	23.8			
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	12	*	12.0	12.0	12.0	12.0	12.0			
Short-Term Incentive/Bonus (\$000)	2	5	*	10.6	6.1	1.7	4.5	11.4			
Other Cash Compensation (\$000)	7	10	*	1.5	1.8	0.8	1.6	2.3			
Total Cash Compensation											
Total Cash Compensation (\$000)	12	29	*	117.0	107.6	75.9	84.2	141.4			
Adjusted Total Cash Compensation (\$000)	12	29	*	128.4	115.5	76.9	86.7	163.0			
Salary Range Data											
Salary Range Minimum (\$000)	11	28	*	82.1	76.7	57.7	61.2	94.7			
Salary Range Midpoint (\$000)	11	28	*	107.5	101.7	77.1	81.6	121.9			
Salary Range Maximum (\$000)	11	28	*	132.9	126.7	96.5	100.3	151.9			

* More than 30% of sample provided by one organization.

Position: 0787 Staff Assistant to an Executive

Position Description:

Performs standard, advanced and confidential administrative duties for an executive of a division requiring broad experience, skill and knowledge of organization policies and practices. Prepares correspondence, memoranda, reports, etc. Composes routine correspondence and memoranda. Serves as a central point of communication and coordination between the Executive's office and other offices and external agencies. Screens telephone calls and visitors, and resolves routine and some complex inquiries. Schedules and maintains calendar of appointments, meetings and travel itineraries, and coordinates related arrangements. Prepares and distributes minutes of meetings. May utilize the assistance of one or more lower level administrative staff on a project basis.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	24	184	4,245	6,364	1,317	3,150	5,408	5	1,978	63%	31%	
Annual Base Salary												
Annual Base Salary (\$000)	24	184	69.9	70.6	57.1	67.7	78.8	5	64.9	96%	92%	
Adjusted Annual Base Salary (\$000)	24	184	74.5	73.8	58.1	71.3	84.8	5	64.9	91%	88%	
Locality Pay or Geographic Differential (0.0%)	9	52	17.0	15.5	14.6	14.6	15.4					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	40	*	2.5	2.2	1.7	1.7	1	40.0	2353%	1802%	
Short-Term Incentive/Bonus (\$000)	6	81	2.7	2.8	1.1	2.1	4.0					
Other Cash Compensation (\$000)	15	71	2.1	1.8	0.7	1.4	2.5	4	3.1	221%	176%	
Total Cash Compensation												
Total Cash Compensation (\$000)	24	184	71.3	72.5	59.0	69.1	81.0	5	66.6	96%	92%	
Adjusted Total Cash Compensation (\$000)	24	184	75.9	75.7	59.8	71.8	87.5	5	66.6	93%	88%	
Salary Range Data												
Salary Range Minimum (\$000)	22	157	49.6	48.3	42.6	45.1	50.4	5	45.2	100%	93%	
Salary Range Midpoint (\$000)	22	157	64.2	61.8	53.8	57.5	67.4	5	56.3	98%	93%	
Salary Range Maximum (\$000)	22	157	78.8	75.4	64.8	71.6	83.0	5	67.4	94%	95%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		Bonus/Other Cash Compensation Eligibility	
	3.8	96.2	80.4	19.6	# of Incs	% Yes	% No	
184					184	80.4	19.6	

* More than 30% of sample provided by one organization.

Position: 0787 Staff Assistant to an Executive

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	8	50	*	1,881	3,345	488	3,575	5,408	5	1,978	55%	59%
Annual Base Salary												
Annual Base Salary (\$000)	8	50	*	73.6	73.5	61.3	70.8	83.0	5	64.9	92%	88%
Adjusted Annual Base Salary (\$000)	8	50	*	87.3	85.0	70.9	82.3	94.6	5	64.9	79%	76%
Locality Pay or Geographic Differential (0.0%)	8	50		18.0	15.8	14.6	14.6	15.5				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	6	*	2.8	2.8	1.2	3.4	3.9	1	40.0	1,176%	1,412%
Short-Term Incentive/Bonus (\$000)	2	29	*	2.0	1.9	0.9	1.7	2.9				
Other Cash Compensation (\$000)	6	39	*	1.6	1.6	0.6	1.4	2.5	4	3.1	221%	190%
Total Cash Compensation												
Total Cash Compensation (\$000)	8	50	*	75.0	75.9	62.6	72.3	85.9	5	66.6	92%	88%
Adjusted Total Cash Compensation (\$000)	8	50	*	88.7	87.4	72.0	85.6	96.3	5	66.6	78%	76%
Salary Range Data												
Salary Range Minimum (\$000)	8	50	*	55.6	54.3	45.1	46.3	59.4	5	45.2	98%	85%
Salary Range Midpoint (\$000)	8	50	*	74.2	71.2	58.7	64.4	76.7	5	56.3	87%	90%
Salary Range Maximum (\$000)	8	50	*	92.7	88.0	70.0	83.2	94.0	5	67.4	81%	95%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	18	158		3,235	6,011	1,532	1,791	5,408	5	1,978	110%	33%
Annual Base Salary												
Annual Base Salary (\$000)	18	158		68.3	70.7	56.3	67.8	79.0	5	64.9	96%	92%
Adjusted Annual Base Salary (\$000)	18	158		74.4	74.4	56.9	71.5	86.7	5	64.9	91%	87%
Locality Pay or Geographic Differential (0.0%)	9	52		17.0	15.5	14.6	14.6	15.4				
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	40	*	2.5	2.2	1.7	1.7	1.7	1	40.0	2,353%	1,802%
Short-Term Incentive/Bonus (\$000)	6	81	*	2.7	2.8	1.1	2.1	4.0				
Other Cash Compensation (\$000)	11	61	*	1.6	1.6	0.7	1.4	2.4	4	3.1	221%	196%
Total Cash Compensation												
Total Cash Compensation (\$000)	18	158		69.9	72.8	57.9	69.1	81.5	5	66.6	96%	92%
Adjusted Total Cash Compensation (\$000)	18	158		76.0	76.5	59.4	71.9	88.7	5	66.6	93%	87%
Salary Range Data												
Salary Range Minimum (\$000)	17	135		49.9	48.5	42.6	45.1	52.5	5	45.2	100%	93%
Salary Range Midpoint (\$000)	17	135		64.6	61.8	54.0	57.9	66.3	5	56.3	97%	94%
Salary Range Maximum (\$000)	17	135		79.3	75.2	66.0	71.6	80.9	5	67.4	94%	95%

* More than 30% of sample provided by one organization.

Position: 0787 Staff Assistant to an Executive

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	17	93	5,475	5,496	1,349	4,993	5,408	5	1,978	40%	36%
Annual Base Salary											
Annual Base Salary (\$000)	17	93	74.7	72.5	62.6	71.1	78.7	5	64.9	91%	89%
Adjusted Annual Base Salary (\$000)	17	93	81.2	78.7	68.5	74.3	87.8	5	64.9	87%	82%
Locality Pay or Geographic Differential (0.0%)	8	49	*	16.1	14.6	14.6	15.7				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	*	2.6	1.2	3.0	3.9	1	40.0	1,333%	1,538%
Short-Term Incentive/Bonus (\$000)	3	29	*	3.1	0.9	1.7	2.9				
Other Cash Compensation (\$000)	12	53	*	2.1	0.6	1.4	2.6	4	3.1	221%	173%
Total Cash Compensation											
Total Cash Compensation (\$000)	17	93	75.9	74.2	63.9	71.6	81.2	5	66.6	93%	90%
Adjusted Total Cash Compensation (\$000)	17	93	82.4	80.3	69.2	75.2	88.1	5	66.6	89%	83%
Salary Range Data											
Salary Range Minimum (\$000)	15	85	51.1	50.3	42.8	45.1	53.4	5	45.2	100%	90%
Salary Range Midpoint (\$000)	15	85	67.5	65.9	57.2	57.9	69.3	5	56.3	97%	88%
Salary Range Maximum (\$000)	15	85	83.8	81.5	70.0	71.6	84.3	5	67.4	94%	88%

* More than 30% of sample provided by one organization.

Position: 0788 Senior Staff Assistant

Position Description:

Serves as an administrative support staff member for a senior manager. Assists in the operation and coordination of all administrative and office functions. Instructs lower level administrative staff on office practices including telephone techniques, supply and records management, and development and maintenance of filing systems. Receives visitors, coordinates extensive travel arrangements, and screens all calls for the executive. Composes correspondence of a general administrative nature for executive's signature. Ensures efficiency in the administration of office policies, practices, and procedures, recommending changes as needed.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	20	1,057	*	4,978	18,092	27,731	27,731	30	1,978	7%	11%	
Annual Base Salary												
Annual Base Salary (\$000)	20	1,057	*	54.8	58.2	57.5	64.0	30	59.0	103%	101%	
Adjusted Annual Base Salary (\$000)	20	1,057	*	58.9	59.3	58.1	65.0	30	59.0	102%	100%	
Locality Pay or Geographic Differential (0.0%)	8	104	*	17.1	17.8	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	24	*	2.2	2.4	1.7	2.8					
Short-Term Incentive/Bonus (\$000)	5	258	*	1.7	1.9	2.0	2.0					
Other Cash Compensation (\$000)	14	232		1.1	1.0	0.8	1.2	27	2.5	313%	255%	
Total Cash Compensation												
Total Cash Compensation (\$000)	20	1,057	*	55.7	58.9	58.0	64.7	30	61.3	106%	104%	
Adjusted Total Cash Compensation (\$000)	20	1,057	*	59.8	60.0	58.6	65.7	30	61.3	105%	102%	
Salary Range Data												
Salary Range Minimum (\$000)	19	446	*	40.0	39.4	38.9	40.5	30	44.3	114%	99%	
Salary Range Midpoint (\$000)	19	446	*	51.1	51.2	51.9	51.9	30	55.4	107%	101%	
Salary Range Maximum (\$000)	19	446	*	62.3	63.0	64.8	64.8	30	66.5	103%	103%	

Degree of Match

# of Incs	% Stronger		% Equal		% Weaker		% Bonus/Other Cash Compensation Eligibility	
	# of Incs	%	# of Incs	%	# of Incs	%	% Yes	% No
1,057	3.0	97.0	1,057	79.0		21.0		

* More than 30% of sample provided by one organization.

Position: 0788 Senior Staff Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	7	103	2,130	3,986	3,150	3,575	5,408	30	1,978	55%	50%	
Annual Base Salary												
Annual Base Salary (\$000)	7	103	62.4	60.9	55.5	60.2	65.8	30	59.0	98%	97%	
Adjusted Annual Base Salary (\$000)	7	103	74.1	71.7	64.1	70.2	78.1	30	59.0	84%	82%	
Locality Pay or Geographic Differential (0.0%)	7	103	18.6	17.9	13.0	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	11	3.2	3.2	2.5	2.8	3.7					
Short-Term Incentive/Bonus (\$000)	2	58	1.8	1.5	0.9	1.5	2.0					
Other Cash Compensation (\$000)	7	75	1.3	1.3	0.6	0.9	1.3	27	2.5	278%	199%	
Total Cash Compensation												
Total Cash Compensation (\$000)	7	103	63.9	62.6	56.8	62.2	68.0	30	61.3	99%	98%	
Adjusted Total Cash Compensation (\$000)	7	103	75.6	73.4	65.8	71.7	80.1	30	61.3	85%	83%	
Salary Range Data												
Salary Range Minimum (\$000)	7	102	44.0	43.2	40.5	43.5	45.1	30	44.3	102%	101%	
Salary Range Midpoint (\$000)	7	102	57.7	56.1	50.6	55.5	61.3	30	55.4	100%	99%	
Salary Range Maximum (\$000)	7	102	71.4	69.0	60.8	67.5	75.2	30	66.5	99%	98%	
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES												
Organization Scope Data												
Total U.S. FTEs	15	819	3,739	21,303	5,408	27,731	27,731	30	1,978	7%	9%	
Annual Base Salary												
Annual Base Salary (\$000)	15	819	54.3	58.3	51.9	57.8	64.5	30	59.0	102%	101%	
Adjusted Annual Base Salary (\$000)	15	819	59.8	59.7	52.0	59.2	66.3	30	59.0	100%	99%	
Locality Pay or Geographic Differential (0.0%)	8	104	17.1	17.8	13.0	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	3	24	2.2	2.4	1.7	1.7	2.8					
Short-Term Incentive/Bonus (\$000)	5	258	1.7	1.9	2.0	2.0	2.0					
Other Cash Compensation (\$000)	10	131	1.2	1.2	0.5	0.9	1.4	27	2.5	278%	215%	
Total Cash Compensation												
Total Cash Compensation (\$000)	15	819	55.3	59.1	52.0	58.4	65.0	30	61.3	105%	104%	
Adjusted Total Cash Compensation (\$000)	15	819	60.8	60.5	52.3	59.5	67.4	30	61.3	103%	101%	
Salary Range Data												
Salary Range Minimum (\$000)	14	212	39.9	38.7	33.4	38.2	43.5	30	44.3	116%	99%	
Salary Range Midpoint (\$000)	14	212	51.1	49.6	42.5	48.7	55.5	30	55.4	114%	98%	
Salary Range Maximum (\$000)	14	212	62.2	60.4	53.2	57.1	67.5	30	66.5	116%	95%	

* More than 30% of sample provided by one organization.

Position: 0788 Senior Staff Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
CHICAGO-GARY-KENOSHA, IL-IN-WI											
Organization Scope Data											
Total U.S. FTEs	5	48	8,971	23,917	27,731	27,731	27,731				27,731
Annual Base Salary											
Annual Base Salary (\$000)	5	48	61.9	59.5	52.5	58.2	65.5				65.5
Adjusted Annual Base Salary (\$000)	5	48	67.6	60.8	52.8	58.8	68.2				68.2
Locality Pay or Geographic Differential (0.0%)	3	7	15.5	14.3	13.4	13.4	13.4				13.4
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	2.7	2.7		2.7					
Short-Term Incentive/Bonus (\$000)	3	19	1.9	1.9	2.0	2.0	2.0				2.0
Other Cash Compensation (\$000)	3	7	0.9	1.0	0.5	1.0	1.5				1.5
Total Cash Compensation											
Total Cash Compensation (\$000)	5	48	63.3	60.4	53.8	58.7	68.1				68.1
Adjusted Total Cash Compensation (\$000)	5	48	69.0	61.7	53.8	60.2	70.2				70.2
Salary Range Data											
Salary Range Minimum (\$000)	4	8	40.0	41.5	38.8	43.5	44.7				44.7
Salary Range Midpoint (\$000)	4	8	52.7	54.0	48.9	55.5	59.1				59.1
Salary Range Maximum (\$000)	4	8	65.4	66.5	58.1	67.5	72.8				72.8
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA											
Organization Scope Data											
Total U.S. FTEs	5	30	8,972	24,605	27,731	27,731	27,731				27,731
Annual Base Salary											
Annual Base Salary (\$000)	5	30	55.4	59.6	54.5	59.3	64.9				64.9
Adjusted Annual Base Salary (\$000)	5	30	59.2	60.2	54.5	60.0	65.5				65.5
Locality Pay or Geographic Differential (0.0%)	2	2	17.4	17.4		17.4					
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	1	1.7	1.7		1.7					
Short-Term Incentive/Bonus (\$000)	2	10	1.9	2.0	2.0	2.0	2.0				2.0
Other Cash Compensation (\$000)	2	2	0.7	0.7		0.7					
Total Cash Compensation											
Total Cash Compensation (\$000)	5	30	56.1	60.3	54.5	60.0	65.7				65.7
Adjusted Total Cash Compensation (\$000)	5	30	59.9	60.9	54.5	60.0	67.2				67.2
Salary Range Data											
Salary Range Minimum (\$000)	4	4	39.9	39.9	38.8	39.6	41.4				41.4
Salary Range Midpoint (\$000)	4	4	50.3	50.3	48.4	50.3	52.2				52.2
Salary Range Maximum (\$000)	4	4	60.6	60.6	57.3	60.3	64.3				64.3

* More than 30% of sample provided by one organization.

Position: 0788 Senior Staff Assistant

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area (continued)												
SAN FRANCISCO-OAKLAND-SAN JOSE, CA												
Organization Scope Data												
Total U.S. FTEs	6	54	7,839	22,418	27,731	27,731	27,731					
Annual Base Salary												
Annual Base Salary (\$000)	6	54	58.8	61.2	55.8	62.6	65.8					
Adjusted Annual Base Salary (\$000)	6	54	65.0	63.6	56.6	62.9	67.0					
Locality Pay or Geographic Differential (0.0%)	2	6	33.2	34.9	34.5	35.7	35.7					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	4	1.7	1.7	1.7	1.7	1.7					
Short-Term Incentive/Bonus (\$000)	3	22	1.3	1.7	1.0	2.0	2.0					
Other Cash Compensation (\$000)	4	8	0.7	1.1	0.4	0.9	1.4					
Total Cash Compensation												
Total Cash Compensation (\$000)	6	54	59.7	62.0	56.6	62.9	67.6					
Adjusted Total Cash Compensation (\$000)	6	54	65.9	64.4	57.0	63.4	69.0					
Salary Range Data												
Salary Range Minimum (\$000)	5	11	44.3	43.5	41.6	43.5	43.5					
Salary Range Midpoint (\$000)	5	11	55.8	55.0	52.0	55.5	55.5					
Salary Range Maximum (\$000)	5	11	67.2	66.4	62.4	67.5	67.5					
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	15	295	6,184	10,321	3,575	6,413	6,413	30	1,978	31%	19%	
Annual Base Salary												
Annual Base Salary (\$000)	15	295	58.4	57.9	52.0	56.3	62.9	30	59.0	105%	102%	
Adjusted Annual Base Salary (\$000)	15	295	63.8	60.1	53.0	57.9	66.9	30	59.0	102%	98%	
Locality Pay or Geographic Differential (0.0%)	7	62	18.4	17.1	13.0	14.6	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	9	3.1	3.1	2.0	2.8	3.7					
Short-Term Incentive/Bonus (\$000)	3	39	1.8	1.7	0.9	1.9	2.0					
Other Cash Compensation (\$000)	13	100	1.1	1.0	0.3	0.8	1.0	27	2.5	313%	252%	
Total Cash Compensation												
Total Cash Compensation (\$000)	15	295	59.3	58.5	52.0	57.0	63.8	30	61.3	108%	105%	
Adjusted Total Cash Compensation (\$000)	15	295	64.7	60.6	53.0	58.1	68.2	30	61.3	106%	101%	
Salary Range Data												
Salary Range Minimum (\$000)	14	233	41.3	40.2	38.2	38.9	43.5	30	44.3	114%	97%	
Salary Range Midpoint (\$000)	14	233	53.7	52.8	48.7	51.9	55.5	30	55.4	107%	98%	
Salary Range Maximum (\$000)	14	233	66.0	65.3	57.1	64.8	67.5	30	66.5	103%	99%	

* More than 30% of sample provided by one organization.

Position: 0791 Staff Assistant

Position Description:

Uses basic knowledge to provide a variety of technical and administrative support for a manager or director over a unit or division. Manages a wide variety of office functions for the unit or division to ensure consistency and efficiency in the implementation of administrative policies, practices, and procedures. Prepares a variety of personnel, training, and accounting forms to document hours worked, leave, project codes, and travel activities. Schedules appointments, meetings, and conferences with individuals at all levels inside and outside of the organization.

Competitive Market Data (Excluding Your Data)										Your Data	
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	15	1,030	*	5,605	16,689	27,731	27,731	8	1,978	7%	12%
Annual Base Salary											
Annual Base Salary (\$000)	15	1,030	*	48.2	50.0	50.0	54.4	8	50.6	101%	101%
Adjusted Annual Base Salary (\$000)	15	1,030	*	52.3	52.0	51.3	57.5	8	50.6	99%	97%
Locality Pay or Geographic Differential (0.0%)	7	293	*	18.0	14.3	13.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	67	*	2.4	3.4	3.3	3.8				
Short-Term Incentive/Bonus (\$000)	5	248	*	1.5	1.2	0.8	1.7				
Other Cash Compensation (\$000)	8	273	*	0.7	0.8	0.6	1.0	4	2.5	417%	317%
Total Cash Compensation											
Total Cash Compensation (\$000)	15	1,030	*	48.7	50.5	50.5	54.9	8	51.9	103%	103%
Adjusted Total Cash Compensation (\$000)	15	1,030	*	52.8	52.5	51.7	58.0	8	51.9	100%	99%
Salary Range Data											
Salary Range Minimum (\$000)	14	503	*	35.9	34.7	33.8	36.2	8	39.2	116%	97%
Salary Range Midpoint (\$000)	14	503	*	46.1	45.1	44.9	49.0	8	49.0	109%	100%
Salary Range Maximum (\$000)	14	503	*	56.3	55.5	56.0	60.9	8	58.8	105%	101%

Degree of Match				Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No	
1,030	0.9	98.8	0.3	1,030	73.1	26.9	

* More than 30% of sample provided by one organization.

Position: 0791 Staff Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	6	332	2,383	4,309	3,150	5,408	5,408	8	1,978	37%	46%
Annual Base Salary											
Annual Base Salary (\$000)	6	332	56.6	50.1	46.5	50.5	53.4	8	50.6	100%	101%
Adjusted Annual Base Salary (\$000)	6	332	66.4	56.4	49.9	56.3	63.0	8	50.6	90%	90%
Locality Pay or Geographic Differential (0.0%)	6	292	17.8	14.3	3.0	13.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	57	3.7	3.7	2.9	3.4	4.1				
Short-Term Incentive/Bonus (\$000)	2	224	1.5	1.2	0.7	0.8	1.6				
Other Cash Compensation (\$000)	5	228	0.8	0.9	0.4	0.7	1.1	4	2.5	357%	292%
Total Cash Compensation											
Total Cash Compensation (\$000)	6	332	57.4	51.5	47.8	51.7	55.0	8	51.9	100%	101%
Adjusted Total Cash Compensation (\$000)	6	332	67.2	57.8	51.6	57.6	63.9	8	51.9	90%	90%
Salary Range Data											
Salary Range Minimum (\$000)	6	332	41.7	35.7	33.7	36.2	36.3	8	39.2	108%	101%
Salary Range Midpoint (\$000)	6	332	55.4	46.3	43.3	43.9	49.0	8	49.0	112%	95%
Salary Range Maximum (\$000)	6	332	69.0	56.9	52.9	52.9	61.7	8	58.8	111%	93%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	12	894	4,106	18,007	5,408	27,731	27,731	8	1,978	7%	11%
Annual Base Salary											
Annual Base Salary (\$000)	12	894	49.4	50.5	46.0	50.5	55.0	8	50.6	100%	100%
Adjusted Annual Base Salary (\$000)	12	894	54.5	52.9	47.3	52.3	58.1	8	50.6	97%	96%
Locality Pay or Geographic Differential (0.0%)	7	293	18.0	14.3	3.0	13.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	3	67	2.4	3.4	2.5	3.3	3.8				
Short-Term Incentive/Bonus (\$000)	5	248	1.5	1.2	0.7	0.8	1.7				
Other Cash Compensation (\$000)	7	239	0.8	0.8	0.4	0.7	1.1	4	2.5	357%	295%
Total Cash Compensation											
Total Cash Compensation (\$000)	12	894	50.1	51.1	46.5	51.4	55.1	8	51.9	101%	102%
Adjusted Total Cash Compensation (\$000)	12	894	55.1	53.4	47.5	53.0	59.0	8	51.9	98%	97%
Salary Range Data											
Salary Range Minimum (\$000)	11	367	36.7	35.1	33.7	36.2	36.2	8	39.2	108%	103%
Salary Range Midpoint (\$000)	11	367	47.3	45.4	43.3	43.9	49.0	8	49.0	112%	97%
Salary Range Maximum (\$000)	11	367	57.9	55.7	52.9	52.9	61.7	8	58.8	111%	95%

* More than 30% of sample provided by one organization.

Position: 0791 Staff Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
ATLANTA-SANDY SPRINGS-GAINESVILLE, GA											
Organization Scope Data	5	40	8,331	17,131	5,408	27,731	27,731				
Total U.S. FTEs											
Annual Base Salary											
Annual Base Salary (\$000)	5	40	46.4	47.9	45.0	47.5	51.5				
Adjusted Annual Base Salary (\$000)	5	40	48.5	49.4	46.0	49.6	54.2				
Locality Pay or Geographic Differential (0.0%)	2	12	12.6	10.9	10.6	10.6	10.6				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	1.7	1.7	1.7	1.7	1.7				
Short-Term Incentive/Bonus (\$000)	3	17	1.2	0.9	0.7	0.8	1.1				
Other Cash Compensation (\$000)	2	11	0.7	0.7	0.6	0.7	0.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	40	47.0	48.4	45.1	48.4	52.4				
Adjusted Total Cash Compensation (\$000)	5	40	49.1	50.0	46.0	49.9	54.3				
Salary Range Data											
Salary Range Minimum (\$000)	4	18	33.9	32.9	29.5	33.7	34.3				
Salary Range Midpoint (\$000)	4	18	42.7	41.5	34.7	43.3	43.5				
Salary Range Maximum (\$000)	4	18	51.5	50.0	39.9	52.9	52.9				
BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI											
Organization Scope Data											
Total U.S. FTEs	5	93	9,255	14,264	6,413	6,413	27,731				
Annual Base Salary											
Annual Base Salary (\$000)	5	93	49.8	48.9	45.7	47.8	52.3				
Adjusted Annual Base Salary (\$000)	5	93	56.0	50.1	45.9	48.4	53.7				
Locality Pay or Geographic Differential (0.0%)	3	10	20.9	22.0	21.4	21.4	23.2				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	9	1.5	1.2	0.7	0.7	1.9				
Short-Term Incentive/Bonus (\$000)	3	19	0.6	0.6	0.3	0.5	0.9				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	93	50.3	49.2	45.8	48.1	52.9				
Adjusted Total Cash Compensation (\$000)	5	93	56.5	50.3	45.9	48.9	53.7				
Salary Range Data											
Salary Range Minimum (\$000)	4	58	35.2	34.0	33.8	33.8	33.8				
Salary Range Midpoint (\$000)	4	58	45.5	44.9	44.9	44.9	44.9				
Salary Range Maximum (\$000)	4	58	55.8	55.7	56.0	56.0	56.0				

* More than 30% of sample provided by one organization.

Position: 0791 Staff Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA											
Organization Scope Data											
Total U.S. FTEs	5	145	9,255	22,559	27,731	27,731	27,731				27,731
Annual Base Salary											
Annual Base Salary (\$000)	5	145	52.0	56.6	51.0	57.0	60.0				60.0
Adjusted Annual Base Salary (\$000)	5	145	61.9	59.9	55.0	58.8	63.7				63.7
Locality Pay or Geographic Differential (0.0%)	3	29	32.0	32.0	30.0	33.0	33.0				33.0
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	5.1	5.1	4.1	4.9	6.2				6.2
Short-Term Incentive/Bonus (\$000)	3	16	1.9	1.5	0.7	1.2	2.0				2.0
Other Cash Compensation (\$000)	4	21	0.8	0.8	0.4	0.5	1.1				1.1
Total Cash Compensation											
Total Cash Compensation (\$000)	5	145	52.8	56.9	51.6	57.0	60.0				60.0
Adjusted Total Cash Compensation (\$000)	5	145	62.7	60.2	55.0	58.9	64.0				64.0
Salary Range Data											
Salary Range Minimum (\$000)	4	32	35.0	35.2	33.7	36.2	36.3				36.3
Salary Range Midpoint (\$000)	4	32	45.3	45.3	43.3	43.9	49.0				49.0
Salary Range Maximum (\$000)	4	32	55.6	55.3	51.5	52.9	61.7				61.7
PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD											
Organization Scope Data											
Total U.S. FTEs	5	31	8,167	22,283	27,731	27,731	27,731				27,731
Annual Base Salary											
Annual Base Salary (\$000)	5	31	46.4	49.5	48.2	49.0	50.5				50.5
Adjusted Annual Base Salary (\$000)	5	31	50.1	50.7	48.5	49.1	51.1				51.1
Locality Pay or Geographic Differential (0.0%)	3	6	13.9	13.9	8.0	12.5	21.3				21.3
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	2	4.0	4.0		4.0					
Short-Term Incentive/Bonus (\$000)	3	5	1.8	1.8	1.1	1.7	2.5				
Other Cash Compensation (\$000)	2	3	1.0	0.9	0.5	1.1	1.2				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	31	47.4	49.8	48.2	49.0	51.1				51.1
Adjusted Total Cash Compensation (\$000)	5	31	51.1	51.0	48.5	49.1	51.1				51.1
Salary Range Data											
Salary Range Minimum (\$000)	4	7	34.3	34.7	33.7	36.2	36.3				36.3
Salary Range Midpoint (\$000)	4	7	43.3	44.2	43.3	43.9	49.0				49.0
Salary Range Maximum (\$000)	4	7	52.3	53.6	51.5	52.9	61.7				61.7

* More than 30% of sample provided by one organization.

Position: 0791 Staff Assistant

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area (continued)											
SAN FRANCISCO-OAKLAND-SAN JOSE, CA											
Organization Scope Data											
Total U.S. FTEs	5	63	8,301	22,160	27,731	27,731	27,731				
Annual Base Salary											
Annual Base Salary (\$000)	5	63	52.9	55.0	51.5	55.0	57.5				
Adjusted Annual Base Salary (\$000)	5	63	62.9	58.6	55.0	55.5	61.9				
Locality Pay or Geographic Differential (0.0%)	3	13	31.5	33.5	29.4	35.7	35.7				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	2	1.7	1.7		1.7					
Short-Term Incentive/Bonus (\$000)	2	11	1.6	1.1	0.7	0.8	1.5				
Other Cash Compensation (\$000)	3	11	1.1	1.4	0.5	1.3	2.4				
Total Cash Compensation											
Total Cash Compensation (\$000)	5	63	54.1	55.5	53.0	55.0	57.5				
Adjusted Total Cash Compensation (\$000)	5	63	64.1	59.1	55.0	55.5	61.9				
Salary Range Data											
Salary Range Minimum (\$000)	4	15	36.2	35.5	33.7	36.2	37.4				
Salary Range Midpoint (\$000)	4	15	46.1	45.8	43.3	43.9	49.0				
Salary Range Maximum (\$000)	4	15	56.0	56.1	52.9	52.9	60.9				
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	10	180	7,684	10,223	3,575	6,413	6,413	8	1,978	31%	19%
Annual Base Salary											
Annual Base Salary (\$000)	10	180	52.3	49.3	45.2	50.0	52.0	8	50.6	101%	103%
Adjusted Annual Base Salary (\$000)	10	180	58.5	53.3	46.1	51.9	60.4	8	50.6	98%	95%
Locality Pay or Geographic Differential (0.0%)	6	79	18.1	17.8	13.0	14.6	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	3	3.4	3.4	3.0	3.4	3.9				
Short-Term Incentive/Bonus (\$000)	3	25	1.6	1.0	0.7	0.8	1.6				
Other Cash Compensation (\$000)	6	66	0.8	0.8	0.3	0.8	1.0	4	2.5	313%	319%
Total Cash Compensation											
Total Cash Compensation (\$000)	10	180	52.7	49.7	45.2	50.0	52.5	8	51.9	104%	104%
Adjusted Total Cash Compensation (\$000)	10	180	59.0	53.8	46.2	51.9	60.9	8	51.9	100%	97%
Salary Range Data											
Salary Range Minimum (\$000)	9	148	39.0	35.7	33.8	33.8	36.3	8	39.2	116%	95%
Salary Range Midpoint (\$000)	9	148	51.1	46.4	43.9	44.9	49.0	8	49.0	109%	97%
Salary Range Maximum (\$000)	9	148	63.2	57.0	51.5	56.0	60.9	8	58.8	105%	98%

* More than 30% of sample provided by one organization.

Position: 0792 Clerk

Position Description:

Performs routine but varied clerical duties in accordance with standard procedures. This includes clerical duties such as photocopying, compiling records, filing, tabulating, posting information, and distributing mail. Applies knowledge of department policies and procedures, and utilizes a general understanding of other departments' functions. Maintains records, prepares forms, verifies information and resolves routine problems.

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
ALL ORGANIZATIONS												
Organization Scope Data												
Total U.S. FTEs	13	68	4,009	8,917	1,209	1,791	27,731	1	1,978	110%	22%	
Annual Base Salary												
Annual Base Salary (\$000)	13	68	36.1	35.2	29.8	35.5	39.9	1	40.2	113%	114%	
Adjusted Annual Base Salary (\$000)	13	68	38.3	36.4	32.1	36.1	41.4	1	40.2	111%	111%	
Locality Pay or Geographic Differential (0.0%)	5	16	*	15.8	8.7	13.0	21.3					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	2	11	*	1.7	1.7	1.7	1.7	1	2.0	571%	495%	
Short-Term Incentive/Bonus (\$000)	4	17	*	1.4	1.1	0.8	2.0					
Other Cash Compensation (\$000)	6	26	*	0.3	0.4	0.4	0.5	1	2.0	571%	495%	
Total Cash Compensation												
Total Cash Compensation (\$000)	13	68	36.6	35.6	29.9	35.8	40.6	1	42.2	118%	119%	
Adjusted Total Cash Compensation (\$000)	13	68	38.7	36.8	32.1	36.4	41.9	1	42.2	116%	115%	
Salary Range Data												
Salary Range Minimum (\$000)	12	49	*	27.3	24.3	27.4	27.7	1	28.4	104%	103%	
Salary Range Midpoint (\$000)	12	49	*	33.9	32.3	32.2	34.3	1	35.5	110%	100%	
Salary Range Maximum (\$000)	12	49	*	40.5	38.0	37.0	40.9	1	42.6	115%	97%	

Degree of Match			Bonus/Other Cash Compensation Eligibility			
# of Incs	% Stronger	% Equal	% Weaker	# of Incs	% Yes	% No
68	2.9	97.1		68	95.6	4.4

* More than 30% of sample provided by one organization.

Position: 0792 Clerk

Competitive Market Data (Excluding Your Data)

Your Data

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	5	16	2,673	3,619	3,150	3,363	5,408	1	1,978	59%	55%
Annual Base Salary											
Annual Base Salary (\$000)	5	16	35.4	34.2	27.8	33.9	42.9	1	40.2	119%	118%
Adjusted Annual Base Salary (\$000)	5	16	41.1	39.3	29.7	41.7	44.9	1	40.2	97%	102%
Locality Pay or Geographic Differential (0.0%)	5	16	15.8	14.6	8.7	13.0	21.3				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	5	0.7	0.7	0.6	0.6	0.9				
Short-Term Incentive/Bonus (\$000)	4	10	0.3	0.4	0.2	0.4	0.5	1	2.0	500%	513%
Total Cash Compensation											
Total Cash Compensation (\$000)	5	16	35.7	34.7	27.8	34.2	43.7	1	42.2	123%	122%
Adjusted Total Cash Compensation (\$000)	5	16	41.4	39.8	29.7	41.9	46.5	1	42.2	101%	106%
Salary Range Data											
Salary Range Minimum (\$000)	5	16	26.6	25.6	21.6	26.2	29.7	1	28.4	108%	102%
Salary Range Midpoint (\$000)	5	16	33.7	32.4	27.5	30.7	38.6	1	35.5	116%	95%
Salary Range Maximum (\$000)	5	16	40.6	39.1	33.4	35.1	47.4	1	42.6	121%	90%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	11	66	4,416	9,133	1,209	1,791	27,731	1	1,978	110%	22%
Annual Base Salary											
Annual Base Salary (\$000)	11	66	36.3	35.2	29.6	35.5	39.1	1	40.2	113%	114%
Adjusted Annual Base Salary (\$000)	11	66	38.9	36.4	32.2	36.1	41.6	1	40.2	111%	110%
Locality Pay or Geographic Differential (0.0%)	5	16	15.8	14.6	8.7	13.0	21.3				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	2	11	1.7	1.7	1.7	1.7	1.7				
Short-Term Incentive/Bonus (\$000)	4	17	1.4	1.1	0.6	0.8	2.0				
Other Cash Compensation (\$000)	6	26	0.3	0.4	0.2	0.4	0.5	1	2.0	571%	495%
Total Cash Compensation											
Total Cash Compensation (\$000)	11	66	36.8	35.6	29.9	35.8	40.8	1	42.2	118%	119%
Adjusted Total Cash Compensation (\$000)	11	66	39.4	36.8	32.2	36.4	42.2	1	42.2	116%	115%
Salary Range Data											
Salary Range Minimum (\$000)	10	47	27.5	26.6	25.3	27.4	27.7	1	28.4	104%	103%
Salary Range Midpoint (\$000)	10	47	34.1	32.2	29.7	32.2	34.0	1	35.5	110%	100%
Salary Range Maximum (\$000)	10	47	40.7	37.9	34.1	37.0	39.7	1	42.6	115%	98%

* More than 30% of sample provided by one organization.

Position: 0792 Clerk

Competitive Market Data (Excluding Your Data)

Competitive Market Data (Excluding Your Data)										Your Data		
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg	
Consolidated Metropolitan Area												
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA												
Organization Scope Data												
Total U.S. FTEs	7	11	2,415	2,760	973	3,150	3,575	1	1,978	63%	72%	
Annual Base Salary												
Annual Base Salary (\$000)	7	11	35.0	33.6	28.6	32.6	38.7	1	40.2	123%	120%	
Adjusted Annual Base Salary (\$000)	7	11	39.1	38.2	32.2	40.2	43.2	1	40.2	100%	105%	
Locality Pay or Geographic Differential (0.0%)	5	9	*	17.1	13.0	15.4	23.1					
Variable Pay												
Target Short-Term Incentive/Bonus (0.0%)	1	1	*	0.6		0.6						
Short-Term Incentive/Bonus (\$000)	3	5	*	0.2	0.2	0.2	0.4	1	2.0	1,000%	769%	
Total Cash Compensation												
Total Cash Compensation (\$000)	7	11	35.2	33.8	28.6	32.8	39.6	1	42.2	129%	125%	
Adjusted Total Cash Compensation (\$000)	7	11	39.3	38.4	32.2	40.4	43.7	1	42.2	104%	110%	
Salary Range Data												
Salary Range Minimum (\$000)	7	11	26.1	25.3	21.6	26.2	26.6	1	28.4	108%	103%	
Salary Range Midpoint (\$000)	7	11	33.0	31.6	27.5	30.7	34.5	1	35.5	116%	97%	
Salary Range Maximum (\$000)	7	11	39.8	37.8	33.4	35.1	42.4	1	42.6	121%	93%	

* More than 30% of sample provided by one organization.

Position: 0793 Mail Clerk

Position Description:

Prepares incoming mail for distribution and processes outgoing mail. Distributes and collects mail, determines and affixes postage and maintains records on postage, registered mail and packages.

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Data		
									Your Median	Comp to Median	Comp to Inc Avg
ALL ORGANIZATIONS											
Organization Scope Data											
Total U.S. FTEs	13	72	3,642	5,228	1,114	1,640	3,575	2	1,978	121%	38%
Annual Base Salary											
Annual Base Salary (\$000)	13	72	38.7	35.3	31.1	34.4	39.3	2	36.9	107%	104%
Adjusted Annual Base Salary (\$000)	13	72	41.2	37.3	31.1	34.5	43.6	2	36.9	107%	99%
Locality Pay or Geographic Differential (0.0%)	4	18	*	19.2	14.6	22.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	*	1.7	1.7	1.7	1.7	1	1.0	143%	132%
Short-Term Incentive/Bonus (\$000)	2	10	*	0.8	0.7	0.6	0.9				
Other Cash Compensation (\$000)	6	38	*	0.6	0.8	0.7	0.8	1	1.0	143%	132%
Total Cash Compensation											
Total Cash Compensation (\$000)	13	72	39.0	35.8	31.6	34.7	40.3	2	37.4	108%	104%
Adjusted Total Cash Compensation (\$000)	13	72	41.5	37.8	31.6	35.1	44.7	2	37.4	107%	99%
Salary Range Data											
Salary Range Minimum (\$000)	12	71	30.4	28.2	27.2	28.0	29.3	2	36.1	129%	99%
Salary Range Midpoint (\$000)	12	71	38.0	35.2	34.5	35.0	35.3	2	41.7	119%	99%
Salary Range Maximum (\$000)	12	71	45.7	42.2	41.0	42.0	43.0	2	47.2	112%	100%

Degree of Match

# of Incs	% Stronger	% Equal	% Weaker	Bonus/Other Cash Compensation Eligibility	
				# of Incs	% No
72	15.3	84.7	72	84.7	15.3

* More than 30% of sample provided by one organization.

Position: 0793 Mail Clerk

Competitive Market Data (Excluding Your Data)

Your Data

ALL FEDERAL FINANCIAL REGULATORY AGENCIES											
	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Organization Scope Data											
Total U.S. FTEs	5	19	2,002	3,566	3,575	3,575	5,408	2	1,978	55%	55%
Annual Base Salary											
Annual Base Salary (\$000)	5	19	42.4	39.8	37.9	39.3	41.0	2	36.9	94%	93%
Adjusted Annual Base Salary (\$000)	5	19	48.9	47.3	43.7	47.6	50.5	2	36.9	78%	78%
Locality Pay or Geographic Differential (0.0%)	4	18	19.2	19.8	14.6	22.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	7	0.6	0.6	0.5	0.5	0.6				
Short-Term Incentive/Bonus (\$000)	3	10	0.5	0.5	0.4	0.5	0.5	1	1.0	222%	213%
Other Cash Compensation (\$000)											
Total Cash Compensation											
Total Cash Compensation (\$000)	5	19	42.8	40.3	38.7	40.1	41.0	2	37.4	93%	93%
Adjusted Total Cash Compensation (\$000)	5	19	49.3	47.8	44.9	47.6	50.5	2	37.4	79%	78%
Salary Range Data											
Salary Range Minimum (\$000)	5	19	32.6	29.5	26.6	29.3	29.3	2	36.1	123%	99%
Salary Range Midpoint (\$000)	5	19	40.9	36.7	34.5	35.2	35.2	2	41.7	118%	96%
Salary Range Maximum (\$000)	5	19	49.1	44.0	41.0	42.4	42.4	2	47.2	111%	96%
ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES											
Organization Scope Data											
Total U.S. FTEs	9	59	1,734	2,035	1,114	1,193	3,575	2	1,978	166%	97%
Annual Base Salary											
Annual Base Salary (\$000)	9	59	39.4	35.6	31.4	34.9	39.3	2	36.9	106%	104%
Adjusted Annual Base Salary (\$000)	9	59	43.1	38.0	31.4	37.3	44.9	2	36.9	99%	97%
Locality Pay or Geographic Differential (0.0%)	4	18	19.2	19.8	14.6	22.0	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)	1	4	1.7	1.7	1.7	1.7	1.7				
Short-Term Incentive/Bonus (\$000)	2	10	0.8	0.7	0.5	0.6	0.9				
Other Cash Compensation (\$000)	6	38	0.6	0.8	0.5	0.7	0.8	1	1.0	143%	132%
Total Cash Compensation											
Total Cash Compensation (\$000)	9	59	39.9	36.2	32.1	36.5	40.4	2	37.4	102%	103%
Adjusted Total Cash Compensation (\$000)	9	59	43.5	38.6	32.1	38.1	45.2	2	37.4	98%	97%
Salary Range Data											
Salary Range Minimum (\$000)	9	59	31.0	28.6	27.5	28.0	29.3	2	36.1	129%	98%
Salary Range Midpoint (\$000)	9	59	38.8	35.7	35.0	35.0	35.3	2	41.7	119%	98%
Salary Range Maximum (\$000)	9	59	46.6	42.9	42.0	42.0	43.0	2	47.2	112%	98%

* More than 30% of sample provided by one organization.

Position: 0793 Mail Clerk

Competitive Market Data (Excluding Your Data)

	# of Orgs	# of Incs	Org Wtd Avg	Inc Wtd Avg	25th Pctl	Median	75th Pctl	Your # of Incs	Your Median	Comp to Median	Comp to Inc Avg
Consolidated Metropolitan Area											
WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA											
Organization Scope Data											
Total U.S. FTEs	10	33	4,340	9,756	1,640	3,575	28,029	2	1,978	55%	20%
Annual Base Salary											
Annual Base Salary (\$000)	10	33	38.8	36.9	32.7	37.9	41.0	2	36.9	97%	100%
Adjusted Annual Base Salary (\$000)	10	33	42.0	40.8	32.7	42.0	48.0	2	36.9	88%	90%
Locality Pay or Geographic Differential (0.0%)	4	17	*	19.1	14.6	20.9	23.1				
Variable Pay											
Target Short-Term Incentive/Bonus (0.0%)											
Short-Term Incentive/Bonus (\$000)	1	6	*	0.6	0.5	0.5	0.8				
Other Cash Compensation (\$000)	4	10	*	0.6	0.4	0.5	0.6	1	1.0	200%	196%
Total Cash Compensation											
Total Cash Compensation (\$000)	10	33	39.1	37.1	32.8	38.7	41.0	2	37.4	97%	101%
Adjusted Total Cash Compensation (\$000)	10	33	42.2	41.0	32.8	42.6	48.0	2	37.4	88%	91%
Salary Range Data											
Salary Range Minimum (\$000)	9	32	30.4	28.0	26.6	28.1	29.3	2	36.1	128%	100%
Salary Range Midpoint (\$000)	9	32	38.2	34.9	34.0	34.8	35.2	2	41.7	120%	100%
Salary Range Maximum (\$000)	9	32	45.9	41.8	40.4	41.0	42.4	2	47.2	115%	98%

* More than 30% of sample provided by one organization.

Glossary of Terms

Glossary of Terms

The survey reports present compensation information on all segments of the workforce. As a result, there is substantial continuity in the formats and content of data presentations from report to report. At the same time, each report is designed to provide data that is most pertinent to the specific types of jobs covered in the report as well as the expressed needs of subscribers. As a result of these variations in reports, some of the terms and scope factors contained in this Glossary do not appear in every report.

Assets: The total value, as of the last fiscal year, of all property having commercial or exchange value owned by a business, corporation or institution that may be used to discharge its liabilities.

Asset Size Group: Dollar range used to group organizations of similar asset size.

Average (Mean): A simple arithmetic average is calculated by adding all occurrences of data, e.g., the average salary for a given job as reported by each survey participant, and dividing the result by the number of occurrences, i.e., the number of participants. Averages, or means, weigh each participant's input on an equal basis, regardless of the number of incumbents reported.

Bonus: Bonuses can be paid from a formal plan or can be discretionary in nature. Generally, bonuses result from overall organizational financial results or a combination of financial results and individual performance.

Compa-Ratio: Current base salary divided by the salary range midpoint for each employee reported with both base salary and midpoint. The calculation is then averaged for all employees.

Credit Card Loans: All credit extended to individuals, or commercial or industrial enterprises through credit cards and related plans -- outstanding at year-end, net of unearned discount.

Dividend Equivalent: Plans that grant a number of units to an executive, each of which creates rights to a payment equal to any dividends paid on a share of the company's stock. Dividend equivalent plans are similar to phantom stock option plans, except that payment is limited to dividend equivalents and does not include any stock price appreciation.

Executive: Employees in top-level management positions; they have major, organization-wide decision-making authority and responsibility for their functional area.

Exempt, Non-Management: Employees are "doers" with well-established work procedures. They are typically professional level employees, and are not required to be paid overtime under the provisions of the Fair Labor Standards Act (FLSA).

First Quartile (25th Percentile): The value in an array that falls at the first quarter, or 25th percentile, of the sample. Seventy-five percent, or three-fourths, of the values in the sample are greater in magnitude than the first quartile value.

FLSA Status: Refers to whether or not a particular position is exempt from the overtime provisions of the Fair Labor Standards Act.

Full-Time Equivalent (FTE) Employment: The number of U.S. full-time employees plus part-time employees converted to full-time equivalents. To convert part-timers to FTEs, sum all part-time hours and divide by baseline annual hours (e.g., 40 weekly hours x 52 weeks = 2,080 annual hours). This number is then added to the number of full-time employees to give you the **total** number of full-time equivalent (FTE) employees.

Grant Value: The number of shares or units multiplied by the stock/unit price at the time of the grant.

Hiring Rate: Rate paid to new hires.

Hourly Rate: The rate of pay paid to incumbents expressed in dollars and cents per hour. To convert an annual salary to an hourly rate, first convert the annual base pay to a weekly base pay by dividing by 52, then divide the weekly rate by the number of hours in the organization's standard workweek.

Incentive: Compensation paid under a bonus, commission, profit-sharing, or other short-term cash compensation plan that provides awards based on management discretion or established criteria, such as the overall performance of the organization, achievement of goals, etc.

Income From Fiduciary Activities: Gross income from services rendered by the bank's trust department or by any of its consolidated subsidiaries acting in any fiduciary capacity. Does not include commissions and fees received for the accumulation or disbursement of funds deposited to IRAs or Keogh Plans when they are not handled by the trust department.

Industry: This designation refers to the primary industry classification of a reporting organization.

Long-Term Incentive: Variable compensation related typically to individual and/or company/group performance. Examples are stock option plans, performance share or unit plans, and restricted stock plans. Awards made under plans of these types are always in recognition of results longer than 12 months.

Long-Term Incentive Cash: A cash-based incentive plan whose performance cycle/period is longer than one year. Generally, performance periods in Long-Term Incentive cash plans are three years. Target awards under this type of plan are established and denominated in cash though the actual form of the award could be stock.

Management, Excluding Executives: Employees who have decision-making authority that has some impact on the organization, along with the delegation of authority to lower level employees. They exercise the usual authority of a manager concerning staffing, performance appraisals, promotions, salary recommendations and terminations.

Median (50th Percentile): The value in the middle of an odd numbered array of data when the values are ordered by magnitude. Half of the values in the sample fall above this number and half fall below it. When the array contains an even number of values, the median is midway between the central values.

Nonexempt Hourly: Employees who are hourly and paid overtime under the provisions of the Fair Labor Standards Act (FLSA).

Nonexempt Salaried: Employees who are salaried and paid overtime under the provisions of the Fair Labor Standards Act (FLSA).

Operating Budget: All financial expenditures made (excluding capital expenditures) by the organization during the last fiscal year.

Operating Revenue: In health care, it is net patient revenue plus other revenue such as government grants, endowments, contributions, etc.

Other Cash Compensation: Short-term cash compensation paid under variable pay or alternative reward programs that may include the following:

- Current Cash Profit Sharing
- Commission/Override
- Team/Small Group Incentives
- Individual Incentives
- Gainsharing Awards
- Key Contributor Retention Awards
- Spot Awards
- Technical Achievement Awards
- Lump Sum Merit Pay
- All other similar short-term cash payments, e.g., holiday bonuses

Percentile: A value identified by its position in an array, below which the data falls.

10th Percentile: The value in an array below which falls 10% of the sample and above which lies 90% of the sample. Together with the 90th percentile, a range of data can be identified that eliminates extremes in the sample and provides a more realistic dispersion of data.

25th Percentile: The value in an array below which falls 25% of the sample. Seventy-five percent, or three-fourths, of the values in the sample are greater in magnitude than the 25th percentile value.

50th Percentile (Median): The value in the middle of an odd numbered array of data when the values are ordered by magnitude. Half of the values in the sample fall above this number and half fall below it. When the array contains an even number of values, the median is midway between the central values.

75th Percentile: The value in an array below which falls 75% of the sample. Twenty-five percent, or one-fourth, of the values in the sample are greater in magnitude than the 75th percentile value.

90th Percentile: The value in an array below which falls 90% of a sample and above which lies 10% of the sample. Together with the 10th percentile, a range of data can be identified that eliminates extremes in the sample and provides a more realistic dispersion of data.

Percentile Calculation Guidelines: Percentiles can be calculated by locating the desired rank, or position, in an array of data points and applying the formula:

$$J(N+1)/100$$

J = the rank of the desired percentile (e.g., 10 for 10th percentile, 90 for the 90th percentile, etc.)

N = the number of data points

For example, the 10th percentile in an array of 49 salaries is the value of the fifth position in the array.

$$\begin{aligned} \text{10th Percentile} &= 10(49+1)/100 \\ &= 500/100 \\ &= 5.0 \end{aligned}$$

When there is no value in an array that corresponds exactly to the desired percentile or quartile, it may be interpolated. For example, the position of the 10th percentile in an array of 16 salaries is 0.7 of the way between the first and second salaries in the array.

$$\begin{aligned} \text{10th Percentile} &= 10(16+1)/100 \\ &= 170/100 \\ &= 1.7 \end{aligned}$$

Examples of Percentiles, Median and Interpolations

Salary Array		
1. \$34,100		9. \$40,000 \$39,600 = 50th Percentile
2. \$35,500	\$35,080 = 10th Percentile	10. \$41,300 (Median)
3. \$36,800		11. \$41,300
4. \$37,100		12. \$41,300
5. \$37,200	\$37,125 = 25th Percentile	13. \$42,000 \$41,825 = 75th Percentile
6. \$38,300		14. \$42,800
7. \$38,400		15. \$42,900
8. \$39,200		16. \$45,000 \$43,530 = 90th Percentile

Interpolation of 10th Percentile	Interpolation of 25th Percentile	Interpolation of 50th Percentile (Median)	Interpolation of 75th Percentile	Interpolation of 90th Percentile
\$35,500	\$37,200	\$40,000	\$42,000	\$45,000
<u>- 34,100</u>	<u>- 37,100</u>	<u>- 39,200</u>	<u>- 41,300</u>	<u>- 42,900</u>
\$ 1,400	\$ 100	\$ 800	\$ 700	\$ 2,100
<u>x .7</u>	<u>x .25</u>	<u>x .5</u>	<u>x .75</u>	<u>x .3</u>
\$ 980	\$ 25	\$ 400	\$ 525	\$ 630
<u>+ 34,100</u>	<u>+ 37,100</u>	<u>+ 39,200</u>	<u>+ 41,300</u>	<u>+ 42,900</u>
\$35,080	\$37,125	\$39,600	\$41,825	\$ 43,530

Performance Share/Units: “Share” plans contingently grant stock units that entitle the individual to actual shares of stock or their cash equivalent at time of payment, if predetermined objectives are achieved. The unit of value may appreciate or decline between the initial award and the payment date. “Unit” plans contingently grant units that entitle an individual to cash payments or their equivalent in stock if predetermined objectives are achieved. The unit value is fixed at the time of the award.

Phantom Stock: Plans that grant a number of units to an individual, each of which creates rights to a payment equal to any appreciation that occurs in the market value of a share of company stock between the date of grant and some future date, often accompanied by dividend equivalent payments. Phantom plans differ from other stock incentive plans in that no stock is actually transferred to a participating individual.

Product/Service Type: This designation represents the majority of a reporting organization’s product and services available for sale (i.e., consumer or industrial).

Ratio of Median Salary to All Organization Median: The relationship of the median salary, expressed as a percent, to the median salary of the position for All Organizations. The [median salary *divided* by the All Organizations median salary] *multiplied* by 100.

Real Estate Loans Closed: The total dollar amount of all real estate loans closed or purchased during the year.

Responsibility Level: An indication of a position's decision-making responsibility and management's reliance on the position to make such decisions.

Restricted Stock: Awards from these types of plans are made in the form of shares of company stock. Actual shares of stock are credited to the employee, but the shares carry restrictions regarding continued employment with the organization for a specified period of time, during which the executive is not permitted to sell stock. Restricted Stock Awards serve as a “retention” device.

Salary: Fixed compensation paid weekly, monthly, or annually (rather than hourly), typically to jobs exempt from FLSA provisions, excluding any variable payments, such as bonus/incentive, other cash compensation, overtime payments or shift differentials.

Salary Range: A formal range of salaries that establishes the lowest and highest salary an organization is willing to pay for a given job.

Minimum: The bottom value in an established salary range, representing the lowest salary at which an employee in the position could be paid.

Midpoint: The middle value in an established salary range, representing the salary midway between the established minimum and maximum.

Maximum: The top value in an established salary range, representing the highest salary at which an employee in the position could be paid.

Sales Contests/Product SPIFFs: Sales Contest and Product SPIFFs are typically based on individual sales performance. They are not part of the sales incentives; they are separate and distinct from the sales incentive and may be earned regardless of the sales incentive plan. Product SPIFFs (Sales Performance Incentive Funding Formula) are incentives for performance in selling a particular product(s).

Sales Incentive (e.g., commissions, quota achievement plans): Sales Incentives are paid from formal sales compensation plans regardless of whether they are earned through commission rates or goal-based bonus formulas. Generally, sales incentives result from achieving specific sales results and can be tied to individual or sales team performance. They can also be earned from results of the organization as a whole where this measure provides an opportunity to earn a portion of target incentive under the sales incentive plan.

Sales/Revenue: Any income received by a company, group, division or subsidiary in exchange for goods or services.

SAR (Stock Appreciation Rights): Provide an individual with an election to receive an amount of cash or stock equal to the difference between current market value of company stock and the option price in lieu of exercising an underlying stock option. This allows the individual to receive an amount equal to the appreciation in the stock's value without raising the money that would be needed to exercise the stock option.

Scope Grouping: A display of compensation data arrayed in either a discrete or overlapping group based on, for example, annual sales, total assets (financial services organizations), operating revenue and total full-time equivalent (FTE) employment (not-for-profit organizations). Compensation information in each grouping represents the data for only those companies within each grouping parameter, allowing for an analysis of the impact of the organizational size measure on compensation.

Servicing Portfolio: The total dollar amount of all first residential and income (investment) property mortgage loans serviced by the company, as of year-end. Includes both loans that are carried on the books as assets and those that are not carried on the books.

Stock Options: These plans provide an individual with the right to purchase a specified number of shares of company stock at a fixed price over a stated time period (e.g., Nonqualified Stock Options or Incentive Stock Options). [**Nonqualified Stock Options (NQSOs):** Can be granted at a price below fair market value. The option may be exercised (i.e., shares of company stock may be bought from the company) at any time during the option period, unless exercise restrictions are placed on the option.] [**Incentive Stock Options (ISOs):** If the options meet specific requirements (e.g., the option price must be equal to or greater than the fair market value at grant, stock must be held for one year after exercise and two years after grant), then the executive is not taxed until sale of the stock (i.e., not taxed at exercise).]

Target Bonus: Formally established bonus and/or other cash compensation to be paid for the achievement of established performance criteria or goals.

Third Quartile (75th Percentile): The value in an array that falls at the third quarter, or 75th percentile, of a sample. Twenty-five percent, or one-fourth, of the values in the sample are greater in magnitude than the third quartile value.

Time-Lapse Restricted Stock/Units: The grant of restricted stock or restricted stock units with a vesting schedule based solely on the lapse of time. Company or individual performance has no effect on the vesting of the grant.

Total Assets: The consolidated assets of the reporting entity as of year-end.

Total Cash Compensation: The sum of base pay, bonus, and other direct cash compensation payments from variable pay programs.

Total Direct Compensation: The sum of salary, bonus or other cash compensation and the expected value of long-term incentive awards.

Weighted Average: An average calculated by multiplying each occurrence of data by a weighting factor, e.g., average salary reported by the number of incumbents in the position at each reporting company. The results are added and then divided by the weighting of that factor, i.e., the total number of incumbents reported.

Calculation of Weighted Average Salary

	Average Salary Reported		# of Incumbents in Position	=	Average Salary Reported Multiplied by # of Reported Incumbents
Organization #1	\$ 38,300	X	2	=	\$ 76,600
Organization #2	\$ 42,700	X	3	=	\$ 128,100
Organization #3	\$ 43,500	X	5	=	\$ 217,500
Organization #4	\$ 40,100	X	2	=	\$ 80,200
Organization #5	\$ 44,600	X	6	=	\$ 267,600
Organization #6	\$ 48,200	X	12	=	\$ 578,400
Total	\$ 257,400		30	=	\$ 1,348,400
\$1,348,400 ÷ 30 (total # of reported incumbents) =					
Weighted Average Salary of \$44,947					

Year of Service: A year of service is a twelve-month period during which an employee works at least 1,000 hours. Years of service are used for participation, vesting, and the determination of accrued benefits.

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