

**2015  
Financial Institutions Reform, Recovery and  
Enforcement Act (FIRREA) Compensation  
Survey**

Survey Report

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By participating in Towers Watson's surveys, you will be deemed to have agreed to the following participation terms on behalf of your company and you represent that you have authority to submit data. As a participant in this survey, your company's name will be included on survey participant lists. Survey participants must submit data on a timely basis and provide an accurate and complete data submission, including, if relevant, long-term incentive information and responses to the policies and practices questions. Data may be submitted directly via the Towers Watson portal hosted in the USA. If your company's data submission is late or does not meet the requirements for a particular survey, Towers Watson may, at its discretion, limit/deny access to such survey results. For select surveys, participants must submit executive data to purchase executive products, middle management, professional and support data to purchase non-executive products and industry-specific functions/disciplines/positions to purchase associated industry-specific survey products.

**Confidentiality and Use of Data.** Participant data submitted to the surveys will be held in confidence. Towers Watson takes reasonable security precautions, including the same precautions Towers Watson takes to protect our own confidential information, to prevent unauthorized access. Participant data will be used by Towers Watson for purposes of creating aggregated survey results which are presented in a manner that protects individual company confidentiality. Participant data and survey results may be used by Towers Watson for training, quality assurance, research and development, compensation and/or benefits consulting services (e.g., market/job pricings) and general promotional activities such as trends analyses that are provided to survey participants.

**Data Protection.** Towers Watson may pass participant data, which may include individually identifiable information, within its global network of offices and affiliates (including the Towers Watson Global Resource Centre) and to subcontractors and providers of IT outsourcing who will be subject to appropriate data protection standards. The Global Resource Centre is located in Manila, The Philippines, and will be used to analyze such data in connection with the surveys. The Manila corporate entity is a wholly owned subsidiary in the Towers Watson group, and it is governed by the same information security policies and internal controls that govern the Towers Watson group as a whole. Notwithstanding the foregoing, for purposes of the FIRREA survey, participant data shall remain solely in White Plains, New York and shall be accessible only by Towers Watson employees assigned to work on such survey. Irrespective of where Towers Watson receives or holds such data, Towers Watson confirms that, acting as data processor, Towers Watson will take appropriate technical, physical and organizational/administrative measures to protect such data against accidental or unlawful destruction or accidental loss or unauthorized alteration, disclosure or access. Towers Watson will use such data only for the purposes described above or for other reasonable purposes which are related to the surveys and services, unless a participant instructs Towers Watson otherwise. Participant and Towers Watson shall each comply with applicable data privacy legislation and regulations.

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## Introduction

We're pleased to present the results of the **2015 Financial Institutions Reform, Recovery and Enforcement Act (FIRREA) Compensation Survey**. The survey report focuses on cash compensation and direct 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 are included.

The data contained in this reference is based on the response of 31 organizations. The organizations have a median total full-time employment of 1,477 employees at their reported locations. Refer to the Overview of Survey Participants section for more information including a complete list of this year's survey participants.

This response enabled us to report on a total of 68 positions filled by a total of 26,088 employees.

The effective date is April 1, 2015.

## Supporting Documentation

The following are individual sections of the PDF report. These sections include explanatory text and guidelines for using this report.

- Survey Methodology
- Overview of Survey Participants
- Guide to Finding and Using the Compensation Data in the Report
- Explanation of Data Presentation Terms
- Position Descriptions
- Policies and Practices
- Position Comparison Tables
- Glossary of Terms

## Contact Us

If you have any questions or comments regarding this report or any of our other products, contact us at +1 800 645 5771 or [twusdata@towerswatson.com](mailto:twusdata@towerswatson.com).





## 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 employees' 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 employees.

Towers Watson Data Services (TWDS) publishes statistics only when a sufficient sample exists. 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% of aggregate data statistics and will be flagged as such. Any information disseminated is aggregated so that individual company data cannot be identified and TWDS 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
<b>Entire Sample Combined</b>					
Total Number of Employees	912	1,477	3,092	2,244	31
Exempt Employees	634	981	2,023	1,659	31
Nonexempt Employees	83	372	520	481	31
Executives	51	69	115	105	31

ORGANIZATION TYPE							
	Private Sector (excluding Law, Financial and Education)	Financial	Federal Reserve Bank	Federal Financial Regulatory Agency	Other Federal Government Agency	Other	# of Responses
<b>Entire Sample Combined</b>							
	0.0%	12.9%	38.7%	32.2%	0.0%	16.3%	31

ORGANIZATION PROFIT STATUS			
	For-Profit	Not-For-Profit	# of Responses
<b>Entire Sample Combined</b>			
	9.7%	90.3%	31

## Overview of Survey Participants

### Participant List

Sponsoring agencies are listed in bold typeface.

Chicago Board Options Exchange  
**Commodities Futures Trading Commission (CFTC)**  
**Consumer Financial Protection Bureau (CFPB)**  
Fannie Mae  
**Farm Credit Administration (FCA)**  
**Federal Deposit Insurance Corporation (FDIC)**  
**Federal Housing Finance Agency (FHFA)**  
Federal Home Loan Bank of San Francisco  
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 of St. Louis  
**Federal Reserve Board**  
FINRA  
Freddie Mac  
Inter-American Development Bank  
International Monetary Fund  
Investment Company Institute  
**National Credit Union Administration (NCUA)**  
**Office of Financial Research (OFR)**  
**Office of the Comptroller of the Currency (OCC)**  
**U.S. Securities and Exchange Commission (S E C)**  
World Bank



# 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 two categories: All Organizations and All Financials, Federal Reserve Banks and 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 region as well as 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 groupings, described as follows:

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

Survey statistics (*weighted average, 10th percentile, 25th percentile, Median, 75th percentile, and 90th percentile*) are displayed for each position and for each pay element. Please refer to the Explanation of Data Definitions for additional information.



## Guide to Finding and Using the Compensation Data in the Report

### Suggestions for Using the Data in this Report

Organizations determine their compensation philosophies and assess their labor markets from a variety of perspectives. These include geographic, industry and organization size (e.g., revenue, assets or FTEs).

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 TWDS surveys are professionally tended, the following guidelines will help to reduce the likelihood of misjudgment and build 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 job under consideration to the survey description. The survey 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 job 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 job 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 TWDS 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. The number of reporting organizations and incumbents in the job is an indicator of the breadth of representation in the sample. If the number of incumbents reported closely matches the number of reporting organizations, the relative influence of the participating organizations reporting is more evenly balanced.

## Guide to Finding and Using the Compensation Data in the Report

### 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. The following example illustrates this approach:

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).

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

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.

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

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.

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

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

This approach to updating survey data 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, Towers Watson does not recommend aging data beyond 18 months.

## Guide to Finding and Using the Compensation Data in the Report

### 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:

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

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

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

$$\text{Minimum} = \$38,500$$

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

$$\text{Maximum} = \$61,500$$

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 Definitions

**Adjusted Annual Base Salary:** Average annual base salary adjusted by locality pay or geographic differential. 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.

**Annual Base Salary:** Average annual salary as of April 1, 2015 for all employees in this position. Displayed in thousands of dollars.

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

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

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

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

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

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

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

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

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

**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.

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

## Explanation of Data Presentation Terms

### Calculated Statistics Definitions

**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.

**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 occurrences, i.e., the number of participants. Averages weigh each participant's input on an equal basis, regardless of the number of incumbents reported.

**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.

**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.





# Position Descriptions

# Position Descriptions

## Introduction

This section includes the following:

- **Position Listing**  
List of positions surveyed presented.
- **Position Descriptions**  
Includes the current benchmark job descriptions used by participants to facilitate job matching.

## Position Descriptions

### Position Listing

#### **Economist**

0678	Supervisory Economist (Section Chief)
0679	Senior Economist
0680	Economist II
0681	Economist I
0682	Research Assistant

#### **Legal**

0683	Assistant/Deputy General Counsel
0684	Supervisory Senior Counsel
0685	Senior Attorney
0686	Attorney (Full Performance Level)
0811	Attorney (Mid-Level)
0687	Attorney (Entry Level)
0688	Senior Paralegal
0801	Paralegal
0689	Legal Secretary/Technician

#### **Information Technology**

0731	Supervisory IT Specialist
0732	Supervisory IT Project Manager
0733	IT Project Manager
0802	IT Specialist III (Full Performance)
0803	IT Specialist II (Mid-Level)
0804	IT Specialist I (Entry-Level)
0734	Senior IT/Systems Security Analyst
0805	IT/Systems Security Analyst
0735	Senior Database Administrator
0806	Database Administrator
0736	Systems Engineer
0738	Senior Software Engineer

#### **Finance**

0807	Senior Financial Systems Analyst
0740	Financial Systems Analyst
0808	Senior Auditor
0741	Auditor
0742	Accountant (Financial Practices)
0743	Senior Financial Analyst
0744	Financial Analyst II
0745	Financial Analyst I
0746	Financial Accounting Manager

## Position Descriptions

### Position Listing

#### Finance (continued)

0747	Senior Accountant
0748	Accountant (Full Performance Level)
0749	Accounting Technician

#### Procurement

0751	Procurement Manager
0754	Contract Specialist

#### Examination/Supervision

0756	Director (Examiner, Specialty Area)
0757	Field Manager
0759	Examiner V (Technical Expert Level)
0761	Examiner IV (Senior Level)
0762	Examiner III (Full Performance Level/Commissioned Level)
0763	Examiner II
0764	Examiner I (Entry Level)
0767	Senior Examiner (Compliance)
0768	Examiner (Compliance)
0769	Capital Markets Specialist
0771	Senior Policy Analyst
0812	Risk Analysis Division (RAD) Director
0772	Risk Specialist

#### Training

0776	Training Developer
0779	Training Technician

#### Human Resources

0781	Human Resources Director
0782	Human Resources Specialist
0783	Human Resources Assistant

#### Administrative Services

0784	Security Director
0810	Security Specialist
0785	Librarian
0813	Public Affairs Specialist (Full Performance Level)
0786	Public Affairs Specialist
0787	Staff Assistant to an Executive
0788	Senior Staff Assistant

Position Descriptions

## Position Listing

**Administrative Services (continued)**

0791	Staff Assistant
0792	Clerk/Office Assistant
0793	Mail Clerk

## Position Descriptions

### 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:** This is an entry level position. 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. Typically a recent college graduate with little to no experience.

## Position Descriptions

### Position Descriptions (continued)

- | Pos. Code | Legal   |
|-----------|---|
| 0683      | <b>Assistant/Deputy General Counsel:</b> Reports directly to 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. Possesses a Law Degree and must be a member of the Bar.  |
| 0684      | <b>Supervisory Senior Counsel:</b> 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.  |
| 0685      | <b>Senior Attorney:</b> 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      | <b>Attorney (Full Performance Level):</b> 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.   |
| 0811      | <b>Attorney (Mid-Level):</b> Serves as an intermediate performance level attorney. Prepares memoranda and correspondence. Counsels management, on the legal matters regarding safety, and soundness of operations, and advises on appropriate legal actions available. May assist senior management in final resolution of legal issues in area of expertise. May perform complex work which influences internal operations. Typically requires up to 2 years' experience practicing law. Possess a law degree and is a current member of the bar.  |
| 0687      | <b>Attorney (Entry Level):</b> 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      | <b>Senior Paralegal:</b> 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 accompany attorneys to trials and/or depositions. May direct/support the work of Paralegals. Typically requires 4-6 years or more experience as a paralegal.   |

## Position Descriptions

### Position Descriptions (continued)

Pos.  
Code

#### Legal (continued)

- 0801 Paralegal:** Processes simpler to moderately 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 receive direction/support from Senior Paralegals. Typically requires 1-3 years of experience.
- 0689 Legal Secretary/Technician:** Provides administrative and/or technical 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. Performs administrative duties in coordinating printing of briefs and other legal documents. May prepare standardized legal forms and documents or maintain legal information management databases. 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.
- 0802 IT Specialist III (Full Performance):** Requires broad knowledge and experience in software and information delivery. Security systems, and quality assurance. Serves as full performance level IT Specialist providing full range of support in all areas and functions associated with systems analysis and applications software. Designs and codes complex software applications. Manages, installs, maintains, monitors and/or troubleshoots all software to ensure integrity and optimum performance. Performs full range of project management activities.
- 0803 IT Specialist II (Mid-Level):** Requires general knowledge and experience in automated information systems. Serves as an IT Specialist and provides support in a variety of activities associated with systems analysis and applications software. Applies analytical processes to the planning, design, and implementation of new and improved information systems to meet the business requirements of customer organizations. Designs, documents, develops and/or modifies, tests, installs, implements, and supports new or existing applications software.



## Position Descriptions

### Position Descriptions (continued)

Pos.  
Code

#### Information Technology (continued)

- 0804 IT Specialist I (Entry Level):** This is an entry level position. Requires basic to general knowledge in automated information systems. Provides support in a variety of activities associated with systems analysis and applications software. Assists with applying analytical processes to the planning, design, and implementation of new and improved information systems to meet the business requirements of customer organizations. Assists in designing, documenting, developing and/or modifying, testing, installing, implementing, and supporting new or existing applications software.
- 0734 Senior 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.
- 0805 IT/Systems Security Analyst:** Serves as an intermediate level analyst for computer security systems. Monitors current security systems to control access to systems and detects and reports violations. Assists in the development of new security measures as required. Analyzes hardware and software to provide security for microcomputers, mainframes, office systems, local and wide area networks, voice/data systems, etc. Conducts moderately complex risk assessments, risk certifications, software security reviews, changes in legislation, professional security standards, and business requirements.
- 0735 Senior 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.
- 0806 Database Administrator:** Serves as technical advisor/consultant for moderate/less 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. Uses standard methods to design and maintain systems. May work simultaneously on several 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.
- 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.

## Position Descriptions

### Position Descriptions (continued)

Pos. Code	Finance
0807	<b>Senior Financial Systems Analyst:</b> Provides support/direction to lower level analysts. Responsible for the analysis of economic, financial and structure data. Analyzes the most complex 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 financial and structure data analysis for data series and may review the work of lower level analysts. May lead in the development of new analytical techniques to be used for cross-sectional and time-series analysis of data trend. Requires advanced knowledge of financial/accounting principles, data processing issues, computer operations and various PC software packages. May make modifications to established standards and procedures.
0740	<b>Financial Systems Analyst:</b> 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.
0808	<b>Senior Auditor:</b> Provides direction/support to lower level auditors and may review audit reports of lower level auditors prior to submission. Conducts performance/financial audits in accordance with Generally Accepted Government Auditing Standards (GAGAS) of the organization's program, operations, activities, and functions. 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.
0741	<b>Auditor:</b> 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	<b>Accountant (Financial Practices):</b> 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	<b>Senior Financial Analyst:</b> 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.

## Position Descriptions

### Position Descriptions (continued)

Pos.  
Code

#### **Finance (continued)**

- 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.
- 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.

## Position Descriptions

### Position Descriptions (continued)

- | Pos.<br>Code | <b>Examiner/Supervision</b>  |
|--------------|--|
| 0756         | <b>Director (Examiner, Specialty Area):</b> 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         | <b>Field Manager:</b> 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.  |
| 0759         | <b>Examiner V (Technical Expert Level):</b> 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         | <b>Examiner IV (Senior Level):</b> 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         | <b>Examiner III (Full Performance Level/Commissioned Level):</b> 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         | <b>Examiner II:</b> 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         | <b>Examiner I (Entry Level):</b> 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.   |

## Position Descriptions

### Position Descriptions (continued)

Pos. Code	Examiner/Supervision (continued)
0767	<b>Senior Examiner (Compliance):</b> 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	<b>Examiner (Compliance):</b> 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.
0769	<b>Capital Markets Specialist:</b> Serves as a senior staff member and provides advice to senior management, staff, other government agencies and the banking industry on all pertinent matters relating to capital market risk in financial institutions including interest rate risk, market risk, trading activities, derivatives, investment securities activities, asset securitization, liquidity and funding. Analyzes supervisory issues, identifies risks, recommends and develops new or revised agency policy and/or regulatory guidance for banks and examiners with the goal of initiating new or modified supervisory policies and procedures.
0771	<b>Senior Policy Analyst:</b> 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.
0812	<b>Risk Analysis Division (RAD) Director:</b> Serves as senior manager and/or director in Credit, Market, Compliance or Enterprise Risk Analysis. Plans, organizes, implements and directs activities associated with delivering expertise on quantitative economic modeling to bank examiners and policy makers within the organization. Models, develops and supervises risk simulation scenarios, quantitative modeling exam support, research projects, and analyses in area of expertise. Participates in the implementation of risk valuation models and conceives and implements regulations and supervisory requirements to limit and manage risk.
0772	<b>Risk Specialist:</b> 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.
<b>Training</b>	
0776	<b>Training Developer:</b> 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.

## Position Descriptions

### Position Descriptions (continued)

Pos.  
Code

#### Training (continued)

**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:** Reports directly to Chief Human Resources Officer/Top Human Resources Executive and 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 ensure the minimum standards of fitness and integrity. Develops, implements, and maintains a Continuity of Operations plan for the agency. This is the highest level security position within the organization.

## Position Descriptions

### Position Descriptions (continued)

Pos.  
Code

#### **Administrative Services (continued)**

- 0810 Security Specialist:** Manages and implements security processes and controls in one or more specialty areas, such as: Electronic Security, Physical Security, Emergency Management or Continuity of Operations. May work/liase with all levels of staff and outside contractors. Maintains awareness of current physical security systems, software upgrades, field equipment, and industry trends. Makes recommendations regarding new programs, technology, and techniques to enhance security and/or resolve problems. May perform or assist in performing periodic vulnerability assessments of the physical security operations of the facility to determine specific weaknesses/vulnerabilities.
- 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.
- 0813 Public Affairs Specialist (Full Performance Level):** Focuses on the external communications and support for internal and community programs for the organization. Writes, edits, and manages external media materials, talking points, media outreach, press releases, public service announcements, fact sheets, and other material for distribution. Collaborates with other public affairs staff to coordinate draft material and responses to inquiries. Researches, prepares, and presents analysis of media coverage, news release, and public service program effectiveness and impact. Coordinates the posting of news releases to organizations web sites, e-mail distribution, and news release distribution services.
- 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.

## Position Descriptions

### Position Descriptions (continued)

- Pos. Code**    **Administrative Services (continued)**
- 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/Office Assistant:** 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

### Matched Sample Analysis

The matched sample analysis below presents the percentage increase in Average Base Salary, Average Adjusted Base Salary, and Average Adjusted Total Cash Compensation for positions that could be matched to prior year's data. Only those organizations which participated in both the 2014 and 2015 surveys are included. All new positions and positions which underwent significant revision were excluded from this analysis. The % Diff columns are averages of the individual percent differences. This method prevents the excessive influence of a single company.

MATCHED SAMPLE ANALYSIS												
Pos Code	Title	# of Orgs 2015	# of Emps 2015	Average Base Salary			Average Adjusted Base Salary			Average Adjusted Total Cash Compensation		
				2015	2014	% Diff	2015	2014	% Diff	2015	2014	% Diff
<b>Entire Sample Combined</b>												
0678	Supervisory Economist (Section Chief)	14	113	218.0	215.5	1.2	234.1	231.3	1.2	257.8	253.2	1.8
0679	Senior Economist	17	204	180.8	173.0	4.5	198.3	188.4	5.2	210.4	200.1	5.1
0680	Economist II	19	297	147.0	143.0	2.8	154.2	149.6	3.0	164.1	159.5	2.9
0681	Economist I	13	155	117.8	118.7	-0.8	122.1	122.8	-0.6	129.3	128.4	0.7
0682	Research Assistant	11	251	60.1	56.2	6.9	62.6	58.5	7.0	64.0	60.0	6.5
0683	Assistant/Deputy General Counsel	10	51	219.6	214.1	2.6	236.3	227.3	4.0	285.9	276.4	3.4
0684	Supervisory Senior Counsel	10	506	193.8	189.1	2.4	208.0	202.5	2.7	236.3	227.3	4.0
0685	Senior Attorney	15	920	166.2	160.1	3.8	179.7	172.3	4.3	198.0	189.2	4.6
0686	Attorney (Full Performance Level)	14	1,359	131.1	130.1	0.8	143.6	141.5	1.5	151.5	147.4	2.8
0687	Attorney (Entry Level)	5	48	99.3	96.6	2.8	106.1	102.9	3.1	107.8	105.2	2.5
0688	Senior Paralegal	8	129	94.3	89.9	5.0	101.3	95.7	5.9	104.9	97.9	7.1
0801	Paralegal	6	69	66.6	63.8	4.4	71.5	67.6	5.7	74.0	69.9	5.9
0689	Legal Secretary/Technician	10	125	63.6	59.1	7.5	70.2	64.6	8.7	71.2	66.0	7.9
0731	Supervisory IT Specialist	10	252	160.0	155.2	3.1	184.3	177.2	4.1	190.6	182.8	4.3
0732	Supervisory IT Project Manager	9	107	161.5	155.7	3.7	176.8	169.3	4.4	188.8	180.0	4.9
0733	IT Project Manager	9	182	133.1	134.7	-1.2	148.4	149.1	-0.5	153.8	154.6	-0.5
0802	IT Specialist III (Full Performance)	10	706	129.3	125.8	2.8	142.7	138.5	3.1	146.4	141.4	3.5
0803	IT Specialist II (Mid-Level)	7	292	105.0	99.9	5.1	115.6	109.1	6.0	118.2	111.3	6.3
0804	IT Specialist (Entry-Level)	2	60	---	---	---	---	---	---	---	---	---
0734	Senior IT/Systems Security Analyst	10	67	124.5	117.0	6.4	143.0	132.1	8.3	147.5	135.1	9.2
0805	IT/Systems Security Analyst	4	21	103.2	97.4	5.9	117.4	109.7	7.0	119.6	111.1	7.7
0735	Senior Database Administrator	7	70	141.5	136.8	3.4	158.3	152.3	3.9	161.6	156.3	3.4
0806	Database Administrator	4	13	107.9	109.7	-1.7	116.8	117.3	-0.4	119.5	121.1	-1.3
0736	Systems Engineer	7	176	123.7	119.2	3.8	130.5	124.9	4.4	136.1	128.6	5.8
0738	Senior Software Engineer	6	134	135.8	132.8	2.3	140.7	137.3	2.5	147.8	142.8	3.5
0807	Senior Financial Systems Analyst	3	56	142.4	148.9	-4.4	149.8	156.5	-4.3	159.2	169.8	-6.2
0740	Financial Systems Analyst	6	88	106.3	105.5	0.8	113.5	111.8	1.5	117.4	114.5	2.6

Policies and Practices

## Matched Sample Analysis (continued)

MATCHED SAMPLE ANALYSIS (continued)												
Pos Code	Title	# of Orgs 2015	# of Emps 2015	Average Base Salary			Average Adjusted Base Salary			Average Adjusted Total Cash Compensation		
				2015	2014	% Diff	2015	2014	% Diff	2015	2014	% Diff
<b>Entire Sample Combined (continued)</b>												
0808	Senior Auditor	6	82	137.5	132.1	4.1	142.9	136.9	4.4	148.7	141.7	5.0
0741	Auditor	8	62	105.1	103.9	1.2	115.3	112.6	2.4	121.5	116.1	4.7
0742	Accountant (Financial Practices)	4	62	121.2	119.2	1.7	128.3	126.0	1.8	132.6	128.6	3.1
0743	Senior Financial Analyst	13	245	137.6	136.5	0.9	149.8	147.6	1.5	156.0	154.2	1.2
0744	Financial Analyst II	11	264	114.3	113.7	0.6	124.1	123.1	0.8	128.1	126.6	1.2
0745	Financial Analyst I	10	146	87.3	84.1	3.7	95.6	91.6	4.4	97.9	94.4	3.7
0746	Financial Accounting Manager	9	53	174.1	166.7	4.4	185.8	178.1	4.3	199.1	190.2	4.7
0747	Senior Accountant	10	147	120.7	119.5	1.0	135.9	133.6	1.8	139.2	136.1	2.3
0748	Accountant (Full Performance Level)	9	71	87.1	84.2	3.4	92.2	89.1	3.5	96.5	92.7	4.1
0749	Accounting Technician	6	19	64.0	61.9	3.4	71.4	69.0	3.4	74.0	70.2	5.4
0751	Procurement Manager	7	23	163.1	158.3	3.1	172.8	166.3	3.9	182.5	174.8	4.4
0754	Contract Specialist	11	129	117.7	114.9	2.4	126.2	122.4	3.1	131.9	128.0	3.0
0756	Director (Examiner, Specialty Area)	16	339	182.5	179.8	1.5	192.3	189.0	1.8	212.9	209.3	1.7
0757	Field Manager	17	956	148.4	143.4	3.5	157.5	151.1	4.3	167.9	160.8	4.4
0759	Examiner V (Technical Expert Level)	16	935	141.6	139.8	1.2	148.8	146.9	1.3	160.0	156.2	2.4
0761	Examiner IV (Senior Level)	17	1,563	125.7	123.1	2.1	132.7	129.4	2.5	138.8	134.9	2.8
0762	Examiner III (Full Performance Level/Commissioned Level)	16	1,952	93.5	90.7	3.1	96.4	93.4	3.2	100.9	97.6	3.4
0763	Examiner II	15	600	73.1	71.3	2.5	75.8	73.8	2.8	78.6	76.3	3.1
0764	Examiner I (Entry Level)	12	379	54.1	51.8	4.5	58.3	55.5	5.0	59.9	56.6	5.7
0767	Senior Examiner (Compliance)	7	824	127.8	124.0	3.1	140.6	135.6	3.7	144.6	139.7	3.5
0768	Examiner (Compliance)	7	399	95.6	92.3	3.5	108.1	105.1	2.8	110.7	107.0	3.4
0769	Capital Markets Specialist	6	110	151.7	143.1	6.0	162.8	152.5	6.8	168.7	157.4	7.2
0771	Senior Policy Analyst	7	89	135.6	132.8	2.1	152.4	147.4	3.4	158.7	153.1	3.6
0772	Risk Specialist	1	6	115.6	117.7	-1.8	115.6	117.7	-1.8	117.5	127.4	-7.8
0776	Training Developer	8	64	118.4	114.5	3.4	126.5	121.6	4.0	130.6	125.2	4.3
0779	Training Technician	6	27	72.2	68.8	4.9	78.9	74.9	5.3	81.3	76.4	6.4
0781	Human Resources Director	14	65	165.5	160.6	3.0	175.1	169.8	3.2	192.9	187.4	2.9
0782	Human Resources Specialist	13	248	106.5	104.9	1.5	119.2	116.5	2.3	122.5	118.9	3.1
0783	Human Resources Assistant	11	45	63.7	61.6	3.3	70.4	67.5	4.2	72.2	69.3	4.3
0784	Security Director	4	6	163.2	160.2	1.9	177.9	173.2	2.7	188.3	183.1	2.8
0810	Security Specialist	5	16	96.0	93.4	2.8	116.5	111.7	4.3	118.4	114.2	3.7
0785	Librarian	9	29	98.0	93.7	4.6	112.7	107.1	5.3	115.7	109.3	5.9
0786	Public Affairs Specialist	5	26	119.1	118.9	0.2	123.3	123.2	0.1	138.4	138.9	-0.4

Policies and Practices

**Matched Sample Analysis (continued)**

<b>MATCHED SAMPLE ANALYSIS (continued)</b>												
Pos Code	Title	# of Orgs 2015	# of Emps 2015	Average Base Salary			Average Adjusted Base Salary			Average Adjusted Total Cash Compensation		
				2015	2014	% Diff	2015	2014	% Diff	2015	2014	% Diff
<b>Entire Sample Combined (continued)</b>												
0787	Staff Assistant to an Executive	13	98	79.5	76.1	4.5	85.4	81.5	4.8	89.4	84.9	5.4
0788	Senior Staff Assistant	10	239	73.5	71.6	2.6	80.7	78.7	2.6	83.6	80.9	3.3
0791	Staff Assistant	12	433	58.1	56.5	2.7	62.6	60.6	3.3	64.6	62.1	3.9
0792	Clerk/Office Assistant	5	29	48.0	49.6	-3.2	52.4	53.8	-2.6	53.9	55.2	-2.4
0793	Mail Clerk	5	22	44.3	43.8	1.1	46.4	45.8	1.3	47.7	46.7	2.1

Policies and Practices

## Salary Increase Budgets and Range Increases

PREVALENCE OF ORGANIZATIONS GRANTING SALARY INCREASES IN 2014			
	Organizations Granting Salary Increases in 2014		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	26	100.0%	26

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.
<b>ENTIRE SAMPLE COMBINED</b>													
All Employees	58.3%	12.5%	4.2%	4.2%	0.0%	0.0%	12.5%	0.0%	0.0%	4.2%	0.0%	4.2%	24
Executive	50.0%	12.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	8
Management, Excluding Executives	44.4%	0.0%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	9
Exempt, Non-Management, Bargaining Unit	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	5
Exempt, Non-Management, Non-Bargaining Unit	55.6%	0.0%	22.2%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	9
Nonexempt Salaried, Bargaining Unit	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4
Nonexempt Salaried, Non-Bargaining Unit	55.6%	0.0%	22.2%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	9

PERCENT OF EMPLOYEES RECEIVING SALARY INCREASES IN 2014					
	25th Percentile	Median	75th Percentile	Average	# of Responses
<b>Entire Sample Combined</b>					
All Employees	94.0%	98.0%	99.3%	96.4%	22
Executive	81.0%	95.0%	99.0%	77.6%	15
Management, Excluding Executives	86.5%	96.0%	98.5%	82.0%	13
Exempt, Non-Management, Bargaining Unit	---	65.0%	--	57.5%	4
Exempt, Non-Management, Non-Bargaining Unit	87.5%	95.0%	98.5%	93.4%	13
Nonexempt Salaried, Bargaining Unit	---	---	---	---	---
Nonexempt Salaried, Non-Bargaining Unit	---	99.0%	---	66.3%	3

Policies and Practices

## Salary Increase Budgets and Range Increases (continued)

INCREASES GRANTED FOR MOST RECENT PERFORMANCE PERIOD						
	Merit Increase		Cost of Living		Total Increase	
	% of Salary	# of Responses	% of Salary	# of Responses	% of Salary	# of Responses
<b>Entire Sample Combined</b>						
All Employees	2.9%	23	---	1	3.1%	23
Executive	2.8%	14	--	1	2.8%	14
Management, Excluding Executives	2.8%	15	---	1	2.9%	15
Exempt, Non-Management, Bargaining Unit	2.8%	5	---	1	3.0%	5
Exempt, Non-Management, Non-Bargaining Unit	2.9%	15	---	1	3.0%	15
Nonexempt Salaried, Bargaining Unit	2.8%	5	---	1	3.0%	5
Nonexempt Salaried, Non-Bargaining Unit	2.9%	15	---	1	2.9%	15
Overall Average	2.8%	16	---	1	2.9%	16

INCREASES TO BE GRANTED FOR YOUR NEXT PERFORMANCE PERIOD						
	Merit Increase		Cost of Living		Total Increase	
	% of Salary	# of Responses	% of Salary	# of Responses	% of Salary	# of Responses
<b>Entire Sample Combined</b>						
All Employees	3.0%	19	---	1	3.0%	19
Executive	2.9%	10	---	0	2.9%	10
Management, Excluding Executives	2.8%	10	---	0	2.8%	10
Exempt, Non-Management, Bargaining Unit	2.6%	3	---	0	2.6%	3
Exempt, Non-Management, Non-Bargaining Unit	2.8%	10	---	0	2.8%	10
Nonexempt Salaried, Bargaining Unit	2.6%	3	---	0	2.6%	3
Nonexempt Salaried, Non-Bargaining Unit	2.8%	10	---	0	2.8%	10
Overall Average	2.9%	12	---	0	2.9%	12

Policies and Practices

## Salary Increase Budgets and Range Increases (continued)

PREVALENCE OF ORGANIZATIONS THAT ADJUSTED OR PLAN TO ADJUST SALARY RANGES FOR BARGAINING UNIT EMPLOYEES						
	Organizations That Adjusted Salary Ranges in 2014			Organizations That Adjusted or Plan to Adjust Salary Ranges in 2015		
	# of Organizations	% of Organizations	# of Responses	# of Organizations	% of Organizations	# of Responses
<b>Entire Sample Combined</b>	4	25.0%	16	5	31.3%	16

PREVALENCE OF ORGANIZATIONS THAT ADJUSTED OR PLAN TO ADJUST SALARY RANGES FOR NON-BARGAINING UNIT EMPLOYEES						
	Organizations That Adjusted Salary Ranges in 2014			Organizations That Adjusted or Plan to Adjust Salary Ranges in 2015		
	# of Organizations	% of Organizations	# of Responses	# of Organizations	% of Organizations	# of Responses
<b>Entire Sample Combined</b>	18	72.0%	25	21	84.0%	25

AVERAGE INCREASES TO SALARY RANGES						
	2014 Actual Increase to Salary Ranges		2015 Actual Increase to Salary Ranges		2015 Planned Increase to Salary Ranges	
	% Increase	# of Responses	% Increase	# of Responses	% Increase	# of Responses
<b>Entire Sample Combined</b>						
All Employees	3.3%	11	1.9%	12	---	0
Executive	4.4%	7	1.8%	9	---	0
Management, Excluding Executives	4.4%	9	2.0%	10	---	1
Exempt, Non-Management, Bargaining Unit	---	2	1.6%	3	---	0
Exempt, Non-Management, Non-Bargaining Unit	4.2%	9	2.0%	10	---	1
Nonexempt Salaried, Bargaining Unit	---	2	1.6%	3	---	0
Nonexempt Salaried, Non-Bargaining Unit	3.8%	9	1.9%	10	---	1
Overall Average	3.6%	9	1.9%	12	---	0

Policies and Practices

## Pay Differentiation and Determination

### PREVALENCE OF ORGANIZATIONS WHO HAVE ESTABLISHED MERIT INCREASE BUDGETS BASED ON EMPLOYEE GROUP

	Organizations Who Have Established Merit Increase Budgets Based on Employee Group		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	8	30.8%	26

### 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	
<b>Performance Rating</b>					
Highest Rating	31.8%	3.9%	2.3%	5.0%	12
2nd Highest Rating	38.2%	2.7%	1.5%	3.9%	12
3rd Highest Rating	26.9%	1.8%	1.0%	2.3%	12
4th Highest Rating	2.3%	0.4%	0.3%	0.7%	12
5th Highest Rating	0.3%	0.0%	---	---	12

### 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	
<b>Performance Rating</b>					
Highest Rating	18.5%	3.8%	2.9%	7.6%	8
2nd Highest Rating	41.8%	3.1%	2.1%	5.6%	8
3rd Highest Rating	36.6%	2.0%	1.3%	3.0%	8
4th Highest Rating	2.8%	0.0%	---	---	8
5th Highest Rating	0.4%	---	---	---	8



Policies and Practices

## Pay Differentiation and Determination (continued)

### PERFORMANCE RATINGS AND AVERAGE SALARY INCREASES FOR EXEMPT, NON-MANAGEMENT, BARGAINING UNIT

	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	
<b>Performance Rating</b>					
Highest Rating	39.3%	3.4%	---	---	4
2nd Highest Rating	30.3%	2.3%	---	---	4
3rd Highest Rating	27.3%	---	---	---	4
4th Highest Rating	2.8%	---	---	---	4
5th Highest Rating	0.5%	---	---	---	4

### PERFORMANCE RATINGS AND AVERAGE SALARY INCREASES FOR EXEMPT, NON-MANAGEMENT, NON-BARGAINING UNIT

	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	
<b>Performance Rating</b>					
Highest Rating	21.4%	4.2%	2.2%	6.8%	7
2nd Highest Rating	40.4%	3.2%	1.7%	6.7%	7
3rd Highest Rating	36.1%	2.1%	1.4%	3.4%	7
4th Highest Rating	1.9%	0.3%	0.3%	0.4%	7
5th Highest Rating	0.1%	0.0%	---	---	7

### PERFORMANCE RATINGS AND AVERAGE SALARY INCREASES FOR NONEXEMPT SALARIED, BARGAINING UNIT

	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	
<b>Performance Rating</b>					
Highest Rating	50.3%	---	---	---	3
2nd Highest Rating	30.7%	---	---	---	3
3rd Highest Rating	18.3%	---	---	---	3
4th Highest Rating	0.7%	---	---	---	3
5th Highest Rating	0.0%	---	---	---	3

Policies and Practices

**Pay Differentiation and Determination (continued)**

<b>PERFORMANCE RATINGS AND AVERAGE SALARY INCREASES FOR NONEXEMPT SALARIED, NON-BARGAINING UNIT</b>					
	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	
<b>Performance Rating</b>					
Highest Rating	16.3%	4.1%	2.2%	6.0%	7
2nd Highest Rating	37.9%	3.2%	1.7%	4.3%	7
3rd Highest Rating	43.0%	2.1%	1.4%	3.4%	7
4th Highest Rating	2.7%	0.3%	0.3%	0.4%	7
5th Highest Rating	0.1%	---	---	---	7

Policies and Practices

## Promotional Increases

<b>AVERAGE PROMOTIONAL INCREASES (AS A PERCENT OF SALARY) GRANTED DURING 2014</b>				
	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
<b>Entire Sample Combined</b>				
Lowest Increase Granted	5.0%	12	4.8%	13
Average Increase Granted	9.9%	13	8.7%	13
Highest Increase Granted	17.2%	14	15.5%	13
Standard Increase Granted in Accordance With Policy	9.1%	10	8.6%	10
Maximum Increase Allowed as Stated by Policy	13.6%	5	14.2%	5

<b>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</b>			
	Organizations That Have a Loss of Overtime Policy or Practice in Place		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	1	3.7%	27

<b>PERCENT OF ORGANIZATIONS USING VARIOUS METHODS TO COMPENSATE PROMOTED EMPLOYEES FOR THEIR LOSS OF OVERTIME AND/OR POTENTIAL DECREASE IN TOTAL COMPENSATION</b>						
	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
<b>Entire Sample Combined</b>	0.0%	0.0%	100.0%	0.0%	0.0%	1

Policies and Practices

## 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	
<b>Entire Sample Combined</b>	10.7%	42.9%	46.4%	28

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	
<b>Entire Sample Combined</b>	50.0%	50.0%	0.0%	12

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	
<b>Entire Sample Combined</b>							
Cost of Living	0.0%	33.3%	0.0%	0.0%	66.7%	0.0%	3
Cost of Labor	0.0%	16.7%	0.0%	33.3%	50.0%	0.0%	6
Federal GS Locality Program	0.0%	25.0%	0.0%	25.0%	25.0%	25.0%	4
Local Surveys	16.7%	50.0%	0.0%	16.7%	16.7%	0.0%	6
Other*	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	3

\*Other Responses include:

- Similar to GS locality, but we set our own percentage
- Cost of labor formula w/some COLA consideration

Policies and Practices

## Bonuses and Other Variable Pay Programs

<b>BONUS OR OTHER VARIABLE PAY PROGRAM(S) IN WHICH SOME OR ALL EMPLOYEES ARE ELIGIBLE</b>									
	% 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/ Technical Achievement Awards	Gain-sharing	Other Similar Short-Term Incentives
<b>Entire Sample Combined</b>									
Executive	88.5%	26	86.9%	0.0%	30.4%	60.9%	30.4%	0.0%	0.0%
Management, Excluding Executives	88.9%	27	87.5%	0.0%	50.0%	70.8%	54.2%	0.0%	4.2%
Exempt, Non-Management, Bargaining Unit	37.5%	16	83.3%	0.0%	66.7%	66.7%	83.3%	0.0%	16.7%
Exempt, Non-Management, Non-Bargaining Unit	77.8%	27	90.5%	0.0%	52.4%	71.4%	66.7%	0.0%	4.8%
Nonexempt Salaried, Bargaining Unit	46.2%	13	66.7%	0.0%	50.0%	50.0%	66.7%	0.0%	16.7%
Nonexempt Salaried, Non-Bargaining Unit	69.2%	26	94.4%	0.0%	50.0%	72.2%	77.8%	0.0%	5.6%
Nonexempt Salaried, Non-Bargaining Unit	75.0%	8	83.3%	0.0%	33.3%	50.0%	66.7%	0.0%	16.7%

<b>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])</b>							
	# of Plans in Place (as a % of Organizations with Plans)						# of Responses
	One	Two	Three	Four	Five	Six or More	
<b>Entire Sample Combined</b>							
Executive	39.1%	26.1%	21.7%	13.0%	0.0%	0.0%	23
Management, Excluding Executives	25.0%	12.5%	33.3%	29.2%	0.0%	0.0%	24
Exempt, Non-Management, Bargaining Unit	37.5%	0.0%	50.0%	12.5%	0.0%	0.0%	8
Exempt, Non-Management, Non-Bargaining Unit	22.7%	13.6%	31.8%	31.8%	0.0%	0.0%	22
Nonexempt Salaried, Bargaining Unit	33.3%	0.0%	50.0%	16.7%	0.0%	0.0%	6
Nonexempt Salaried, Non-Bargaining Unit	23.8%	19.0%	33.3%	23.8%	0.0%	0.0%	21

Policies and Practices

## Bonuses and Other Variable Pay Programs (continued)

<b>BONUS POOL FOR SELECTED EMPLOYEE GROUPS</b>					
	Total Bonus Pool (as % of Total Base Pay)				# of Responses
	25th Percentile	Median	75th Percentile	Average	
<b>Entire Sample Combined</b>					
Executive	5.9	18.0	18.5	19.2	18
Management, Excluding Executives	4.2	7.5	22.7	14.0	20
Exempt, Non-Management, Bargaining Unit	---	3.0	---	4.0	3
Exempt, Non-Management, Non-Bargaining Unit	2.9	7.0	8.0	7.4	19
Nonexempt Salaried, Bargaining Unit	---	1.7	---	1.9	3
Nonexempt Salaried, Non-Bargaining Unit	1.3	3.6	6.2	3.9	16

## Turnover

<b>TURNOVER RATES EXPERIENCED IN THE PREVIOUS 12-MONTH PERIOD</b>												
	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
<b>Entire Sample Combined</b>	6.9%	2.8%	8.8%	17	7.9%	4.1%	10.5%	16	6.8%	4.1%	9.8%	21

Policies and Practices

## Relocation

### PREVALENCE OF ORGANIZATIONS INDICATING THEY HAVE A FORMAL RELOCATION ASSISTANCE PROGRAM FOR NEW EMPLOYEES

	Prevalence of Organizations Indicating They Have a Formal Relocation Assistance Program for New Employees		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	22	78.6%	28

### PREVALENCE OF ORGANIZATIONS HAVING TRANSFERRED INDIVIDUAL EMPLOYEES

	Prevalence of Organizations Having Transferred Individual Employees		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	19	67.9%	28

### PREVALENCE OF ORGANIZATIONS HAVING A FORMAL RELOCATION ASSISTANCE PROGRAM FOR TRANSFERRED EMPLOYEES

	Prevalence of Organizations Having a Formal Relocation Assistance Program for Transferred Employees		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	17	60.7%	28

### NUMBER OF EMPLOYEES RELOCATED IN THE LAST 12 MONTHS

	25th Percentile	Median	75th Percentile	Average	# of Responses
<b>Entire Sample Combined</b>	13.5	19.0	110.3	59.1	16

Policies and Practices

## Recruitment and Retention

PREVALENCE OF ORGANIZATIONS INDICATING THEY HAVE A FORMAL PLAN TO ADDRESS RECRUITING AND RETENTION			
	Prevalence of Organizations Indicating They Have a Formal Plan to Address Recruiting and Retention		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	24	85.7%	28

ORGANIZATIONS INDICATING IMPACT OF RETENTION PROGRAMS IMPLEMENTED						
Retention Programs	# of Responses	% of Organizations with Program	Impact of Retention Programs			
			Not at all Effective	Not Very Effective	Somewhat Effective	Very Effective
<b>Entire Sample Combined</b>						
Career Development Program	20	83.3%	0.0%	0.0%	68.8%	31.3%
Training Program	19	79.2%	0.0%	0.0%	62.5%	37.5%
Mentoring Program	18	75.0%	0.0%	0.0%	68.8%	31.3%
Short-Term Incentives	15	62.5%	8.3%	0.0%	41.7%	50.0%
Long-Term Incentives	3	12.5%	25.0%	0.0%	50.0%	25.0%
Tuition Reimbursement	19	79.2%	0.0%	6.7%	46.7%	46.7%
Recognition Awards Program (cash and non-cash) [Does not include service awards]	22	91.7%	0.0%	5.9%	58.8%	35.3%
Service Awards	21	87.5%	0.0%	20.0%	53.3%	26.7%
Telecommuting	21	87.5%	0.0%	5.9%	23.5%	70.6%
Job Sharing	5	20.8%	0.0%	66.7%	33.3%	0.0%
Flexible Work Schedule	21	87.5%	0.0%	0.0%	23.5%	76.5%
Compressed Workweek	18	75.0%	0.0%	0.0%	30.8%	69.2%
Additional Vacation Days/ Time Off	12	50.0%	0.0%	0.0%	22.2%	77.8%
Sabbaticals	5	20.8%	0.0%	0.0%	100.0%	0.0%
Wellness Program	19	79.2%	0.0%	7.1%	50.0%	25.0%
On-site Child Care Center	5	20.8%	0.0%	25.0%	50.0%	25.0%
Casual Dress Policy	16	66.7%	0.0%	0.0%	66.7%	33.3%
Other	1	4.7%	0.0%	0.0%	0.0%	100.0%



Policies and Practices

## Recruitment and Retention (continued)

ORGANIZATIONS INDICATING THEY OFFER SIGN-ON BONUSES TO SOME OR ALL EMPLOYEE GROUPS								
	Executive		Management, Excluding Executives		Exempt, Non-Management (Bargaining and Non-Bargaining)		Nonexempt (Bargaining and Non-Bargaining)	
	% of Orgs	# of Resp.	% of Orgs	# of Resp.	% of Orgs	# of Resp.	% of Orgs	# of Resp.
<b>Entire Sample Combined</b>	72.2%	22	82.6%	23	82.6%	23	50.0%	22

NUMBER OF SIGN-ON BONUSES GRANTED IN THE LAST 12 MONTHS					
	25th Percentile	Median	75th Percentile	Average	# of Responses
<b>Entire Sample Combined</b>	6.0	27.0	70.0	73.4	16

ORGANIZATIONS INDICATING THEY OFFER REFERRAL BONUSES TO SOME OR ALL EMPLOYEE GROUPS								
	Executive		Management, Excluding Executives		Exempt, Non-Management (Bargaining and Non-Bargaining)		Nonexempt (Bargaining and Non-Bargaining)	
	% of Orgs	# of Resp.	% of Orgs	# of Resp.	% of Orgs	# of Resp.	% of Orgs	# of Resp.
<b>Entire Sample Combined</b>	31.8%	22	60.9%	23	62.5%	24	58.3%	24

NUMBER OF REFERRAL BONUSES GRANTED IN THE LAST 12 MONTHS					
	25th Percentile	Median	75th Percentile	Average	# of Responses
<b>Entire Sample Combined</b>	4.0	11.0	52.3	41.0	12

ORGANIZATIONS INDICATING THEY OFFER RETENTION BONUSES TO SOME OR ALL EMPLOYEE GROUPS								
	Executive		Management, Excluding Executives		Exempt, Non-Management (Bargaining and Non-Bargaining)		Nonexempt (Bargaining and Non-Bargaining)	
	% of Orgs	# of Resp.	% of Orgs	# of Resp.	% of Orgs	# of Resp.	% of Orgs	# of Resp.
<b>Entire Sample Combined</b>	69.6%	23	73.9%	23	73.9%	23	50.0%	22

NUMBER OF RETENTION BONUSES GRANTED IN THE LAST 12 MONTHS					
	25th Percentile	Median	75th Percentile	Average	# of Responses
<b>Entire Sample Combined</b>	5.0	17.0	57.0	28.2	11

Policies and Practices

## Work/Life Policies

This table is based upon the responses of 28 organizations.

<b>WORK/LIFE POLICIES ORGANIZATIONS HAVE IN PLACE AND ELIGIBLE EMPLOYEE GROUPS - ENTIRE SAMPLE</b>								
	Have Work/Life Policy		Percent of Employee Groups Eligible					
	# of Orgs.	% of Orgs.	Executive	Management, Excluding Executive	Exempt, Non-Management, Bargaining Unit	Exempt, Non-Management, Non-Bargaining Unit	Nonexempt Salaried Bargaining Unit	Nonexempt Salaried Non-Bargaining Unit
<b>Flexible Work Arrangements</b>								
Compressed workweek	19	67.9%	84.2%	84.2%	84.2%	89.5%	78.9%	84.2%
Job sharing	5	17.9%	20.0%	20.0%	20.0%	80.0%	20.0%	80.0%
Flextime	22	78.6%	86.4%	86.4%	86.4%	86.4%	81.8%	81.8%
Telecommuting on a regular basis	22	78.6%	81.8%	81.8%	86.4%	81.8%	77.3%	77.3%
<b>Time Off</b>								
Unpaid leave of absence for non-FMLA reasons	16	57.1%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%
Paid leave for family care	16	57.1%	87.5%	87.5%	87.5%	87.5%	87.5%	87.5%
Paid maternity leave beyond disability	10	35.7%	90.0%	90.0%	90.0%	90.0%	90.0%	90.0%
Paid paternity leave	13	46.4%	84.6%	84.6%	84.6%	84.6%	84.6%	84.6%
Paid leave for adoptive parents	15	53.6%	93.3%	93.3%	93.3%	93.3%	93.3%	93.3%
Sabbatical leave	5	17.9%	80.0%	80.0%	60.0%	80.0%	60.0%	60.0%
<b>Child Care</b>								
College tuition assistance for children	5	17.9%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%
On-site child care center	6	21.4%	66.7%	66.7%	66.7%	66.7%	66.7%	66.7%
Near-site child care center	5	17.9%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%
Reimbursement for child care when traveling	2	7.1%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Reimbursement for child care for work outside of normal working hours	1	3.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accommodation for newborns in the workplace	0	0.0%	---	---	---	---	---	---

*Table continues on next page.*

Policies and Practices

## Work/Life Policies (continued)

This table is based upon the responses of 28 organizations.

<b>WORK/LIFE POLICIES ORGANIZATIONS HAVE IN PLACE AND ELIGIBLE EMPLOYEE GROUPS - ENTIRE SAMPLE (continued)</b>								
	Have Work/Life Policy		Percent of Employee Groups Eligible					
	# of Orgs.	% of Orgs.	Executive	Management, Excluding Executive	Exempt, Non-Management, Bargaining Unit	Exempt, Non-Management, Non-Bargaining Unit	Nonexempt Salaried Bargaining Unit	Nonexempt Salaried Non-Bargaining Unit
<b>Elder Care</b>								
Elder care information and referral	16	57.1%	87.5%	87.5%	87.5%	87.5%	87.5%	87.5%
Elder care subsidy	2	7.1%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Health Care</b>								
Fitness center discounts	12	42.9%	83.3%	83.3%	83.3%	83.3%	83.3%	83.3%
On-site fitness center	23	82.1%	82.6%	82.6%	82.6%	82.6%	82.6%	82.6%
On-site nurse/physician health services	13	46.4%	76.9%	76.9%	76.9%	76.9%	76.9%	76.9%
<b>Information and Counseling</b>								
Employee Assistance Program (EAP)	26	92.9%	73.1%	73.1%	73.1%	73.1%	73.1%	73.1%
Fitness/nutritional counseling	20	71.4%	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%
Seminars on work/life issues	22	78.6%	77.3%	77.3%	77.3%	77.3%	77.3%	77.3%
Work/life newsletter	11	39.3%	72.7%	72.7%	72.7%	72.7%	72.7%	72.7%
Legal assistance	18	64.3%	83.3%	83.3%	83.3%	83.3%	83.3%	83.3%
Personal insurance products	12	42.9%	66.7%	66.7%	66.7%	66.7%	66.7%	66.7%
<b>Retirement</b>								
Pre-retirement counseling	20	71.4%	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%
Phased retirement	3	10.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Café and Concierge Services</b>								
Free or subsidized meals at work	12	42.9%	83.3%	83.3%	83.3%	83.3%	83.3%	83.3%
Take home dinners	0	0.0%	---	---	---	---	---	---
On-site banking	11	39.3%	72.7%	72.7%	72.7%	72.7%	72.7%	72.7%
Discounts for major purchases	5	17.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Dry cleaning	5	17.9%	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%
Convenience store	9	32.1%	66.7%	66.7%	66.7%	66.7%	66.7%	66.7%

Policies and Practices

## Compensation Planning

PREVALENCE OF ORGANIZATIONS WHO HAVE HAD SIGNIFICANT CHANGES IN IT'S COMPENSATION PLANS IN THE LAST 12 MONTHS			
	Organizations Who Have Had significant Changes in its Compensation Plans		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	8	30.8%	26

Changes Include:

- Agency 401(k) plan
- Change to Incentive Plan
- Compensation structure- fewer and broader
- Locality Pay changes
- New Variable Pay plan
- Process which allows managers to more effectively use their promotion budget

PREVALENCE OF ORGANIZATIONS WHO HAVE HAD SIGNIFICANT CHANGES IN IT'S COMPENSATION PLANS IN THE NEXT 12 MONTHS			
	Organizations Who Have Had significant Changes in its Compensation Plans		# of Responses
	# of Organizations	% of Organizations	
<b>Entire Sample Combined</b>	4	15.4%	26

Planned Changes Include:

- Implementing a salary structure
- New CBA
- Variable Pay automation and changes to performance management system
- Transition Pay

# Position Comparison Tables

## Position: 0678 Supervisory Economist (Sec 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	22	494	*	2,643	4,966	1,495	2,615	2,615	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	22	494	*	218.5	238.6	190.0	210.9	233.7	262.2	294.1
Adjusted Annual Base Salary (\$000)	22	494	*	233.7	241.3	197.8	214.7	235.3	262.2	294.1
Locality Pay or Geographic Differential (0.0%)	9	34	*	20.6	22.1	15.9	18.0	23.2	24.2	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	60	*	17.9	21.1	18.0	19.0	19.0	20.0	35.0
Short-Term Incentive/Bonus (\$000)	14	115		25.9	31.4	4.2	14.4	33.1	43.0	58.9
Other Cash Compensation (\$000)	7	27	*	20.8	25.8	1.0	4.5	27.0	40.0	56.8
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	22	494	*	240.9	247.3	197.4	220.0	242.4	269.0	301.6
Adjusted Total Cash Compensation (\$000)	22	494	*	256.2	250.0	207.7	222.3	243.4	269.2	301.6
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	20	491	*	157.4	165.8	115.7	156.4	156.4	192.2	192.2
Salary Range Midpoint (\$000)	20	491	*	212.9	239.4	171.6	219.8	219.8	290.1	290.1
Salary Range Maximum (\$000)	20	491	*	268.4	312.9	226.8	283.2	283.2	387.9	387.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
22	494	2.2	95.7	2.0	22	494	28.5	71.5

\*More than 30% of sample supplied by one organization.

## Position: 0678 Supervisory Economist (Sec Chief)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	19	142	2,430	3,070	1,455	1,491	2,609	4,203	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	19	142	212.8	212.3	167.2	179.0	204.1	227.6	275.3
Adjusted Annual Base Salary (\$000)	19	142	230.5	221.8	177.4	198.3	211.5	238.9	275.3
Locality Pay or Geographic Differential (0.0%)	9	34 *	20.6	22.1	15.9	18.0	23.2	24.2	30.7
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	60 *	17.9	21.1	18.0	19.0	19.0	20.0	35.0
Short-Term Incentive/Bonus (\$000)	14	115	25.9	31.4	4.2	14.4	33.1	43.0	58.9
Other Cash Compensation (\$000)	7	27 *	20.8	25.8	1.0	4.5	27.0	40.0	56.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	19	142	238.7	242.7	176.1	197.8	241.2	270.6	328.0
Adjusted Total Cash Compensation (\$000)	19	142	256.4	252.1	202.1	216.8	243.6	270.9	328.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	18	141	155.3	141.6	112.2	115.7	132.0	161.8	192.1
Salary Range Midpoint (\$000)	18	141	208.0	199.7	155.1	171.6	179.0	218.4	277.5
Salary Range Maximum (\$000)	18	141	260.7	257.7	194.4	225.1	227.4	292.1	343.6
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	17	442 *	2,906	5,339	2,609	2,615	2,615	9,172	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	17	442 *	204.0	238.1	191.8	210.9	232.9	260.6	293.9
Adjusted Annual Base Salary (\$000)	17	442 *	222.7	240.6	198.3	214.5	234.5	260.6	293.9
Locality Pay or Geographic Differential (0.0%)	8	29 *	21.4	21.4	15.9	18.0	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	55 *	17.8	21.4	12.6	19.0	19.0	20.0	35.0
Short-Term Incentive/Bonus (\$000)	11	75 *	23.9	33.9	3.5	18.3	36.2	45.1	59.8
Other Cash Compensation (\$000)	4	10 *	3.3	4.0	1.0	1.0	3.2	8.0	9.0
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	17	442 *	219.3	244.0	197.6	219.7	241.1	262.2	294.7
Adjusted Total Cash Compensation (\$000)	17	442 *	238.1	246.5	207.4	221.4	242.2	262.7	294.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	15	439 *	143.3	165.7	115.7	156.4	156.4	192.2	192.2
Salary Range Midpoint (\$000)	15	439 *	192.5	239.3	171.6	219.8	219.8	290.1	290.1
Salary Range Maximum (\$000)	15	439 *	241.6	312.8	226.0	283.2	283.2	387.9	387.9

\*More than 30% of sample supplied by one organization.

## Position: 0678 Supervisory Economist (Sec Chief)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	434 *	2,986	5,409	2,609	2,615	2,615	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	434 *	194.6	237.9	192.0	210.7	232.9	260.4	293.8	
Adjusted Annual Base Salary (\$000)	16	434 *	215.0	240.5	198.3	214.4	234.5	260.4	293.8	
Locality Pay or Geographic Differential (0.0%)	9	30 *	19.6	20.8	15.9	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	55 *	17.8	21.4	12.6	19.0	19.0	20.0	35.0	
Short-Term Incentive/Bonus (\$000)	10	67 *	22.9	34.0	2.5	10.0	36.8	46.3	61.4	
Other Cash Compensation (\$000)	4	10 *	3.3	4.0	1.0	1.0	3.2	8.0	9.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	434 *	208.8	243.3	197.4	219.1	240.5	261.8	294.1	
Adjusted Total Cash Compensation (\$000)	16	434 *	229.3	245.9	207.4	221.1	241.7	262.0	294.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	431 *	135.1	165.1	115.7	156.4	156.4	192.2	192.2	
Salary Range Midpoint (\$000)	14	431 *	183.1	239.0	171.6	219.8	219.8	290.1	290.1	
Salary Range Maximum (\$000)	14	431 *	231.1	312.9	226.0	283.2	283.2	387.9	387.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	24	874 *	2,367	5,928	1,633	2,615	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	24	874 *	185.0	187.1	160.0	169.4	183.1	202.3	218.7	
Adjusted Annual Base Salary (\$000)	24	874 *	197.4	188.7	160.2	170.0	184.7	204.5	221.2	
Locality Pay or Geographic Differential (0.0%)	8	38 *	22.1	21.8	18.0	18.0	22.2	24.2	29.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	119 *	12.4	17.1	8.0	19.0	19.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	15	187 *	14.4	22.0	4.9	10.9	25.2	31.0	33.8	
Other Cash Compensation (\$000)	8	38 *	11.6	14.1	1.4	3.7	10.5	21.3	37.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	24	874 *	196.2	192.4	161.9	172.7	189.0	209.1	225.9	
Adjusted Total Cash Compensation (\$000)	24	874 *	208.6	194.0	162.6	174.5	190.9	210.1	227.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	23	871 *	135.0	139.2	108.9	137.1	137.1	156.4	156.4	
Salary Range Midpoint (\$000)	23	871 *	176.6	193.0	152.1	195.5	204.0	204.0	204.0	
Salary Range Maximum (\$000)	23	871 *	218.2	246.7	197.0	234.6	270.8	270.8	270.8	

### Degree of Match

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker
24	874	4.0	96.0	

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Yes	% No
24	874	27.0	73.0

\*More than 30% of sample supplied by one organization.

## Position: 0679 Senior Economist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	20	225	2,143	2,937	956	1,446	2,609	3,092	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	20	225	180.6	180.9	154.5	165.1	175.9	194.9	211.6	
Adjusted Annual Base Salary (\$000)	20	225	195.5	187.2	155.4	168.4	181.5	203.7	224.5	
Locality Pay or Geographic Differential (0.0%)	8	38 *	22.1	21.8	18.0	18.0	22.2	24.2	29.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	119 *	12.4	17.1	8.0	19.0	19.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	14	183 *	15.1	22.4	5.0	12.0	25.7	31.3	33.8	
Other Cash Compensation (\$000)	8	38 *	11.6	14.1	1.4	3.7	10.5	21.3	37.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	20	225	193.9	201.5	166.2	179.9	197.7	217.8	241.8	
Adjusted Total Cash Compensation (\$000)	20	225	208.9	207.8	172.7	189.0	204.7	223.9	244.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	20	225	130.9	124.6	107.2	107.2	114.0	128.5	175.5	
Salary Range Midpoint (\$000)	20	225	172.0	167.7	144.6	152.1	155.8	175.3	219.4	
Salary Range Maximum (\$000)	20	225	213.1	210.7	180.0	196.6	197.0	215.7	263.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	802 *	2,728	6,294	2,609	2,615	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	802 *	179.3	186.6	160.1	169.2	182.9	201.7	217.9	
Adjusted Annual Base Salary (\$000)	17	802 *	196.8	188.2	160.5	170.0	184.3	204.0	220.8	
Locality Pay or Geographic Differential (0.0%)	8	35	22.0	21.3	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	99 *	14.0	18.5	19.0	19.0	19.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	10	137 *	13.6	23.7	4.6	17.1	27.0	31.5	34.7	
Other Cash Compensation (\$000)	5	14 *	2.8	3.1	0.8	1.4	1.8	4.7	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	802 *	187.4	190.7	161.7	172.6	187.8	206.8	222.3	
Adjusted Total Cash Compensation (\$000)	17	802 *	204.8	192.3	161.9	173.5	190.1	208.5	224.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	799 *	128.1	138.9	109.2	137.1	137.1	156.4	156.4	
Salary Range Midpoint (\$000)	16	799 *	168.2	193.5	152.1	195.5	204.0	204.0	204.0	
Salary Range Maximum (\$000)	16	799 *	208.3	248.1	197.0	234.6	270.8	270.8	270.8	

\*More than 30% of sample supplied by one organization.

## Position: 0679 Senior Economist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	787 *	2,882	6,384	2,609	2,615	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	787 *	175.1	186.1	160.0	168.9	182.6	200.9	217.4	
Adjusted Annual Base Salary (\$000)	15	787 *	195.0	187.7	160.2	169.9	184.0	203.7	219.4	
Locality Pay or Geographic Differential (0.0%)	8	35	22.0	21.3	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	99 *	14.0	18.5	19.0	19.0	19.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	8	123 *	10.4	23.4	3.7	9.3	27.0	31.9	35.0	
Other Cash Compensation (\$000)	5	14 *	2.8	3.1	0.8	1.4	1.8	4.7	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	787 *	181.0	189.8	161.6	172.3	187.2	205.1	220.5	
Adjusted Total Cash Compensation (\$000)	15	787 *	200.8	191.4	161.9	173.1	189.5	207.8	222.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	784 *	122.4	138.3	109.2	137.1	137.1	156.4	156.4	
Salary Range Midpoint (\$000)	14	784 *	162.0	193.1	152.1	195.5	204.0	204.0	204.0	
Salary Range Maximum (\$000)	14	784 *	201.5	247.9	197.0	234.6	270.8	270.8	270.8	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	24	1,229	*	2,501	3,903	2,609	2,615	2,615	4,203	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	24	1,229	*	144.2	146.8	120.0	131.0	147.2	160.6	174.2
Adjusted Annual Base Salary (\$000)	24	1,229	*	152.5	149.7	121.2	132.2	149.5	164.5	178.5
Locality Pay or Geographic Differential (0.0%)	8	119	*	19.3	22.3	18.0	18.0	24.2	24.2	25.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	122	*	11.2	16.5	7.3	18.0	18.0	18.0	20.0
Short-Term Incentive/Bonus (\$000)	16	163	*	12.3	15.4	2.1	5.0	12.7	25.7	30.0
Other Cash Compensation (\$000)	7	46	*	5.9	4.4	0.5	0.7	2.0	6.2	10.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	24	1,229	*	152.4	149.0	120.2	131.6	149.0	164.4	179.2
Adjusted Total Cash Compensation (\$000)	24	1,229	*	160.6	151.9	121.8	133.4	150.7	169.1	182.7
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	22	1,221	*	109.4	94.1	88.5	88.5	88.5	97.8	98.8
Salary Range Midpoint (\$000)	22	1,221	*	143.7	144.5	133.5	146.0	147.7	147.7	147.7
Salary Range Maximum (\$000)	22	1,221	*	177.9	194.9	168.1	194.2	206.9	206.9	206.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
24	1,229	0.7	98.8	0.5	24	1,229	24.8	75.2

\*More than 30% of sample supplied by one organization.

## Position: 0680 Economist II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	19	289	2,241	3,323	956	1,626	2,609	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	19	289	142.8	144.6	114.5	135.9	150.0	157.2	162.6
Adjusted Annual Base Salary (\$000)	19	289	153.3	157.1	130.7	145.1	155.6	169.7	191.1
Locality Pay or Geographic Differential (0.0%)	8	119 *	19.3	22.3	18.0	18.0	24.2	24.2	25.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	5	122 *	11.2	16.5	7.3	18.0	18.0	18.0	20.0
Short-Term Incentive/Bonus (\$000)	14	157 *	10.3	15.6	2.1	5.2	14.3	25.8	30.0
Other Cash Compensation (\$000)	7	46 *	5.9	4.4	0.5	0.7	2.0	6.2	10.5
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	19	289	150.5	153.8	118.5	140.8	154.7	170.4	183.8
Adjusted Total Cash Compensation (\$000)	19	289	160.9	166.3	135.0	151.0	168.3	183.0	193.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	18	282	110.1	101.4	86.6	95.6	98.8	102.0	126.4
Salary Range Midpoint (\$000)	18	282	141.8	134.0	123.7	126.5	134.2	134.6	158.5
Salary Range Maximum (\$000)	18	282	173.6	166.7	149.6	157.3	169.6	169.6	190.0
<b>Region</b>									
<b>NORTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	25	3,063	2,963	1,047	1,047	3,092	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	25	154.4	160.7	137.1	154.1	165.0	170.2	174.9
Adjusted Annual Base Salary (\$000)	7	25	176.3	176.5	154.5	165.0	170.7	197.4	207.0
Locality Pay or Geographic Differential (0.0%)	4	10 *	25.0	26.0	5.0	22.0	30.7	33.2	33.7
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	7 *							
Short-Term Incentive/Bonus (\$000)	6	16 *	9.6	11.5	1.0	6.0	12.0	18.3	21.3
Other Cash Compensation (\$000)	1	3 *							
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	25	162.3	168.4	147.2	156.2	170.0	180.6	191.4
Adjusted Total Cash Compensation (\$000)	7	25	184.3	184.2	160.9	171.0	180.7	199.3	207.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	6	18 *	113.3	122.7	86.0	95.5	124.0	155.5	157.0
Salary Range Midpoint (\$000)	6	18 *	144.8	151.8	122.0	126.4	158.9	180.1	181.8
Salary Range Maximum (\$000)	6	18 *	176.3	180.8	154.8	157.3	192.5	204.6	206.5

\*More than 30% of sample supplied by one organization.

## Position: 0680 Economist II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	1,169 *	2,918	3,978	2,609	2,615	2,615	4,203	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	1,169 *	139.3	146.5	119.6	130.3	146.4	160.5	174.5	
Adjusted Annual Base Salary (\$000)	17	1,169 *	150.7	149.0	121.0	131.6	148.8	163.4	177.4	
Locality Pay or Geographic Differential (0.0%)	7	102 *	21.1	22.0	18.0	18.0	23.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	109 *	13.7	17.5	18.0	18.0	18.0	18.0	20.0	
Short-Term Incentive/Bonus (\$000)	11	133 *	13.6	16.8	2.1	5.0	17.1	27.6	30.0	
Other Cash Compensation (\$000)	4	30 *	3.1	2.5	0.5	0.5	1.5	5.0	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	1,169 *	147.5	148.5	120.0	130.8	148.0	164.0	179.0	
Adjusted Total Cash Compensation (\$000)	17	1,169 *	158.8	151.0	121.4	132.0	150.2	167.6	181.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	1,168 *	103.7	93.1	88.5	88.5	88.5	97.8	98.8	
Salary Range Midpoint (\$000)	16	1,168 *	139.1	144.4	134.2	146.0	147.7	147.7	147.7	
Salary Range Maximum (\$000)	16	1,168 *	174.5	195.7	169.6	194.2	206.9	206.9	206.9	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	21 *	2,906	1,703	956	956	1,051	1,477	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	21 *	144.1	146.8	132.7	141.4	147.4	151.9	158.3	
Adjusted Annual Base Salary (\$000)	5	21 *	153.1	150.8	132.7	141.4	149.0	155.3	181.7	
Locality Pay or Geographic Differential (0.0%)	2	3 *	15.8	19.1			25.6			
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	11 *	6.3	8.0	1.4	5.5	8.0	12.0	14.4	
Other Cash Compensation (\$000)	1	5 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	21 *	148.4	154.2	138.0	146.8	156.0	165.1	172.1	
Adjusted Total Cash Compensation (\$000)	5	21 *	157.4	158.1	138.0	148.0	158.9	166.3	182.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	21 *	114.3	121.0	95.6	118.6	127.4	127.4	133.6	
Salary Range Midpoint (\$000)	5	21 *	145.8	152.3	126.5	148.2	159.3	159.3	167.0	
Salary Range Maximum (\$000)	5	21 *	177.2	183.6	157.3	177.8	191.1	191.1	200.4	

\*More than 30% of sample supplied by one organization.

## Position: 0680 Economist II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	1,157 *	2,998	3,998	2,609	2,615	2,615	4,203	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	1,157 *	137.1	146.3	119.4	130.2	146.3	160.4	174.3	
Adjusted Annual Base Salary (\$000)	16	1,157 *	149.6	148.9	120.7	131.6	148.6	163.4	177.3	
Locality Pay or Geographic Differential (0.0%)	8	103 *	19.2	21.8	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	109 *	13.7	17.5	18.0	18.0	18.0	18.0	20.0	
Short-Term Incentive/Bonus (\$000)	10	122 *	13.0	16.9	2.0	4.9	18.2	28.4	30.0	
Other Cash Compensation (\$000)	4	30 *	3.1	2.5	0.5	0.5	1.5	5.0	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	1,157 *	144.6	148.2	119.8	130.7	147.8	163.4	178.7	
Adjusted Total Cash Compensation (\$000)	16	1,157 *	157.1	150.8	121.4	131.9	149.9	167.2	181.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	1,156 *	101.8	92.7	88.5	88.5	88.5	97.8	98.8	
Salary Range Midpoint (\$000)	15	1,156 *	137.4	144.2	134.2	146.0	147.7	147.7	147.7	
Salary Range Maximum (\$000)	15	1,156 *	172.9	195.7	169.6	194.2	206.9	206.9	206.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	22	345	*	2,733	3,188	1,477	2,609	2,615	2,615	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	22	345	*	112.3	118.5	90.0	107.0	112.8	141.4	149.4
Adjusted Annual Base Salary (\$000)	22	345	*	118.0	120.7	94.0	107.3	115.1	144.9	149.4
Locality Pay or Geographic Differential (0.0%)	7	41	*	21.5	20.9	18.0	18.0	22.2	22.2	29.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	91	*	5.3	7.1	3.0	8.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	12	112	*	10.0	13.0	3.2	6.1	9.4	15.3	28.9
Other Cash Compensation (\$000)	5	22	*	5.6	4.1	0.3	0.5	2.4	7.3	10.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	22	345	*	118.0	123.0	92.1	107.3	114.8	145.0	163.8
Adjusted Total Cash Compensation (\$000)	22	345	*	123.7	125.2	95.1	107.3	115.9	146.1	164.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	21	343	*	91.0	90.5	71.4	88.5	88.5	90.3	106.6
Salary Range Midpoint (\$000)	21	343	*	118.5	128.9	107.3	116.9	133.3	147.7	147.7
Salary Range Maximum (\$000)	21	343	*	146.0	167.3	134.9	143.5	160.5	206.9	206.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
22	345	0.6	96.8	2.6	22	345	54.5	45.5

\*More than 30% of sample supplied by one organization.



## Position: 0681 Economist I

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	18	174 *	2,567	3,078	1,339	1,496	2,609	3,092	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	18	174 *	111.9	126.0	74.6	107.9	139.5	147.7	153.1	
Adjusted Annual Base Salary (\$000)	18	174 *	118.9	130.4	89.2	111.9	143.4	149.4	153.7	
Locality Pay or Geographic Differential (0.0%)	7	41 *	21.5	20.9	18.0	18.0	22.2	22.2	29.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	91 *	5.3	7.1	3.0	8.0	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	11	111 *	10.5	13.0	3.1	6.2	9.5	15.3	29.3	
Other Cash Compensation (\$000)	5	22 *	5.6	4.1	0.3	0.5	2.4	7.3	10.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	18	174 *	118.9	134.8	74.8	111.7	145.0	158.7	172.4	
Adjusted Total Cash Compensation (\$000)	18	174 *	125.9	139.2	89.8	118.0	145.0	159.5	172.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	18	174 *	90.5	89.9	69.5	83.4	90.3	99.9	106.2	
Salary Range Midpoint (\$000)	18	174 *	116.2	116.3	90.7	108.0	116.9	124.9	138.1	
Salary Range Maximum (\$000)	18	174 *	141.9	142.8	111.9	136.0	143.5	150.1	169.9	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	305 *	3,113	3,357	1,832	2,609	2,615	2,615	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	305 *	111.2	117.9	90.0	106.7	112.6	142.8	149.4	
Adjusted Annual Base Salary (\$000)	15	305 *	118.1	120.0	94.0	107.0	113.3	145.0	149.4	
Locality Pay or Geographic Differential (0.0%)	5	36 *	22.4	20.2	18.0	18.0	22.2	22.2	22.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	90 *	5.3	7.1	3.2	8.0	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	8	87 *	9.8	13.5	2.9	5.3	9.0	16.5	35.3	
Other Cash Compensation (\$000)	2	12 *	2.7	1.3	0.3	0.5	1.0	1.5	4.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	305 *	115.9	121.8	90.4	107.3	112.7	145.0	160.4	
Adjusted Total Cash Compensation (\$000)	15	305 *	122.9	123.9	94.7	107.3	113.7	145.0	161.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	303 *	89.6	89.4	71.4	88.5	88.5	90.3	110.6	
Salary Range Midpoint (\$000)	14	303 *	117.2	129.1	107.3	116.9	141.9	147.7	147.7	
Salary Range Maximum (\$000)	14	303 *	144.6	168.8	134.9	143.5	161.8	206.9	206.9	

\*More than 30% of sample supplied by one organization.

## Position: 0681 Economist I

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	29 *	2,363	1,461	956	956	1,477	1,491	1,491	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	29 *	111.8	120.2	90.3	110.6	121.2	135.3	139.9	
Adjusted Annual Base Salary (\$000)	5	29 *	114.5	120.6	90.3	110.6	121.2	135.3	139.9	
Locality Pay or Geographic Differential (0.0%)	1	1 *								
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	18 *	10.0	12.1	5.9	7.3	10.4	12.9	27.5	
Other Cash Compensation (\$000)	2	8 *	8.6	8.5		7.0	9.3	10.5		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	29 *	119.6	130.0	96.3	117.8	131.4	142.2	157.9	
Adjusted Total Cash Compensation (\$000)	5	29 *	122.3	130.5	96.3	117.8	131.4	142.2	157.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	29 *	94.7	100.2	85.7	99.4	103.0	103.4	106.6	
Salary Range Midpoint (\$000)	5	29 *	121.5	129.0	117.9	124.3	129.3	133.3	141.0	
Salary Range Maximum (\$000)	5	29 *	148.3	157.8	148.3	150.0	155.2	159.9	179.0	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	289 *	3,219	3,420	1,965	2,609	2,615	2,615	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	289 *	109.0	117.1	90.0	106.5	111.9	139.8	149.4	
Adjusted Annual Base Salary (\$000)	14	289 *	117.1	119.3	94.3	106.8	112.7	144.3	149.4	
Locality Pay or Geographic Differential (0.0%)	6	35 *	19.7	20.3	18.0	18.0	22.2	22.2	23.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	90 *	5.3	7.1	3.2	8.0	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	7	73 *	9.0	14.1	2.7	4.9	9.0	16.5	37.2	
Other Cash Compensation (\$000)	2	11 *	2.6	1.3	0.3	0.5	1.0	1.5	4.1	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	289 *	113.1	120.7	90.7	107.0	112.6	143.3	160.1	
Adjusted Total Cash Compensation (\$000)	14	289 *	121.1	122.9	95.0	107.3	112.8	145.0	160.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	287 *	88.1	88.6	71.4	88.5	88.5	90.3	93.8	
Salary Range Midpoint (\$000)	13	287 *	115.6	129.0	107.3	116.9	141.9	147.7	147.7	
Salary Range Maximum (\$000)	13	287 *	143.1	169.4	136.0	143.5	161.8	206.9	206.9	

\*More than 30% of sample supplied by one organization.

## Position: 0682 Research Assistant

### Position Description:

This is an entry-level position. 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. Typically a recent college graduate with little to no experience.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	321	*	2,150	2,485	1,047	1,498	2,609	3,092	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	321	*	60.8	61.4	50.6	57.0	60.1	63.0	78.8
Adjusted Annual Base Salary (\$000)	17	321	*	64.1	64.0	51.6	57.0	60.6	63.0	89.8
Locality Pay or Geographic Differential (0.0%)	5	49	*	17.2	21.8	18.0	18.0	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	176	*	5.8	5.9	5.0	5.0	6.0	6.0	8.0
Short-Term Incentive/Bonus (\$000)	12	155	*	2.5	2.6	0.8	1.5	2.8	3.6	4.5
Other Cash Compensation (\$000)	3	14	*	1.9	2.4	0.4	1.3	3.0	3.0	4.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	321	*	62.1	62.8	51.6	57.0	61.2	66.0	79.1
Adjusted Total Cash Compensation (\$000)	17	321	*	65.4	65.4	51.9	57.0	61.4	66.4	91.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	311	*	53.9	55.1	47.5	49.0	57.2	57.7	66.0
Salary Range Midpoint (\$000)	16	311	*	70.7	70.9	57.1	63.0	73.2	74.4	82.4
Salary Range Maximum (\$000)	16	311	*	87.4	86.7	69.4	77.0	88.6	91.5	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	321	30.2	69.8		17	321	92.8	7.2

\*More than 30% of sample supplied by one organization.

## Position: 0682 Research Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	302 *	1,756	2,427	1,047	1,498	2,609	3,092	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	302 *	61.2	61.7	52.7	57.0	60.6	63.0	78.6	
Adjusted Annual Base Salary (\$000)	14	302 *	65.2	64.4	53.0	57.0	60.9	63.0	92.2	
Locality Pay or Geographic Differential (0.0%)	5	49 *	17.2	21.8	18.0	18.0	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	176 *	5.8	5.9	5.0	5.0	6.0	6.0	8.0	
Short-Term Incentive/Bonus (\$000)	12	155 *	2.5	2.6	0.8	1.5	2.8	3.6	4.5	
Other Cash Compensation (\$000)	3	14 *	1.9	2.4	0.4	1.3	3.0	3.0	4.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	302 *	62.7	63.2	54.5	57.0	61.4	66.0	79.0	
Adjusted Total Cash Compensation (\$000)	14	302 *	66.8	65.9	54.5	57.0	61.7	66.4	93.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	302 *	54.2	55.2	47.2	49.0	57.2	57.7	68.8	
Salary Range Midpoint (\$000)	14	302 *	69.9	70.7	57.1	63.0	73.2	74.4	86.7	
Salary Range Maximum (\$000)	14	302 *	85.6	86.3	69.4	77.0	88.6	91.5	102.0	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	68 *	1,350	2,247	1,047	1,047	3,092	3,092	3,092	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	68 *	57.7	60.9	56.6	58.2	60.3	62.1	66.6	
Adjusted Annual Base Salary (\$000)	5	68 *	62.0	61.2	56.6	58.2	60.6	63.0	68.4	
Locality Pay or Geographic Differential (0.0%)	2	3 *	19.0	14.3			5.0			
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	23 *								
Short-Term Incentive/Bonus (\$000)	5	27 *	2.1	2.3	0.8	0.8	1.5	4.0	5.6	
Other Cash Compensation (\$000)										
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	68 *	58.7	61.8	56.6	58.2	60.6	64.4	69.4	
Adjusted Total Cash Compensation (\$000)	5	68 *	63.0	62.2	56.6	58.2	61.3	65.0	69.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	68 *	57.5	56.6	54.1	55.4	57.2	57.2	57.4	
Salary Range Midpoint (\$000)	5	68 *	72.2	72.4	67.6	69.3	74.4	74.4	74.5	
Salary Range Maximum (\$000)	5	68 *	86.7	88.2	81.1	83.1	91.5	91.5	91.5	

\*More than 30% of sample supplied by one organization.

## Position: 0682 Research Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	209 *	2,627	2,788	1,446	2,609	2,609	2,609	2,609	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	209 *	65.3	63.2	53.0	57.0	62.0	63.4	63.4	83.1
Adjusted Annual Base Salary (\$000)	10	209 *	70.8	67.0	53.3	57.0	62.0	64.3	64.3	101.8
Locality Pay or Geographic Differential (0.0%)	4	45 *	19.6	22.3	18.0	18.0	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	137 *	4.1	5.5	5.0	5.0	6.0	6.0	6.0	6.0
Short-Term Incentive/Bonus (\$000)	6	110 *	2.2	2.6	0.8	2.0	2.9	3.6	3.6	3.7
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	209 *	66.2	64.6	53.0	57.0	64.2	66.6	66.6	83.1
Adjusted Total Cash Compensation (\$000)	10	209 *	71.7	68.3	53.3	57.0	64.5	66.8	66.8	102.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	199 *	56.2	55.6	48.2	49.0	57.7	57.7	57.7	70.0
Salary Range Midpoint (\$000)	9	199 *	76.0	72.1	63.0	63.0	73.2	73.2	73.2	92.6
Salary Range Maximum (\$000)	9	199 *	95.6	88.7	77.0	77.0	88.6	89.3	89.3	115.2
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	199 *	2,627	2,852	1,446	2,609	2,609	2,609	2,609	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	199 *	66.1	63.8	55.4	57.0	62.0	63.8	63.8	83.1
Adjusted Annual Base Salary (\$000)	10	199 *	71.9	67.7	57.0	57.0	62.0	64.8	64.8	102.3
Locality Pay or Geographic Differential (0.0%)	5	47 *	16.6	21.5	18.0	18.0	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	137 *	4.1	5.5	5.0	5.0	6.0	6.0	6.0	6.0
Short-Term Incentive/Bonus (\$000)	6	106 *	2.1	2.6	0.8	2.0	2.9	3.5	3.5	3.6
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	199 *	67.1	65.2	56.4	57.0	64.6	66.6	66.6	83.1
Adjusted Total Cash Compensation (\$000)	10	199 *	72.9	69.1	57.0	57.0	64.8	67.2	67.2	103.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	189 *	57.8	56.3	49.0	49.0	57.7	57.7	57.7	70.0
Salary Range Midpoint (\$000)	9	189 *	78.0	73.1	63.0	63.0	73.2	73.2	73.2	92.6
Salary Range Maximum (\$000)	9	189 *	98.1	89.9	77.0	77.0	88.6	91.8	91.8	115.2

\*More than 30% of sample supplied by one organization.

## Position: 0683 Asst/Deputy General Counsel

### Position Description:

Reports directly to 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. Possesses a Law Degree and must be a member of the Bar.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	125	*	2,601	5,983	543	1,446	7,408	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	125	*	227.0	245.5	183.2	217.4	247.6	282.2	303.5
Adjusted Annual Base Salary (\$000)	16	125	*	243.6	253.2	202.4	228.5	253.4	282.2	303.5
Locality Pay or Geographic Differential (0.0%)	7	25		19.3	19.2	8.1	13.9	18.0	24.2	30.0
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	24	*	27.7	45.5	3.0	9.5	49.0	80.0	80.0
Short-Term Incentive/Bonus (\$000)	9	43		61.0	83.8	6.0	7.2	50.0	193.3	215.6
Other Cash Compensation (\$000)	3	11	*	3.5	3.0	0.3	1.0	4.3	4.3	6.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	125	*	261.8	274.6	188.1	219.5	252.8	302.7	435.5
Adjusted Total Cash Compensation (\$000)	16	125	*	278.3	282.3	211.1	233.0	260.5	302.7	435.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	117	*	171.5	178.7	133.3	144.0	192.2	192.2	204.0
Salary Range Midpoint (\$000)	14	117	*	224.8	254.2	177.8	199.9	290.1	290.1	290.1
Salary Range Maximum (\$000)	14	117	*	278.1	329.6	211.5	257.5	387.9	387.9	387.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
16	125	1.6	98.4		16	125	44.0	56.0

\*More than 30% of sample supplied by one organization.

## Position: 0683 Asst/Deputy General Counsel

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	60	2,143	2,866	252	543	1,339	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	60	217.0	220.0	169.5	188.7	215.0	257.7	278.9	
Adjusted Annual Base Salary (\$000)	13	60	237.3	236.0	180.2	208.6	237.4	262.0	278.9	
Locality Pay or Geographic Differential (0.0%)	7	25	19.3	19.2	8.1	13.9	18.0	24.2	30.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	24 *	27.7	45.5	3.0	9.5	49.0	80.0	80.0	
Short-Term Incentive/Bonus (\$000)	8	42	67.4	85.6	6.0	7.1	50.8	195.5	215.9	
Other Cash Compensation (\$000)	3	11 *	3.5	3.0	0.3	1.0	4.3	4.3	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	60	259.0	280.5	171.1	194.5	228.1	371.1	484.6	
Adjusted Total Cash Compensation (\$000)	13	60	279.4	296.4	185.3	218.1	258.2	371.1	484.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	52	160.7	160.3	133.3	139.7	143.1	204.0	204.0	
Salary Range Midpoint (\$000)	11	52	212.2	210.9	172.5	180.0	199.9	265.0	265.0	
Salary Range Maximum (\$000)	11	52	263.8	261.4	205.2	215.3	257.5	326.0	326.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	112 *	2,903	6,451	543	2,128	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	112 *	219.5	245.1	178.0	217.4	247.3	282.3	303.1	
Adjusted Annual Base Salary (\$000)	13	112 *	240.1	253.4	202.2	229.8	253.1	282.3	303.1	
Locality Pay or Geographic Differential (0.0%)	7	24	19.5	19.5	8.0	14.9	18.2	24.2	30.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	16 *	30.9	52.4	3.0	8.4	80.0	80.0	80.0	
Short-Term Incentive/Bonus (\$000)	6	30 *	47.5	77.1	5.7	6.5	9.9	202.4	216.4	
Other Cash Compensation (\$000)	3	11 *	3.5	3.0	0.3	1.0	4.3	4.3	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	112 *	242.0	266.0	184.3	217.4	249.0	294.7	314.6	
Adjusted Total Cash Compensation (\$000)	13	112 *	262.5	274.4	204.9	232.1	257.4	294.7	314.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	112 *	168.9	178.1	133.3	144.0	192.2	192.2	204.0	
Salary Range Midpoint (\$000)	13	112 *	217.8	253.6	178.5	199.9	290.1	290.1	290.1	
Salary Range Maximum (\$000)	13	112 *	266.7	329.0	211.5	257.5	387.9	387.9	387.9	

\*More than 30% of sample supplied by one organization.

## Position: 0683 Asst/Deputy General Counsel

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	110 *	3,020	6,541	543	2,615	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	110 *	219.1	245.5	177.9	215.9	248.2	282.5	303.2	
Adjusted Annual Base Salary (\$000)	12	110 *	241.4	254.0	202.0	231.7	253.5	282.5	303.2	
Locality Pay or Geographic Differential (0.0%)	7	24	19.5	19.5	8.0	14.9	18.2	24.2	30.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	16 *	30.9	52.4	3.0	8.4	80.0	80.0	80.0	
Short-Term Incentive/Bonus (\$000)	5	28 *	49.4	79.8	5.7	6.5	8.6	203.1	217.2	
Other Cash Compensation (\$000)	3	11 *	3.5	3.0	0.3	1.0	4.3	4.3	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	110 *	240.3	266.1	184.2	217.4	248.8	295.1	314.9	
Adjusted Total Cash Compensation (\$000)	12	110 *	262.6	274.6	203.2	231.7	257.4	295.1	314.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	110 *	166.7	177.8	133.3	144.0	192.2	192.2	204.0	
Salary Range Midpoint (\$000)	12	110 *	215.2	253.7	178.0	199.9	290.1	290.1	290.1	
Salary Range Maximum (\$000)	12	110 *	263.5	329.5	211.5	257.5	387.9	387.9	387.9	

\*More than 30% of sample supplied by one organization.



## Position: 0684 Supervisory Sr 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	663	*	3,142	5,115	3,092	4,203	4,203	6,842	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	663	*	204.1	185.4	158.8	169.9	185.0	195.8	212.8
Adjusted Annual Base Salary (\$000)	16	663	*	214.9	212.5	174.6	198.2	217.3	235.3	235.3
Locality Pay or Geographic Differential (0.0%)	5	449	*	19.3	22.9	18.0	20.7	24.2	24.2	28.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	52	*	20.9	11.4	3.0	3.0	3.0	18.8	40.0
Short-Term Incentive/Bonus (\$000)	13	371	*	33.4	13.9	1.0	1.4	2.5	5.8	62.8
Other Cash Compensation (\$000)	4	83	*	12.7	5.9	1.1	1.8	5.8	8.2	11.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	663	*	232.8	193.9	160.1	171.7	187.4	202.0	230.7
Adjusted Total Cash Compensation (\$000)	16	663	*	243.7	221.0	175.6	203.3	223.4	236.3	249.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	662	*	138.0	121.0	101.4	111.8	115.8	137.1	137.1
Salary Range Midpoint (\$000)	15	662	*	188.8	168.7	135.7	155.1	155.1	200.9	204.0
Salary Range Maximum (\$000)	15	662	*	239.6	216.3	169.9	194.4	194.4	251.4	270.8
<b>Degree of Match</b>										
# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	<b>Bonus/Other Cash Compensation Eligibility</b>					
16	663	0.2	99.8		# of Orgs	# of Incs	% Yes	% No		
					16	663	78.6	21.4		

\*More than 30% of sample supplied by one organization.

## Position: 0684 Supervisory Sr Counsel

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	480 *	2,751	4,150	1,724	4,203	4,203	4,203	4,203	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	480 *	203.9	182.7	160.3	169.9	183.5	190.5	205.7	205.7
Adjusted Annual Base Salary (\$000)	12	480 *	218.4	220.1	194.8	207.2	225.9	235.3	235.3	235.3
Locality Pay or Geographic Differential (0.0%)	5	449 *	19.3	22.9	18.0	20.7	24.2	24.2	24.2	28.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	52 *	20.9	11.4	3.0	3.0	3.0	18.8	40.0	40.0
Short-Term Incentive/Bonus (\$000)	11	333 *	32.0	7.1	0.9	1.4	2.4	4.0	6.8	6.8
Other Cash Compensation (\$000)	4	83 *	12.7	5.9	1.1	1.8	5.8	8.2	11.6	11.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	480 *	235.8	188.7	162.6	171.2	185.5	193.2	213.1	213.1
Adjusted Total Cash Compensation (\$000)	12	480 *	250.3	226.0	197.3	210.5	228.0	236.6	245.4	245.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	479 *	132.5	114.9	101.4	108.9	115.8	115.8	117.5	117.5
Salary Range Midpoint (\$000)	11	479 *	182.6	156.4	135.7	155.1	155.1	155.7	160.3	160.3
Salary Range Maximum (\$000)	11	479 *	232.7	197.7	169.9	194.4	194.4	202.5	207.1	207.1
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	73 *	3,902	3,919	3,092	3,513	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	73 *	204.5	193.4	163.2	173.2	184.7	205.1	251.2	251.2
Adjusted Annual Base Salary (\$000)	8	73 *	225.4	226.1	190.9	219.8	230.6	235.3	251.2	251.2
Locality Pay or Geographic Differential (0.0%)	4	52 *	23.1	27.2	18.8	21.8	29.3	30.7	30.7	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	21.5	12.3		3.0	3.0	30.8		
Short-Term Incentive/Bonus (\$000)	6	52 *	37.8	22.8	1.0	1.5	3.6	44.8	81.6	81.6
Other Cash Compensation (\$000)	3	9 *	8.7	9.6		4.5	9.0	15.5		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	73 *	235.2	210.9	167.4	176.2	189.5	219.1	309.3	309.3
Adjusted Total Cash Compensation (\$000)	8	73 *	256.1	243.6	199.4	222.2	235.3	249.1	309.3	309.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	73 *	136.1	128.0	108.9	115.8	115.8	129.6	192.1	192.1
Salary Range Midpoint (\$000)	8	73 *	190.2	178.2	155.1	155.1	155.1	189.9	295.6	295.6
Salary Range Maximum (\$000)	8	73 *	244.3	228.4	194.4	194.4	194.4	237.5	399.1	399.1

\*More than 30% of sample supplied by one organization.

## Position: 0684 Supervisory Sr Counsel

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	514 *	3,699	5,374	2,615	4,203	4,203	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	514 *	197.7	183.6	156.7	169.1	184.9	194.4	209.1	
Adjusted Annual Base Salary (\$000)	12	514 *	212.3	208.6	170.7	192.4	211.0	231.7	235.3	
Locality Pay or Geographic Differential (0.0%)	5	328 *	19.5	22.3	18.0	19.3	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	42 *	16.8	7.7	3.0	3.0	3.0	3.0	33.7	
Short-Term Incentive/Bonus (\$000)	9	262 *	27.5	12.5	1.0	1.5	2.5	5.8	58.5	
Other Cash Compensation (\$000)	2	59 *	5.1	5.1	1.1	1.8	5.7	7.5	10.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	514 *	217.6	190.6	157.6	170.4	186.9	201.1	220.9	
Adjusted Total Cash Compensation (\$000)	12	514 *	232.3	215.6	170.7	198.1	215.5	235.3	246.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	514 *	131.6	120.7	101.4	111.4	115.8	137.1	137.1	
Salary Range Midpoint (\$000)	12	514 *	179.8	169.0	135.7	155.1	155.7	204.0	204.0	
Salary Range Maximum (\$000)	12	514 *	227.9	217.2	169.9	194.4	202.5	270.8	270.8	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	16 *	5,154	4,475	3,716	4,203	4,203	4,203	7,012	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	16 *	213.7	192.7	165.0	180.6	187.0	206.1	236.3	
Adjusted Annual Base Salary (\$000)	5	16 *	234.7	229.1	207.2	226.8	232.3	235.3	240.0	
Locality Pay or Geographic Differential (0.0%)	3	14 *	18.2	23.1	13.0	23.2	25.6	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	4	13 *	46.2	15.1	0.3	0.5	1.5	3.0	91.0	
Other Cash Compensation (\$000)	2	3 *	4.8	3.7			1.9			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	16 *	252.2	205.7	165.4	181.2	188.2	212.2	324.3	
Adjusted Total Cash Compensation (\$000)	5	16 *	273.2	242.0	207.6	227.4	234.1	242.4	324.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	16 *	124.2	117.6	108.4	115.8	115.8	117.1	131.5	
Salary Range Midpoint (\$000)	5	16 *	173.1	160.3	149.3	155.1	155.1	160.1	189.0	
Salary Range Maximum (\$000)	5	16 *	222.0	202.9	187.1	194.4	194.4	206.1	246.6	

\*More than 30% of sample supplied by one organization.

## Position: 0684 Supervisory Sr Counsel

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	16 *	5,154	4,475	3,716	4,203	4,203	4,203	4,203	7,012
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	16 *	213.7	192.7	165.0	180.6	187.0	206.1	206.1	236.3
Adjusted Annual Base Salary (\$000)	5	16 *	234.7	229.1	207.2	226.8	232.3	235.3	235.3	240.0
Locality Pay or Geographic Differential (0.0%)	3	14 *	18.2	23.1	13.0	23.2	25.6	25.6	25.6	25.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	4	13 *	46.2	15.1	0.3	0.5	1.5	3.0	3.0	91.0
Other Cash Compensation (\$000)	2	3 *	4.8	3.7			1.9			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	16 *	252.2	205.7	165.4	181.2	188.2	212.2	212.2	324.3
Adjusted Total Cash Compensation (\$000)	5	16 *	273.2	242.0	207.6	227.4	234.1	242.4	242.4	324.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	16 *	124.2	117.6	108.4	115.8	115.8	117.1	117.1	131.5
Salary Range Midpoint (\$000)	5	16 *	173.1	160.3	149.3	155.1	155.1	160.1	160.1	189.0
Salary Range Maximum (\$000)	5	16 *	222.0	202.9	187.1	194.4	194.4	206.1	206.1	246.6
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	41 *	3,817	3,850	3,092	3,092	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	41 *	205.7	202.6	168.6	175.0	189.6	233.0	233.0	251.3
Adjusted Annual Base Salary (\$000)	6	41 *	236.2	234.7	214.9	226.8	235.3	250.4	250.4	252.5
Locality Pay or Geographic Differential (0.0%)	4	27 *	25.6	29.2	19.6	30.7	30.7	30.7	30.7	31.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	2 *								
Short-Term Incentive/Bonus (\$000)	4	29 *	35.5	31.0	1.4	2.7	7.0	54.5	54.5	85.0
Other Cash Compensation (\$000)	2	4 *	4.6	4.6		1.0	4.5	8.3	8.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	41 *	230.7	225.0	169.8	178.1	190.5	297.2	297.2	311.4
Adjusted Total Cash Compensation (\$000)	6	41 *	261.2	257.1	221.7	232.3	238.1	297.2	297.2	311.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	41 *	130.1	133.5	108.9	115.8	115.8	135.7	135.7	192.1
Salary Range Midpoint (\$000)	6	41 *	187.4	190.6	149.7	155.1	155.1	200.9	200.9	295.6
Salary Range Maximum (\$000)	6	41 *	244.6	247.7	186.9	194.4	194.4	266.1	266.1	399.1

\*More than 30% of sample supplied by one organization.

## Position: 0684 Supervisory Sr Counsel

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	497 *	3,699	5,405	2,614	4,203	4,203	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	497 *	197.6	183.9	156.0	168.6	185.0	196.1	210.0	
Adjusted Annual Base Salary (\$000)	12	497 *	212.3	208.3	169.5	191.2	211.0	232.6	235.3	
Locality Pay or Geographic Differential (0.0%)	5	308 *	19.5	22.4	18.0	18.1	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	42 *	16.8	7.7	3.0	3.0	3.0	3.0	33.7	
Short-Term Incentive/Bonus (\$000)	9	250 *	27.3	13.6	1.0	1.5	2.5	5.9	62.9	
Other Cash Compensation (\$000)	2	58 *	5.1	5.2	1.1	2.0	5.7	7.6	10.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	497 *	217.3	191.3	157.5	170.4	187.7	203.4	224.6	
Adjusted Total Cash Compensation (\$000)	12	497 *	232.0	215.7	169.5	197.0	215.6	235.6	246.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	497 *	131.6	121.1	101.4	111.4	115.8	137.1	137.1	
Salary Range Midpoint (\$000)	12	497 *	179.8	169.8	135.7	155.1	155.7	204.0	204.0	
Salary Range Maximum (\$000)	12	497 *	227.9	218.5	169.9	194.4	202.5	270.8	270.8	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	20	971	*	2,218	4,298	1,446	2,615	4,203	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	20	971	*	163.5	169.3	141.5	155.6	170.2	180.4	191.5
Adjusted Annual Base Salary (\$000)	20	971	*	175.6	195.9	155.2	174.6	200.5	220.4	226.0
Locality Pay or Geographic Differential (0.0%)	7	697	*	22.0	22.5	17.8	18.4	22.2	24.2	28.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	225	*	15.7	15.4	3.0	3.0	7.0	35.0	35.0
Short-Term Incentive/Bonus (\$000)	14	545	*	19.4	19.5	1.0	2.0	5.6	32.3	64.9
Other Cash Compensation (\$000)	6	232	*	9.0	4.3	0.8	1.4	4.3	6.5	8.2
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	20	971	*	178.8	181.2	144.0	161.1	177.1	191.2	228.2
Adjusted Total Cash Compensation (\$000)	20	971	*	190.9	207.8	165.9	187.6	208.5	225.4	236.8
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	19	966	*	119.8	112.2	105.1	108.9	109.2	111.8	132.0
Salary Range Midpoint (\$000)	19	966	*	160.4	152.3	144.6	144.6	148.4	155.7	179.0
Salary Range Maximum (\$000)	19	966	*	201.0	192.4	180.0	180.0	185.0	202.5	226.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
20	971	0.4	99.6		20	971	94.7	5.3

\*More than 30% of sample supplied by one organization.

## Position: 0685 Senior Attorney

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	839 *	2,134	4,474	1,446	2,609	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	839 *	163.1	169.3	140.8	155.8	171.0	180.0	190.4	
Adjusted Annual Base Salary (\$000)	17	839 *	177.4	200.1	160.1	183.5	206.9	223.2	226.0	
Locality Pay or Geographic Differential (0.0%)	7	697 *	22.0	22.5	17.8	18.4	22.2	24.2	28.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	225 *	15.7	15.4	3.0	3.0	7.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	12	454 *	19.2	16.4	1.0	1.8	4.8	24.3	67.4	
Other Cash Compensation (\$000)	6	232 *	9.0	4.3	0.8	1.4	4.3	6.5	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	839 *	179.1	179.4	142.7	159.6	174.5	189.0	220.9	
Adjusted Total Cash Compensation (\$000)	17	839 *	193.4	210.2	169.8	189.2	212.2	226.2	238.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	834 *	118.4	111.3	107.0	108.9	109.2	111.8	132.0	
Salary Range Midpoint (\$000)	16	834 *	158.7	150.2	141.8	144.6	148.4	155.7	179.0	
Salary Range Maximum (\$000)	16	834 *	199.0	189.1	176.6	180.0	185.0	197.0	220.3	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	139 *	3,917	4,059	3,092	3,513	3,513	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	139 *	174.4	175.0	150.3	157.2	171.0	183.6	216.0	
Adjusted Annual Base Salary (\$000)	7	139 *	194.5	195.4	158.3	169.9	195.5	222.0	234.2	
Locality Pay or Geographic Differential (0.0%)	3	59 *	29.0	29.1	21.8	27.7	30.7	30.7	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	7 *	19.0	16.7		3.0	3.0	35.0		
Short-Term Incentive/Bonus (\$000)	6	101 *	26.2	27.6	1.8	7.4	31.0	40.0	46.8	
Other Cash Compensation (\$000)	1	16 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	139 *	196.7	195.6	156.1	169.9	187.4	215.4	251.2	
Adjusted Total Cash Compensation (\$000)	7	139 *	216.8	216.0	183.9	194.8	216.2	235.3	251.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	139 *	115.2	113.0	101.4	105.1	109.2	115.4	132.0	
Salary Range Midpoint (\$000)	7	139 *	161.4	160.3	135.7	144.6	154.4	169.7	179.0	
Salary Range Maximum (\$000)	7	139 *	207.6	207.7	169.9	180.0	203.7	224.0	226.0	

\*More than 30% of sample supplied by one organization.

## Position: 0685 Senior Attorney

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	660 *	2,448	4,178	1,446	2,609	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	660 *	161.3	168.6	140.1	153.8	170.3	180.0	190.3	
Adjusted Annual Base Salary (\$000)	15	660 *	177.4	196.5	154.7	177.5	201.5	220.7	226.0	
Locality Pay or Geographic Differential (0.0%)	7	508 *	21.9	22.0	18.0	19.3	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	192 *	18.7	14.8	3.0	3.0	10.5	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	10	353 *	18.2	16.5	1.0	2.0	5.1	24.7	67.4	
Other Cash Compensation (\$000)	4	155 *	4.1	4.3	1.0	1.5	4.3	6.7	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	660 *	173.2	178.4	142.4	158.5	173.9	188.3	208.0	
Adjusted Total Cash Compensation (\$000)	15	660 *	189.3	206.3	163.6	185.2	206.8	224.6	234.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	660 *	118.1	112.9	107.2	108.9	109.2	111.8	132.0	
Salary Range Midpoint (\$000)	15	660 *	156.1	151.9	144.6	144.6	148.4	155.7	179.0	
Salary Range Maximum (\$000)	15	660 *	194.1	190.9	180.0	180.0	185.0	202.5	226.0	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	57	3,271	4,257	702	2,495	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	57	168.8	166.6	139.3	152.1	166.1	180.0	186.2	
Adjusted Annual Base Salary (\$000)	8	57	184.9	186.5	147.7	160.6	187.0	215.4	226.0	
Locality Pay or Geographic Differential (0.0%)	4	39 *	18.0	17.5	6.0	6.0	18.9	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	11 *	18.9	14.5	2.1	3.0	3.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	5	37 *	31.8	23.0	1.0	2.4	5.6	43.0	70.4	
Other Cash Compensation (\$000)	2	15 *	17.3	5.3	0.5	0.9	5.1	5.7	16.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	57	193.0	182.9	140.2	160.2	176.3	195.5	219.8	
Adjusted Total Cash Compensation (\$000)	8	57	209.0	202.8	154.0	180.2	203.9	219.0	230.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	52 *	117.8	109.1	95.0	105.1	109.2	109.2	130.9	
Salary Range Midpoint (\$000)	7	52 *	160.2	148.7	126.1	144.6	148.4	155.4	172.9	
Salary Range Maximum (\$000)	7	52 *	202.6	188.3	157.2	180.0	185.0	203.4	219.3	

\*More than 30% of sample supplied by one organization.



## Position: 0685 Senior Attorney

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	74 *	4,682	5,767	3,513	4,203	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	74 *	167.1	164.8	126.4	147.8	167.2	183.0	185.0	
Adjusted Annual Base Salary (\$000)	5	74 *	181.5	187.8	149.2	169.3	185.5	216.0	217.3	
Locality Pay or Geographic Differential (0.0%)	3	59 *	15.1	18.0	16.7	16.8	16.8	20.7	22.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	9 *	19.0	31.4		35.0	35.0	35.0		
Short-Term Incentive/Bonus (\$000)	4	31 *	28.2	27.2	0.9	1.4	4.8	55.1	69.2	
Other Cash Compensation (\$000)	1	37 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	74 *	190.2	177.8	126.9	149.0	177.3	192.0	235.5	
Adjusted Total Cash Compensation (\$000)	5	74 *	204.6	200.7	149.5	174.7	204.1	221.5	235.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	74 *	111.6	108.0	95.0	95.0	109.2	111.8	132.0	
Salary Range Midpoint (\$000)	5	74 *	154.0	145.3	126.1	126.1	144.6	148.4	179.0	
Salary Range Maximum (\$000)	5	74 *	196.4	182.5	157.2	157.2	180.0	185.0	226.0	
<b>WEST COAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	41 *	4,173	4,432	1,626	3,513	4,203	5,523	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	41 *	177.6	172.4	157.2	164.6	172.5	180.0	188.2	
Adjusted Annual Base Salary (\$000)	6	41 *	205.2	214.8	175.4	202.6	220.4	232.6	235.3	
Locality Pay or Geographic Differential (0.0%)	3	32 *	33.7	33.0	27.6	28.4	33.0	35.1	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	6 *	15.0	9.6		2.9	5.0	14.0		
Short-Term Incentive/Bonus (\$000)	5	23 *	23.2	13.9	1.3	1.5	5.6	26.0	40.6	
Other Cash Compensation (\$000)	3	9 *	6.4	7.1		3.8	7.9	9.8		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	41 *	198.7	181.8	162.9	169.4	179.2	188.4	221.0	
Adjusted Total Cash Compensation (\$000)	6	41 *	226.3	224.2	188.5	217.7	230.8	235.7	242.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	41 *	115.2	110.2	97.8	109.2	109.2	111.8	115.4	
Salary Range Midpoint (\$000)	6	41 *	157.5	149.2	129.8	144.6	144.6	155.7	169.7	
Salary Range Maximum (\$000)	6	41 *	199.8	188.3	161.8	180.0	180.0	198.2	224.0	

\*More than 30% of sample supplied by one organization.

## Position: 0685 Senior Attorney

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	41 *	3,527	4,148	533	3,513	4,203	6,842	7,295	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	41 *	169.7	170.6	143.6	157.2	168.5	180.0	210.3	
Adjusted Annual Base Salary (\$000)	7	41 *	190.3	195.5	154.6	169.3	205.6	220.0	226.1	
Locality Pay or Geographic Differential (0.0%)	4	27 *	20.7	22.4	13.0	18.9	25.6	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	7 *	19.0	21.3		3.0	35.0	35.0		
Short-Term Incentive/Bonus (\$000)	5	30 *	32.4	24.6	0.9	1.9	5.1	45.0	73.4	
Other Cash Compensation (\$000)	1	7 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	41 *	193.3	189.2	146.5	164.3	180.0	201.8	274.9	
Adjusted Total Cash Compensation (\$000)	7	41 *	213.9	214.1	178.8	194.2	212.5	225.9	274.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	36 *	114.3	110.3	95.0	106.1	109.2	109.2	132.0	
Salary Range Midpoint (\$000)	6	36 *	154.6	149.4	126.1	144.6	144.6	154.4	179.0	
Salary Range Maximum (\$000)	6	36 *	195.0	188.4	157.2	180.0	180.0	203.4	226.0	
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	87 *	3,819	4,041	3,092	3,513	3,513	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	87 *	179.0	178.7	154.6	160.7	171.7	185.0	221.1	
Adjusted Annual Base Salary (\$000)	5	87 *	210.3	200.1	162.7	169.9	205.2	226.7	235.3	
Locality Pay or Geographic Differential (0.0%)	3	36 *	31.7	31.1	27.2	30.7	30.7	33.0	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	2 *								
Short-Term Incentive/Bonus (\$000)	4	60 *	19.1	27.5	1.8	14.0	31.0	37.6	46.8	
Other Cash Compensation (\$000)	1	12 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	87 *	194.2	198.4	161.8	173.1	189.4	223.8	257.1	
Adjusted Total Cash Compensation (\$000)	5	87 *	225.5	219.9	184.3	200.3	222.1	238.0	257.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	87 *	116.4	116.0	101.4	109.2	115.4	115.4	147.8	
Salary Range Midpoint (\$000)	5	87 *	166.3	166.0	135.7	144.6	169.7	169.7	227.4	
Salary Range Maximum (\$000)	5	87 *	216.2	215.9	169.9	180.0	224.0	224.0	307.0	

\*More than 30% of sample supplied by one organization.

## Position: 0685 Senior Attorney

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	14 *	3,496	4,409	1,179	4,031	4,203	5,004	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	14 *	169.4	173.1	132.8	151.7	173.4	190.9	219.4	
Adjusted Annual Base Salary (\$000)	5	14 *	180.7	195.0	148.6	183.0	196.6	218.3	221.9	
Locality Pay or Geographic Differential (0.0%)	2	9 *	17.4	20.8		21.8	21.8	21.8		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	19.0	27.0		11.0	35.0	35.0		
Short-Term Incentive/Bonus (\$000)	5	12 *	25.0	22.8	0.9	1.0	4.0	57.1	76.6	
Other Cash Compensation (\$000)										
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	14 *	194.3	192.6	138.5	153.7	173.9	235.3	293.7	
Adjusted Total Cash Compensation (\$000)	5	14 *	205.6	214.5	154.2	186.7	211.6	235.3	293.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	14 *	110.3	112.8	100.6	109.1	109.2	114.9	132.0	
Salary Range Midpoint (\$000)	5	14 *	151.8	152.1	134.9	144.6	144.6	161.5	179.0	
Salary Range Maximum (\$000)	5	14 *	193.3	191.3	167.2	180.0	180.0	209.3	226.0	
<b>SAN FRANCISCO-OAKLAND-SAN JOSE, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	24 *	3,526	4,576	1,446	3,513	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	24 *	169.4	167.7	139.3	160.9	170.8	179.7	185.0	
Adjusted Annual Base Salary (\$000)	5	24 *	203.4	215.4	169.9	194.3	225.5	235.3	235.3	
Locality Pay or Geographic Differential (0.0%)	3	20 *	35.1	35.7	27.2	33.0	35.1	41.7	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	5 *	5.0	4.5		2.9	3.0	7.0		
Short-Term Incentive/Bonus (\$000)	4	13 *	11.9	8.3	1.3	1.4	3.5	6.5	37.4	
Other Cash Compensation (\$000)	2	8 *	7.1	7.4		3.8	8.2	9.8		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	24 *	181.2	174.6	140.3	165.9	175.4	181.3	204.9	
Adjusted Total Cash Compensation (\$000)	5	24 *	215.1	222.4	176.7	216.1	232.4	236.8	244.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	24 *	111.8	108.9	95.0	108.9	109.2	111.8	118.4	
Salary Range Midpoint (\$000)	5	24 *	153.2	146.9	126.1	144.6	146.5	155.7	163.7	
Salary Range Maximum (\$000)	5	24 *	194.6	184.9	157.2	180.0	182.5	193.9	213.3	

\*More than 30% of sample supplied by one organization.

## Position: 0685 Senior Attorney

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	641 *	2,584	4,135	1,446	2,609	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	641 *	163.3	169.0	140.9	154.0	170.8	183.4	190.8	
Adjusted Annual Base Salary (\$000)	13	641 *	182.0	196.2	154.5	176.8	201.2	221.0	226.0	
Locality Pay or Geographic Differential (0.0%)	7	473 *	22.1	22.3	18.0	22.2	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	191 *	18.7	14.9	3.0	3.0	18.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	8	346 *	19.9	18.5	1.1	2.1	5.4	28.2	67.6	
Other Cash Compensation (\$000)	4	146 *	4.1	4.3	1.0	1.5	4.3	6.7	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	641 *	175.4	180.0	142.6	159.6	176.0	190.3	217.9	
Adjusted Total Cash Compensation (\$000)	13	641 *	194.1	207.2	163.8	186.2	207.2	225.0	234.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	641 *	118.0	113.0	107.2	108.9	109.2	111.8	132.0	
Salary Range Midpoint (\$000)	13	641 *	157.0	152.6	144.6	144.6	148.4	155.7	179.0	
Salary Range Maximum (\$000)	13	641 *	196.0	192.2	180.0	180.0	185.0	202.5	226.0	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	19	1,425	*	2,873	3,944	1,626	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	19	1,425	*	133.9	136.5	107.4	122.3	138.1	156.5	157.3
Adjusted Annual Base Salary (\$000)	19	1,425	*	144.3	166.9	129.6	144.0	169.3	191.7	195.4
Locality Pay or Geographic Differential (0.0%)	7	1,306	*	22.4	24.1	18.0	24.2	24.2	24.2	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	88	*	12.0	7.4	3.0	3.0	3.0	18.0	18.0
Short-Term Incentive/Bonus (\$000)	13	647	*	12.1	3.1	0.6	1.0	1.6	2.5	4.4
Other Cash Compensation (\$000)	7	124	*	3.4	2.2	0.5	0.7	1.3	4.1	5.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	19	1,425	*	141.2	138.1	108.3	123.5	139.8	157.3	158.3
Adjusted Total Cash Compensation (\$000)	19	1,425	*	151.6	168.4	131.7	146.6	170.6	192.7	197.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	18	1,421	*	100.7	95.4	86.6	95.6	95.6	95.6	97.8
Salary Range Midpoint (\$000)	18	1,421	*	136.8	127.6	123.7	126.5	126.5	126.5	134.2
Salary Range Maximum (\$000)	18	1,421	*	172.8	159.7	157.3	157.3	157.3	157.3	169.6

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
19	1,425		100.0		19	1,425	92.8	7.2

\*More than 30% of sample supplied by one organization.

## Position: 0686 Attorney (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	1,350 *	2,489	3,834	1,446	4,203	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	1,350 *	134.6	136.8	107.4	121.9	138.7	157.3	157.3	157.3
Adjusted Annual Base Salary (\$000)	15	1,350 *	147.7	168.8	132.4	147.0	172.0	192.7	195.4	195.4
Locality Pay or Geographic Differential (0.0%)	7	1,306 *	22.4	24.1	18.0	24.2	24.2	24.2	30.7	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	88 *	12.0	7.4	3.0	3.0	3.0	18.0	18.0	18.0
Short-Term Incentive/Bonus (\$000)	11	630 *	11.9	2.6	0.6	1.0	1.5	2.5	4.2	4.2
Other Cash Compensation (\$000)	7	124 *	3.4	2.2	0.5	0.7	1.3	4.1	5.0	5.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	1,350 *	142.4	138.2	107.6	123.2	140.6	157.3	158.3	158.3
Adjusted Total Cash Compensation (\$000)	15	1,350 *	155.5	170.2	133.7	148.9	173.1	193.6	197.5	197.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	1,346 *	100.7	95.1	86.6	95.6	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	14	1,346 *	135.3	126.8	123.7	126.5	126.5	126.5	130.9	130.9
Salary Range Maximum (\$000)	14	1,346 *	169.9	158.4	156.7	157.3	157.3	157.3	169.0	169.0
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	202 *	3,071	4,078	3,513	4,203	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	202 *	151.4	141.9	120.1	128.4	141.3	157.3	157.3	157.3
Adjusted Annual Base Salary (\$000)	5	202 *	179.9	178.5	140.2	159.7	183.0	202.8	205.6	205.6
Locality Pay or Geographic Differential (0.0%)	3	181 *	29.6	29.0	21.8	29.3	30.7	30.7	30.7	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	84 *	13.7	7.0	1.0	1.4	1.8	3.4	26.5	26.5
Other Cash Compensation (\$000)	2	9 *	3.0	1.8		0.5	1.1	3.7		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	202 *	161.3	144.9	120.2	129.2	147.7	157.3	159.2	159.2
Adjusted Total Cash Compensation (\$000)	5	202 *	189.8	181.4	150.2	162.4	183.5	203.9	206.0	206.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	202 *	106.4	95.0	83.3	95.6	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	5	202 *	147.5	127.6	110.2	126.5	126.5	126.5	126.5	126.5
Salary Range Maximum (\$000)	5	202 *	188.6	160.2	137.0	157.3	157.3	157.3	162.1	162.1

\*More than 30% of sample supplied by one organization.

## Position: 0686 Attorney (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	985 *	3,191	3,894	1,446	3,803	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	985 *	129.3	134.9	106.0	120.3	136.8	154.3	157.3	157.3
Adjusted Annual Base Salary (\$000)	15	985 *	142.3	163.7	127.6	141.6	164.8	188.5	195.4	195.4
Locality Pay or Geographic Differential (0.0%)	7	900 *	22.2	23.0	18.0	24.2	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	79 *	13.7	6.8	3.0	3.0	3.0	18.0	18.0	18.0
Short-Term Incentive/Bonus (\$000)	9	453 *	9.7	2.4	0.6	1.0	1.6	2.5	4.2	4.2
Other Cash Compensation (\$000)	5	90 *	2.5	2.2	0.5	0.7	1.5	4.1	5.0	5.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	985 *	133.8	136.2	106.4	121.9	138.0	155.2	158.1	158.1
Adjusted Total Cash Compensation (\$000)	15	985 *	146.8	165.0	128.5	143.8	166.3	189.9	195.8	195.8
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	985 *	98.0	95.7	86.6	95.6	95.6	95.6	97.8	97.8
Salary Range Midpoint (\$000)	15	985 *	132.8	127.9	123.7	126.5	126.5	126.5	141.9	141.9
Salary Range Maximum (\$000)	15	985 *	167.5	160.1	157.3	157.3	157.3	160.8	172.9	172.9
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	70 *	2,246	3,688	814	3,803	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	70 *	131.9	135.1	113.9	122.6	130.2	154.0	157.3	157.3
Adjusted Annual Base Salary (\$000)	7	70 *	147.7	163.6	135.7	143.9	160.4	184.0	197.5	197.5
Locality Pay or Geographic Differential (0.0%)	4	64 *	19.2	23.0	13.0	25.2	25.6	25.6	25.6	25.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	6	36 *	12.6	5.0	0.5	1.0	1.3	3.0	18.8	18.8
Other Cash Compensation (\$000)	2	10 *	1.5	1.1	0.4	0.7	1.1	1.4	1.9	1.9
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	70 *	142.7	137.8	114.8	123.0	133.2	156.1	160.3	160.3
Adjusted Total Cash Compensation (\$000)	7	70 *	158.6	166.4	139.4	146.0	161.5	192.4	198.0	198.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	66 *	99.3	94.3	83.3	88.6	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	6	66 *	132.4	126.1	110.2	125.2	126.5	126.5	133.0	133.0
Salary Range Maximum (\$000)	6	66 *	165.5	157.8	137.0	157.3	157.3	160.8	172.9	172.9

\*More than 30% of sample supplied by one organization.

## Position: 0686 Attorney (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	69 *	2,374	3,720	744	3,803	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	69 *	133.2	135.2	113.7	122.5	130.3	155.1	157.3	157.3
Adjusted Annual Base Salary (\$000)	6	69 *	151.7	164.2	135.7	144.5	161.2	186.7	197.5	197.5
Locality Pay or Geographic Differential (0.0%)	4	64 *	19.2	23.0	13.0	25.2	25.6	25.6	25.6	25.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	5	35 *	11.6	4.6	0.5	1.0	1.3	3.0	19.1	19.1
Other Cash Compensation (\$000)	1	9 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	69 *	142.6	137.7	114.7	122.9	133.0	156.5	160.5	160.5
Adjusted Total Cash Compensation (\$000)	6	69 *	161.1	166.7	139.1	146.4	163.4	192.8	198.0	198.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	65 *	98.5	94.2	83.3	88.0	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	5	65 *	133.1	126.1	110.2	124.7	126.5	126.5	133.0	133.0
Salary Range Maximum (\$000)	5	65 *	167.6	157.9	137.0	157.3	157.3	160.8	172.9	172.9
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	125 *	3,071	4,037	3,513	4,203	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	125 *	151.8	144.4	120.6	133.2	142.9	157.3	157.3	157.3
Adjusted Annual Base Salary (\$000)	5	125 *	181.4	183.0	142.2	167.9	187.6	205.6	205.6	205.6
Locality Pay or Geographic Differential (0.0%)	3	110 *	30.8	30.9	30.7	30.7	30.7	30.7	30.7	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	53 *	13.5	7.5	1.1	1.4	1.8	10.3	26.6	26.6
Other Cash Compensation (\$000)	1	7 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	125 *	161.0	147.6	120.7	134.2	147.5	157.3	163.5	163.5
Adjusted Total Cash Compensation (\$000)	5	125 *	190.6	186.3	157.0	168.4	188.4	205.6	207.4	207.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	125 *	107.2	96.2	86.6	95.6	95.6	95.6	98.4	98.4
Salary Range Midpoint (\$000)	5	125 *	148.6	130.0	123.7	126.5	126.5	126.5	138.2	138.2
Salary Range Maximum (\$000)	5	125 *	189.9	163.8	157.3	157.3	157.3	157.3	178.0	178.0

\*More than 30% of sample supplied by one organization.



## Position: 0686 Attorney (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	937 *	3,312	3,882	1,446	3,803	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	937 *	129.8	134.6	105.8	119.7	135.6	154.1	157.3	157.3
Adjusted Annual Base Salary (\$000)	14	937 *	143.8	163.3	127.6	141.0	163.2	188.5	195.4	195.4
Locality Pay or Geographic Differential (0.0%)	7	849 *	22.3	23.2	18.0	24.2	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	79 *	13.7	6.8	3.0	3.0	3.0	18.0	18.0	18.0
Short-Term Incentive/Bonus (\$000)	8	438 *	10.6	2.7	0.6	1.0	1.6	2.6	4.4	4.4
Other Cash Compensation (\$000)	5	90 *	2.5	2.2	0.5	0.7	1.5	4.1	5.0	5.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	937 *	134.5	136.1	106.1	121.7	137.7	155.2	158.3	158.3
Adjusted Total Cash Compensation (\$000)	14	937 *	148.5	164.8	128.5	143.7	164.8	190.9	195.9	195.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	937 *	97.7	95.7	86.6	93.1	95.6	95.6	97.8	97.8
Salary Range Midpoint (\$000)	14	937 *	132.8	128.1	123.7	126.5	126.5	126.5	141.9	141.9
Salary Range Maximum (\$000)	14	937 *	168.0	160.4	157.3	157.3	157.3	160.8	172.9	172.9

\*More than 30% of sample supplied by one organization.

## Position: 0811 Attorney (Mid-Level)

### Position Description:

Serves as an intermediate performance level attorney. Prepares memoranda and correspondence. Counsels management, on the legal matters regarding safety, and soundness of operations, and advises on appropriate legal actions available. May assist senior management in final resolution of legal issues in area of expertise. May perform complex work which influences internal operations. Typically requires up to 2 years experience practicing law. Possess a law degree and is a current member of the bar.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	65	*	2,277	2,233	1,446	1,446	1,446	3,092	3,803
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	65	*	114.8	107.5	79.5	94.4	106.0	109.8	169.8
Adjusted Annual Base Salary (\$000)	6	65	*	125.4	119.7	93.8	108.6	114.9	126.4	169.8
Locality Pay or Geographic Differential (0.0%)	3	45	*	21.6	18.2	18.0	18.0	18.0	18.0	18.0
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	24	*							
Short-Term Incentive/Bonus (\$000)	2	31	*	8.4	5.4	2.2	2.6	2.9	3.7	17.0
Other Cash Compensation (\$000)	3	11	*	3.7	3.0	0.4	0.5	1.5	4.3	10.7
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	65	*	119.2	110.6	81.2	97.2	106.3	110.5	179.2
Adjusted Total Cash Compensation (\$000)	6	65	*	129.8	122.7	95.7	108.6	116.4	126.8	179.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	65	*	88.9	86.8	67.0	76.5	88.2	88.5	134.8
Salary Range Midpoint (\$000)	6	65	*	120.9	117.3	93.7	95.9	111.2	147.7	175.3
Salary Range Maximum (\$000)	6	65	*	152.9	147.6	110.9	124.7	134.1	206.9	215.7

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
6	65		100.0		6	65	73.8	26.2

\*More than 30% of sample supplied by one organization.

## Position: 0811 Attorney (Mid-Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	55 *	2,210	2,164	1,446	1,446	1,446	3,092	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	55 *	115.5	106.8	79.5	94.3	100.5	107.2	172.1	
Adjusted Annual Base Salary (\$000)	5	55 *	128.2	121.2	93.8	110.0	115.3	126.5	172.1	
Locality Pay or Geographic Differential (0.0%)	3	45 *	21.6	18.2	18.0	18.0	18.0	18.0	18.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	24 *								
Short-Term Incentive/Bonus (\$000)	2	31 *	8.4	5.4	2.2	2.6	2.9	3.7	17.0	
Other Cash Compensation (\$000)	3	11 *	3.7	3.0	0.4	0.5	1.5	4.3	10.7	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	55 *	120.7	110.4	80.9	96.8	103.9	109.0	185.1	
Adjusted Total Cash Compensation (\$000)	5	55 *	133.5	124.8	95.0	112.0	118.4	128.4	185.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	55 *	89.0	86.5	67.0	72.7	86.6	88.2	134.8	
Salary Range Midpoint (\$000)	5	55 *	115.6	111.7	93.7	95.9	108.3	111.2	175.3	
Salary Range Maximum (\$000)	5	55 *	142.1	136.8	110.9	124.7	130.0	134.1	215.7	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	100	*	2,061	2,365	744	744	1,732	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	100	*	99.1	100.4	74.1	81.4	88.5	117.7	140.2
Adjusted Annual Base Salary (\$000)	9	100	*	111.4	123.8	89.7	99.4	108.5	136.8	185.0
Locality Pay or Geographic Differential (0.0%)	5	87	*	22.6	23.3	18.0	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	5	*	5.5	6.0		3.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	4	20	*	3.4	1.6	0.1	0.8	1.4	2.0	2.8
Other Cash Compensation (\$000)	2	3	*	4.3	4.3			4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	100	*	100.6	100.8	74.8	82.2	89.3	118.2	140.2
Adjusted Total Cash Compensation (\$000)	9	100	*	113.0	124.2	89.7	99.5	109.8	138.0	185.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	100	*	80.7	91.0	58.4	65.5	71.4	127.5	150.0
Salary Range Midpoint (\$000)	9	100	*	101.8	114.6	77.3	80.3	93.1	157.4	185.2
Salary Range Maximum (\$000)	9	100	*	122.8	138.1	95.0	96.1	115.2	187.3	220.3

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
9	100		100.0		9	100	57.0	43.0

\*More than 30% of sample supplied by one organization.

## Position: 0687 Attorney (Entry Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	94 *	2,073	2,390	744	744	1,446	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	94 *	96.5	99.2	73.7	80.9	88.1	115.0	141.1	
Adjusted Annual Base Salary (\$000)	8	94 *	110.4	124.1	89.1	99.4	108.3	148.3	186.2	
Locality Pay or Geographic Differential (0.0%)	5	87 *	22.6	23.3	18.0	24.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	5 *	5.5	6.0		3.0	8.0	8.0		
Short-Term Incentive/Bonus (\$000)	3	18 *	3.7	1.5	0.1	0.7	1.2	1.8	2.9	
Other Cash Compensation (\$000)	2	3 *	4.3	4.3			4.3			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	94 *	98.2	99.6	74.4	80.9	88.4	116.5	141.1	
Adjusted Total Cash Compensation (\$000)	8	94 *	112.1	124.5	89.1	99.7	109.0	148.3	186.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	94 *	78.9	90.8	58.4	65.5	70.0	127.5	150.0	
Salary Range Midpoint (\$000)	8	94 *	100.9	115.0	77.3	80.3	92.6	157.4	185.2	
Salary Range Maximum (\$000)	8	94 *	122.9	139.2	95.0	96.1	115.2	187.3	220.3	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	91 *	2,187	2,333	744	744	1,498	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	91 *	98.5	101.0	73.5	81.1	88.5	118.9	141.6	
Adjusted Annual Base Salary (\$000)	8	91 *	112.7	124.9	88.9	99.4	108.5	148.3	186.8	
Locality Pay or Geographic Differential (0.0%)	5	80 *	23.0	23.3	18.0	24.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	5 *	5.5	6.0		3.0	8.0	8.0		
Short-Term Incentive/Bonus (\$000)	4	17 *	3.4	1.7	0.1	0.6	1.5	2.1	3.8	
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	91 *	99.8	101.4	74.2	81.1	88.8	118.9	141.6	
Adjusted Total Cash Compensation (\$000)	8	91 *	113.9	125.3	88.9	99.4	110.0	148.3	186.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	91 *	81.0	92.0	58.4	65.5	72.7	127.5	150.0	
Salary Range Midpoint (\$000)	8	91 *	102.3	115.6	77.3	80.3	93.5	157.4	185.2	
Salary Range Maximum (\$000)	8	91 *	123.5	139.2	95.0	96.1	115.2	187.3	220.3	

\*More than 30% of sample supplied by one organization.

## Position: 0687 Attorney (Entry Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	87 *	2,286	2,309	744	744	1,446	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	87 *	97.7	101.4	73.4	81.1	88.5	118.9	143.3	
Adjusted Annual Base Salary (\$000)	7	87 *	114.0	126.1	88.8	99.4	108.5	148.3	189.1	
Locality Pay or Geographic Differential (0.0%)	5	78 *	23.1	23.3	18.0	24.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	5 *	5.5	6.0		3.0	8.0	8.0		
Short-Term Incentive/Bonus (\$000)	3	15 *	1.8	1.3	0.1	0.4	1.3	2.0	2.5	
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	87 *	98.6	101.7	74.5	81.1	88.8	118.9	143.3	
Adjusted Total Cash Compensation (\$000)	7	87 *	114.8	126.3	88.8	99.4	110.0	148.3	189.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	87 *	79.3	92.6	58.4	65.5	72.7	127.5	150.0	
Salary Range Midpoint (\$000)	7	87 *	99.9	116.2	77.3	80.3	93.5	157.4	185.2	
Salary Range Maximum (\$000)	7	87 *	120.5	139.8	95.0	96.1	115.2	187.3	220.3	

\*More than 30% of sample supplied by one organization.

## Position: 0688 Senior 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 accompany attorneys to trials and/or depositions. May direct/support the work of Paralegals. Typically requires four to six years or more experience as a paralegal.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	168	*	4,105	5,990	2,609	4,203	6,842	7,408	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	168	*	94.9	92.1	74.3	82.2	91.7	99.7	113.5
Adjusted Annual Base Salary (\$000)	9	168	*	101.1	104.7	86.8	92.8	103.9	114.7	125.0
Locality Pay or Geographic Differential (0.0%)	3	103	*	21.7	23.5	16.7	19.0	22.2	28.4	32.5
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	34	*	5.8	4.6	3.0	3.0	5.0	5.0	6.0
Short-Term Incentive/Bonus (\$000)	7	65	*	4.0	3.0	1.0	1.6	2.5	3.8	6.0
Other Cash Compensation (\$000)	1	26	*							
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	168	*	98.1	93.6	76.1	83.0	92.5	101.7	116.7
Adjusted Total Cash Compensation (\$000)	9	168	*	104.3	106.2	88.5	94.3	104.4	116.6	127.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	168	*	72.4	69.6	61.2	69.6	70.0	71.4	76.5
Salary Range Midpoint (\$000)	9	168	*	95.8	94.1	79.1	91.2	92.6	107.3	107.3
Salary Range Maximum (\$000)	9	168	*	119.1	118.6	96.9	110.9	115.2	137.0	143.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
9	168	0.6	99.4		9	168	70.8	29.2

\*More than 30% of sample supplied by one organization.

## Position: 0688 Senior Paralegal

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	129 *	3,471	5,027	1,446	4,203	4,203	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	129 *	94.3	89.9	74.3	78.7	89.4	96.9	108.8	
Adjusted Annual Base Salary (\$000)	8	129 *	101.3	106.3	88.2	94.9	106.2	115.8	125.5	
Locality Pay or Geographic Differential (0.0%)	3	103 *	21.7	23.5	16.7	19.0	22.2	28.4	32.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	34 *	5.8	4.6	3.0	3.0	5.0	5.0	6.0	
Short-Term Incentive/Bonus (\$000)	7	65 *	4.0	3.0	1.0	1.6	2.5	3.8	6.0	
Other Cash Compensation (\$000)	1	26 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	129 *	97.9	91.8	74.8	80.3	90.4	100.7	112.8	
Adjusted Total Cash Compensation (\$000)	8	129 *	104.8	108.2	90.4	96.3	107.5	118.3	128.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	129 *	72.6	69.0	61.2	61.2	70.0	70.0	76.5	
Salary Range Midpoint (\$000)	8	129 *	94.4	90.1	79.1	79.1	92.6	93.0	96.5	
Salary Range Maximum (\$000)	8	129 *	116.1	111.2	96.9	96.9	115.2	116.0	118.7	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	96 *	4,603	6,568	1,446	4,203	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	96 *	96.3	94.2	76.3	85.1	92.2	104.2	115.8	
Adjusted Annual Base Salary (\$000)	7	96 *	104.0	103.0	85.1	91.5	104.0	112.7	120.7	
Locality Pay or Geographic Differential (0.0%)	3	46 *	20.7	20.9	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	20 *	5.3	4.3	3.0	3.0	4.0	5.0	7.7	
Short-Term Incentive/Bonus (\$000)	5	27 *	3.9	3.4	1.3	2.0	2.7	4.0	7.9	
Other Cash Compensation (\$000)	1	13 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	96 *	99.1	95.4	77.9	85.7	93.3	104.9	118.4	
Adjusted Total Cash Compensation (\$000)	7	96 *	106.8	104.2	85.1	92.5	104.4	114.4	123.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	96 *	73.4	70.2	61.2	69.6	71.4	71.4	76.5	
Salary Range Midpoint (\$000)	7	96 *	97.8	96.8	79.1	91.2	93.7	107.3	107.3	
Salary Range Maximum (\$000)	7	96 *	122.1	123.5	96.9	110.9	116.0	143.1	143.1	

\*More than 30% of sample supplied by one organization.



## Position: 0688 Senior Paralegal

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	89 *	4,603	6,629	1,446	4,203	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	89 *	96.3	94.5	76.4	85.1	92.5	104.4	116.0	
Adjusted Annual Base Salary (\$000)	7	89 *	104.4	103.0	85.0	91.4	103.9	112.9	121.7	
Locality Pay or Geographic Differential (0.0%)	3	40 *	21.5	21.6	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	19 *	5.3	4.3	3.0	3.0	3.0	5.0	8.0	
Short-Term Incentive/Bonus (\$000)	5	24 *	4.0	3.6	1.6	2.1	2.7	4.3	8.5	
Other Cash Compensation (\$000)	1	10 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	89 *	99.1	95.7	78.1	85.7	93.5	105.6	118.5	
Adjusted Total Cash Compensation (\$000)	7	89 *	107.2	104.2	85.0	92.5	104.3	115.0	123.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	89 *	73.6	70.5	61.2	70.0	71.4	71.4	76.5	
Salary Range Midpoint (\$000)	7	89 *	98.0	97.6	79.1	92.6	101.5	107.3	107.3	
Salary Range Maximum (\$000)	7	89 *	122.3	124.7	96.9	110.9	124.5	143.1	143.1	

\*More than 30% of sample supplied by one organization.

## Position: 0801 Paralegal

### Position Description:

Processes simpler to moderately 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 receive direction/support from Senior Paralegals. Typically requires one to three years of experience.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	101	*	3,319	5,129	1,084	3,648	4,203	7,408	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	101	*	68.3	70.9	59.2	63.3	70.0	78.4	85.3
Adjusted Annual Base Salary (\$000)	12	101	*	75.5	80.2	60.8	69.1	77.0	87.7	105.0
Locality Pay or Geographic Differential (0.0%)	5	54	*	23.9	23.3	18.0	20.7	24.2	24.2	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	28	*	3.9	4.5	3.0	3.5	5.0	5.0	5.1
Short-Term Incentive/Bonus (\$000)	7	42	*	3.0	2.6	0.6	1.1	2.5	3.4	5.3
Other Cash Compensation (\$000)	2	3	*	3.0	2.5			3.0		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	101	*	70.4	72.1	59.2	64.7	70.9	79.5	85.3
Adjusted Total Cash Compensation (\$000)	12	101	*	77.5	81.3	62.8	70.8	78.0	89.5	105.8
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	100	*	57.8	56.7	48.1	51.5	57.0	58.4	62.2
Salary Range Midpoint (\$000)	11	100	*	75.9	76.4	63.2	76.0	77.2	77.3	77.3
Salary Range Maximum (\$000)	11	100	*	93.9	96.1	79.0	95.0	96.1	102.9	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
12	101	2.0	92.1	5.9	12	101	71.3	28.7

\*More than 30% of sample supplied by one organization.

## Position: 0801 Paralegal

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	82 *	2,787	4,192	744	2,609	4,203	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	82 *	67.7	69.8	55.2	62.1	68.7	78.1	87.1	
Adjusted Annual Base Salary (\$000)	11	82 *	75.4	81.2	59.9	68.5	78.1	94.7	108.4	
Locality Pay or Geographic Differential (0.0%)	5	54 *	23.9	23.3	18.0	20.7	24.2	24.2	30.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	28 *	3.9	4.5	3.0	3.5	5.0	5.0	5.1	
Short-Term Incentive/Bonus (\$000)	7	42 *	3.0	2.6	0.6	1.1	2.5	3.4	5.3	
Other Cash Compensation (\$000)	2	3 *	3.0	2.5			3.0			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	82 *	69.9	71.3	55.2	62.9	70.2	79.0	87.5	
Adjusted Total Cash Compensation (\$000)	11	82 *	77.6	82.7	62.3	70.9	80.2	95.0	108.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	81 *	58.4	57.9	48.1	57.0	58.4	58.4	73.5	
Salary Range Midpoint (\$000)	10	81 *	75.7	76.2	63.0	73.2	77.3	77.3	91.6	
Salary Range Maximum (\$000)	10	81 *	93.0	94.5	79.0	92.6	96.1	96.1	109.6	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	11 *	3,326	3,741	1,127	3,092	3,092	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	11 *	67.5	68.3	45.1	59.8	70.0	81.0	87.7	
Adjusted Annual Base Salary (\$000)	5	11 *	78.9	79.2	59.2	63.6	72.5	103.1	108.8	
Locality Pay or Geographic Differential (0.0%)	3	6 *	31.5	30.6		28.5	31.9	33.7		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	2 *	2.4	2.4			2.4			
Short-Term Incentive/Bonus (\$000)	3	5 *	1.9	2.7		1.0	3.0	4.3		
Other Cash Compensation (\$000)	1	2 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	11 *	68.7	69.8	46.1	62.8	70.0	81.0	87.7	
Adjusted Total Cash Compensation (\$000)	5	11 *	80.1	80.7	60.7	63.9	76.3	105.9	108.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	11 *	56.1	56.1	39.7	47.5	57.2	58.4	76.6	
Salary Range Midpoint (\$000)	5	11 *	73.0	73.2	53.4	62.4	74.4	77.3	96.4	
Salary Range Maximum (\$000)	5	11 *	89.8	90.3	66.9	77.2	91.5	96.1	116.2	

\*More than 30% of sample supplied by one organization.

## Position: 0801 Paralegal

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	60 *	3,869	5,259	744	3,008	4,203	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	60 *	71.0	74.4	62.3	67.7	75.3	81.0	88.4	
Adjusted Annual Base Salary (\$000)	7	60 *	78.4	84.6	66.5	75.4	82.9	96.1	112.3	
Locality Pay or Geographic Differential (0.0%)	3	34 *	21.8	22.6	18.0	20.8	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	11 *	4.7	4.3	3.0	3.0	5.0	5.0	6.0	
Short-Term Incentive/Bonus (\$000)	5	20 *	3.3	2.7	0.8	1.3	1.7	4.7	5.9	
Other Cash Compensation (\$000)										
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	60 *	73.2	75.3	64.2	68.7	75.5	82.6	88.8	
Adjusted Total Cash Compensation (\$000)	7	60 *	80.7	85.5	66.5	75.6	83.6	96.8	112.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	60 *	56.9	57.1	48.1	51.5	57.4	58.4	74.4	
Salary Range Midpoint (\$000)	7	60 *	75.9	78.0	70.4	77.2	77.2	77.3	91.9	
Salary Range Maximum (\$000)	7	60 *	94.8	98.9	92.0	96.1	96.1	102.9	110.4	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	53 *	4,264	5,449	744	2,609	4,203	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	53 *	72.7	74.7	63.0	68.2	75.5	81.3	88.2	
Adjusted Annual Base Salary (\$000)	6	53 *	81.6	84.6	66.6	74.7	84.1	96.6	111.5	
Locality Pay or Geographic Differential (0.0%)	3	28 *	22.1	23.1	18.0	24.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	11 *	4.7	4.3	3.0	3.0	5.0	5.0	6.0	
Short-Term Incentive/Bonus (\$000)	4	16 *	3.4	3.0	0.9	1.4	2.0	5.0	6.3	
Other Cash Compensation (\$000)										
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	53 *	74.8	75.6	63.0	68.9	75.7	83.4	88.6	
Adjusted Total Cash Compensation (\$000)	6	53 *	83.7	85.5	66.6	75.6	84.7	97.3	111.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	53 *	57.9	57.0	48.1	51.5	57.0	58.4	75.7	
Salary Range Midpoint (\$000)	6	53 *	77.7	78.3	70.4	77.2	77.2	77.3	93.5	
Salary Range Maximum (\$000)	6	53 *	97.4	99.6	92.2	95.6	96.1	102.9	111.2	

\*More than 30% of sample supplied by one organization.

## Position: 0689 Legal Secretary/Technician

### Position Description:

Provides administrative and/or technical 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. Performs administrative duties in coordinating printing of briefs and other legal documents. May prepare standardized legal forms and documents or maintain legal information management databases. Possesses knowledge of legal terminology.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	127 *	2,594	5,143	1,446	3,803	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	127 *	64.0	61.5	46.3	54.7	61.8	69.9	77.2	
Adjusted Annual Base Salary (\$000)	11	127 *	70.1	70.7	52.6	61.8	71.1	77.7	85.4	
Locality Pay or Geographic Differential (0.0%)	5	95 *	20.8	21.0	13.0	18.0	22.2	24.2	26.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	27 *	4.5	4.7	3.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	8	39 *	2.1	2.1	0.5	0.8	1.5	2.5	5.0	
Other Cash Compensation (\$000)	2	52 *	1.3	1.6	0.4	0.7	1.7	2.3	2.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	127 *	65.4	62.8	46.5	55.9	63.2	71.1	79.8	
Adjusted Total Cash Compensation (\$000)	11	127 *	71.5	72.0	53.9	62.8	72.4	80.2	88.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	119 *	48.1	42.8	34.7	38.7	39.5	47.0	57.0	
Salary Range Midpoint (\$000)	8	119 *	61.5	55.6	44.7	49.5	52.3	61.1	76.0	
Salary Range Maximum (\$000)	8	119 *	74.9	68.4	54.7	59.5	65.9	73.8	95.0	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	127	11.8	81.1	7.1	11	127	92.9	7.1

\*More than 30% of sample supplied by one organization.

## Position: 0689 Legal Secretary/Technician

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	123 *	2,835	5,304	2,497	3,803	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	123 *	63.8	61.3	46.0	54.7	61.7	69.9	77.2	
Adjusted Annual Base Salary (\$000)	10	123 *	70.5	70.9	52.6	61.8	71.1	78.0	85.5	
Locality Pay or Geographic Differential (0.0%)	5	95 *	20.8	21.0	13.0	18.0	22.2	24.2	26.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	27 *	4.5	4.7	3.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	8	39 *	2.1	2.1	0.5	0.8	1.5	2.5	5.0	
Other Cash Compensation (\$000)	2	52 *	1.3	1.6	0.4	0.7	1.7	2.3	2.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	123 *	65.3	62.7	46.4	55.8	62.3	71.1	79.9	
Adjusted Total Cash Compensation (\$000)	10	123 *	72.0	72.2	53.5	62.8	72.5	80.4	88.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	119 *	48.1	42.8	34.7	38.7	39.5	47.0	57.0	
Salary Range Midpoint (\$000)	8	119 *	61.5	55.6	44.7	49.5	52.3	61.1	76.0	
Salary Range Maximum (\$000)	8	119 *	74.9	68.4	54.7	59.5	65.9	73.8	95.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	78 *	3,266	5,184	1,446	3,803	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	78 *	60.8	63.0	44.5	54.7	64.4	69.9	77.2	
Adjusted Annual Base Salary (\$000)	8	78 *	69.3	72.6	52.0	63.0	72.9	85.4	91.6	
Locality Pay or Geographic Differential (0.0%)	5	58 *	20.9	21.2	18.0	18.0	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	17 *	4.0	4.6	3.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	5	26 *	1.5	1.7	0.5	0.8	1.1	2.5	4.0	
Other Cash Compensation (\$000)	2	34 *	1.4	1.7	0.4	0.7	1.7	2.4	3.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	78 *	61.6	64.3	46.0	55.7	65.9	72.0	80.2	
Adjusted Total Cash Compensation (\$000)	8	78 *	70.1	73.9	53.1	64.1	74.3	86.3	92.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	74 *	47.1	44.6	38.7	39.4	43.2	48.3	57.0	
Salary Range Midpoint (\$000)	7	74 *	60.5	57.9	49.5	51.3	54.2	62.4	76.0	
Salary Range Maximum (\$000)	7	74 *	73.8	71.2	59.5	63.1	65.9	77.2	95.0	

\*More than 30% of sample supplied by one organization.

## Position: 0689 Legal Secretary/Technician

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	69 *	3,518	5,314	1,446	3,803	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	69 *	63.0	64.8	44.6	58.0	67.0	70.0	77.2	
Adjusted Annual Base Salary (\$000)	7	69 *	73.0	74.7	52.6	67.6	76.2	85.4	91.7	
Locality Pay or Geographic Differential (0.0%)	5	51 *	21.3	21.6	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	17 *	4.0	4.6	3.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	4	23 *	1.7	1.9	0.6	0.8	1.2	2.5	4.6	
Other Cash Compensation (\$000)	2	32 *	1.5	1.8	0.4	0.8	1.8	2.5	3.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	69 *	63.9	66.2	46.1	58.6	67.8	72.5	80.6	
Adjusted Total Cash Compensation (\$000)	7	69 *	73.9	76.2	54.1	68.6	78.4	86.7	92.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	65 *	47.6	45.2	38.7	39.4	44.8	48.3	57.0	
Salary Range Midpoint (\$000)	6	65 *	61.2	58.9	50.6	51.8	57.4	62.4	76.0	
Salary Range Maximum (\$000)	6	65 *	74.8	72.5	61.7	63.7	69.9	77.2	95.0	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	14	375	3,051	6,112	2,609	3,803	7,408	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	14	375	160.9	163.8	134.8	148.9	160.7	174.0	204.8
Adjusted Annual Base Salary (\$000)	14	375	180.3	175.4	147.1	156.0	170.7	191.9	212.3
Locality Pay or Geographic Differential (0.0%)	8	131 *	21.0	21.7	18.0	18.0	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	134 *	10.0	17.6	10.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	7	167 *	9.3	21.2	1.6	3.4	26.5	33.9	39.3
Other Cash Compensation (\$000)	5	60 *	5.4	3.2	0.4	0.9	1.5	3.6	8.6
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	14	375	166.9	173.7	136.9	154.0	173.2	192.4	210.3
Adjusted Total Cash Compensation (\$000)	14	375	186.2	185.4	155.0	168.6	184.5	202.1	215.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	14	375	117.2	113.6	97.0	102.0	102.0	137.1	137.1
Salary Range Midpoint (\$000)	14	375	158.7	158.7	132.2	138.0	138.0	204.0	204.0
Salary Range Maximum (\$000)	14	375	200.1	203.9	169.5	174.0	174.0	254.9	270.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
14	375	2.4	93.9	3.7	14	375	66.9	33.1

\*More than 30% of sample supplied by one organization.



## Position: 0731 Supervisory IT Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	259 *	2,577	5,323	1,626	3,803	6,842	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	259 *	158.4	153.9	130.2	144.2	154.5	164.4	173.8	
Adjusted Annual Base Salary (\$000)	12	259 *	180.9	170.8	145.7	153.5	164.7	185.5	204.0	
Locality Pay or Geographic Differential (0.0%)	8	131 *	21.0	21.7	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	134 *	10.0	17.6	10.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	7	167 *	9.3	21.2	1.6	3.4	26.5	33.9	39.3	
Other Cash Compensation (\$000)	5	60 *	5.4	3.2	0.4	0.9	1.5	3.6	8.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	259 *	165.4	168.3	133.5	149.5	170.4	187.7	200.9	
Adjusted Total Cash Compensation (\$000)	12	259 *	187.9	185.2	154.2	171.4	185.5	198.3	213.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	259 *	115.5	104.1	86.6	101.4	102.0	107.2	111.8	
Salary Range Midpoint (\$000)	12	259 *	154.4	140.9	123.7	135.7	138.0	146.9	155.1	
Salary Range Maximum (\$000)	12	259 *	193.2	177.8	160.8	169.9	174.0	183.1	197.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	355	3,161	6,185	2,609	3,803	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	355	161.8	164.5	135.4	148.9	160.8	174.0	206.5	
Adjusted Annual Base Salary (\$000)	13	355	182.8	175.7	147.5	156.6	170.9	191.9	212.6	
Locality Pay or Geographic Differential (0.0%)	8	119 *	21.0	21.6	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	125 *	11.0	18.0	10.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	6	158 *	10.0	21.5	1.6	3.4	26.8	34.1	39.5	
Other Cash Compensation (\$000)	4	50 *	2.6	2.3	0.4	0.8	1.4	2.7	6.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	355	166.8	174.4	137.7	155.3	173.6	193.4	210.7	
Adjusted Total Cash Compensation (\$000)	13	355	187.7	185.6	155.3	168.6	185.3	202.5	215.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	355	117.4	114.0	99.6	102.0	102.0	137.1	137.1	
Salary Range Midpoint (\$000)	13	355	159.4	159.7	134.6	138.0	138.0	204.0	204.0	
Salary Range Maximum (\$000)	13	355	201.4	205.3	169.9	174.0	174.0	270.8	270.8	

\*More than 30% of sample supplied by one organization.

## Position: 0731 Supervisory IT Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	13	354	3,161	6,183	2,609	3,803	7,408	9,172	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	13	354	161.8	164.5	135.4	148.9	160.8	174.0	206.6
Adjusted Annual Base Salary (\$000)	13	354	182.8	175.6	147.5	156.6	170.8	191.8	212.3
Locality Pay or Geographic Differential (0.0%)	8	118 *	21.0	21.6	18.0	18.0	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	125 *	11.0	18.0	10.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	6	158 *	10.0	21.5	1.6	3.4	26.8	34.1	39.5
Other Cash Compensation (\$000)	4	49 *	2.6	2.3	0.4	0.8	1.4	2.4	7.1
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	13	354	166.8	174.4	137.6	155.2	173.5	193.5	210.8
Adjusted Total Cash Compensation (\$000)	13	354	187.7	185.5	155.3	168.6	185.1	202.4	215.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	13	354	117.4	114.0	99.2	102.0	102.0	137.1	137.1
Salary Range Midpoint (\$000)	13	354	159.4	159.7	134.4	138.0	138.0	204.0	204.0
Salary Range Maximum (\$000)	13	354	201.4	205.3	169.9	174.0	174.0	270.8	270.8

\*More than 30% of sample supplied by one organization.

## Position: 0732 Supervisory IT Project Mgr

### 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	144	*	2,813	5,798	1,111	1,626	7,408	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	144	*	159.7	160.8	131.7	141.1	152.4	178.0	207.0
Adjusted Annual Base Salary (\$000)	11	144	*	172.2	165.0	133.3	142.6	157.8	180.8	213.7
Locality Pay or Geographic Differential (0.0%)	4	18	*	22.3	22.5	18.0	18.0	20.1	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	83	*	10.0	15.5	7.0	7.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	6	68	*	12.6	21.9	3.0	5.9	27.7	31.6	35.8
Other Cash Compensation (\$000)	5	34	*	8.5	9.4	2.8	4.8	10.3	12.6	15.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	144	*	169.4	173.4	141.4	150.8	173.5	191.9	211.7
Adjusted Total Cash Compensation (\$000)	11	144	*	182.0	177.6	143.0	155.1	176.4	196.9	214.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	141	*	111.1	112.7	102.0	102.0	105.8	137.1	137.1
Salary Range Midpoint (\$000)	10	141	*	150.0	156.0	137.4	138.0	138.0	204.0	204.0
Salary Range Maximum (\$000)	10	141	*	188.8	199.3	169.0	169.0	174.0	270.8	270.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	144		100.0		11	144	72.2	27.8

\*More than 30% of sample supplied by one organization.

## Position: 0732 Supervisory IT Project Mgr

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	107 *	2,177	4,631	1,051	1,446	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	107 *	156.1	148.9	130.9	136.4	145.3	158.1	174.9	174.9
Adjusted Annual Base Salary (\$000)	10	107 *	169.9	154.6	131.4	137.3	148.9	162.8	195.2	195.2
Locality Pay or Geographic Differential (0.0%)	4	18 *	22.3	22.5	18.0	18.0	20.1	30.9	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	83 *	10.0	15.5	7.0	7.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	6	68 *	12.6	21.9	3.0	5.9	27.7	31.6	35.8	35.8
Other Cash Compensation (\$000)	5	34 *	8.5	9.4	2.8	4.8	10.3	12.6	15.5	15.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	107 *	166.9	165.8	136.6	146.1	164.7	185.3	198.7	198.7
Adjusted Total Cash Compensation (\$000)	10	107 *	180.7	171.5	141.1	150.7	172.1	188.3	204.1	204.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	104 *	108.2	104.0	94.9	102.0	102.0	105.8	110.4	110.4
Salary Range Midpoint (\$000)	9	104 *	144.0	138.9	130.9	137.4	138.0	138.0	138.0	138.0
Salary Range Maximum (\$000)	9	104 *	179.7	173.8	165.6	169.0	174.0	174.0	174.0	174.0
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	108 *	3,835	6,995	1,425	7,408	7,408	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	108 *	168.0	167.1	137.5	145.3	160.4	187.0	213.1	213.1
Adjusted Annual Base Salary (\$000)	7	108 *	187.7	172.7	142.3	149.1	165.9	196.6	216.7	216.7
Locality Pay or Geographic Differential (0.0%)	4	18 *	22.3	22.5	18.0	18.0	20.1	30.9	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	54 *	11.5	18.7	20.0	20.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	4	50 *	12.2	25.8	5.8	23.2	28.8	32.1	36.1	36.1
Other Cash Compensation (\$000)	2	9 *	3.5	3.6		0.9	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	108 *	174.9	179.4	145.5	161.3	178.1	196.7	213.9	213.9
Adjusted Total Cash Compensation (\$000)	7	108 *	194.6	185.0	153.5	170.6	180.5	202.6	216.7	216.7
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	108 *	114.6	114.8	97.0	102.0	102.0	137.1	137.1	137.1
Salary Range Midpoint (\$000)	7	108 *	157.3	161.7	130.9	138.0	138.0	204.0	204.0	204.0
Salary Range Maximum (\$000)	7	108 *	200.0	208.6	169.0	174.0	174.0	270.8	270.8	270.8

\*More than 30% of sample supplied by one organization.

## Position: 0732 Supervisory IT Project Mgr

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	108 *	3,835	6,995	1,425	7,408	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	108 *	168.0	167.1	137.5	145.3	160.4	187.0	213.1	
Adjusted Annual Base Salary (\$000)	7	108 *	187.7	172.7	142.3	149.1	165.9	196.6	216.7	
Locality Pay or Geographic Differential (0.0%)	4	18 *	22.3	22.5	18.0	18.0	20.1	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	54 *	11.5	18.7	20.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	4	50 *	12.2	25.8	5.8	23.2	28.8	32.1	36.1	
Other Cash Compensation (\$000)	2	9 *	3.5	3.6		0.9	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	108 *	174.9	179.4	145.5	161.3	178.1	196.7	213.9	
Adjusted Total Cash Compensation (\$000)	7	108 *	194.6	185.0	153.5	170.6	180.5	202.6	216.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	108 *	114.6	114.8	97.0	102.0	102.0	137.1	137.1	
Salary Range Midpoint (\$000)	7	108 *	157.3	161.7	130.9	138.0	138.0	204.0	204.0	
Salary Range Maximum (\$000)	7	108 *	200.0	208.6	169.0	174.0	174.0	270.8	270.8	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	236	*	2,785	5,415	1,231	2,615	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	236	*	129.6	135.3	107.2	123.6	136.1	148.9	164.7
Adjusted Annual Base Salary (\$000)	16	236	*	141.9	145.1	119.8	130.0	141.4	155.1	174.1
Locality Pay or Geographic Differential (0.0%)	7	81	*	22.5	22.7	18.0	18.0	22.2	24.2	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	129	*	8.6	17.8	7.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	10	118	*	7.1	19.0	2.5	5.1	23.3	27.6	32.1
Other Cash Compensation (\$000)	6	57	*	3.6	3.0	0.5	0.9	2.6	4.3	7.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	236	*	134.0	145.5	108.6	126.3	145.4	168.4	180.0
Adjusted Total Cash Compensation (\$000)	16	236	*	146.3	155.4	123.1	135.3	153.9	172.5	193.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	235	*	96.5	97.6	80.5	93.4	102.0	102.0	109.2
Salary Range Midpoint (\$000)	15	235	*	128.1	131.2	106.8	121.5	138.0	138.0	146.0
Salary Range Maximum (\$000)	15	235	*	159.7	164.8	133.1	151.7	174.0	174.0	185.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
16	236	3.4	92.8	3.8	16	236	86.9	13.1

\*More than 30% of sample supplied by one organization.

## Position: 0733 IT Project Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	212 *	2,341	5,391	1,231	1,626	7,408	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	212 *	128.4	135.1	106.3	123.2	137.1	148.9	162.4	
Adjusted Annual Base Salary (\$000)	14	212 *	142.5	146.0	120.7	131.3	142.4	156.3	178.2	
Locality Pay or Geographic Differential (0.0%)	7	81 *	22.5	22.7	18.0	18.0	22.2	24.2	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	129 *	8.6	17.8	7.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	10	118 *	7.1	19.0	2.5	5.1	23.3	27.6	32.1	
Other Cash Compensation (\$000)	6	57 *	3.6	3.0	0.5	0.9	2.6	4.3	7.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	212 *	133.4	146.5	107.2	127.0	148.1	169.3	181.0	
Adjusted Total Cash Compensation (\$000)	14	212 *	147.5	157.4	125.9	137.3	155.9	174.2	194.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	211 *	97.0	98.2	80.4	93.4	102.0	102.0	109.2	
Salary Range Midpoint (\$000)	13	211 *	127.3	131.1	106.8	125.9	138.0	138.0	144.6	
Salary Range Maximum (\$000)	13	211 *	157.7	164.0	133.1	157.2	174.0	174.0	180.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	205 *	3,401	5,871	1,231	4,003	7,408	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	205 *	133.3	137.7	109.2	125.1	138.7	150.1	165.1	
Adjusted Annual Base Salary (\$000)	12	205 *	149.4	147.4	123.9	132.6	144.0	157.5	176.3	
Locality Pay or Geographic Differential (0.0%)	7	72 *	21.8	21.6	18.0	18.0	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	111 *	11.0	19.1	20.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	7	101 *	7.6	21.0	3.7	9.5	25.1	28.5	33.0	
Other Cash Compensation (\$000)	4	42 *	2.0	2.3	0.5	0.5	1.5	4.2	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	205 *	137.4	148.4	111.8	128.2	149.4	169.7	181.2	
Adjusted Total Cash Compensation (\$000)	12	205 *	153.5	158.2	127.6	138.8	157.1	174.4	194.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	205 *	97.4	98.7	85.5	95.0	102.0	102.0	109.2	
Salary Range Midpoint (\$000)	12	205 *	130.4	133.1	109.9	126.1	138.0	138.0	146.0	
Salary Range Maximum (\$000)	12	205 *	163.4	167.4	133.7	157.2	174.0	174.0	185.0	

\*More than 30% of sample supplied by one organization.

## Position: 0733 IT Project Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	202 *	3,401	5,909	1,296	4,203	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	202 *	133.6	138.1	110.0	125.2	138.9	150.2	165.3	165.3
Adjusted Annual Base Salary (\$000)	12	202 *	149.8	147.8	124.4	132.8	144.1	157.9	177.2	177.2
Locality Pay or Geographic Differential (0.0%)	7	70 *	22.0	21.5	18.0	18.0	22.2	22.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	110 *	11.0	19.1	20.0	20.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	7	100 *	7.6	20.9	3.7	8.4	25.1	28.5	33.1	33.1
Other Cash Compensation (\$000)	4	40 *	2.0	2.2	0.5	0.5	1.3	3.8	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	202 *	137.6	148.9	112.4	128.4	150.2	169.7	181.3	181.3
Adjusted Total Cash Compensation (\$000)	12	202 *	153.9	158.6	128.1	138.9	157.3	174.5	194.2	194.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	202 *	97.6	98.9	86.6	95.0	102.0	102.0	109.2	109.2
Salary Range Midpoint (\$000)	12	202 *	130.6	133.4	111.2	126.1	138.0	138.0	146.0	146.0
Salary Range Maximum (\$000)	12	202 *	163.6	167.9	134.1	157.2	174.0	174.0	185.0	185.0

\*More than 30% of sample supplied by one organization.



## Position: 0802 IT Specialist III

### Position Description:

Requires broad knowledge and experience ins software and information delivery. Security systems, and quality assurance. Serves as full performance level IT Specialist providing full range of support in all areas and functions associated widths systems analysis and applications software. Designs and codes complex software applications. Manages, installs, maintains, monitors and/or troubleshoots all software to ensure integrity and optimum performance. Performs full range of project management activities.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	965	2,979	5,810	2,609	3,803	6,842	7,408	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	965	129.9	129.0	100.9	117.3	130.1	141.1	153.7	
Adjusted Annual Base Salary (\$000)	15	965	143.2	138.9	116.5	127.3	137.0	149.6	164.5	
Locality Pay or Geographic Differential (0.0%)	8	377	*	21.0	22.0	16.6	18.0	24.2	28.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	370	*	6.3	6.1	5.0	5.0	5.0	7.0	10.0
Short-Term Incentive/Bonus (\$000)	9	409	*	4.4	5.9	1.0	2.0	5.5	8.5	12.0
Other Cash Compensation (\$000)	5	124	*	2.3	1.8	0.3	0.5	0.9	2.8	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	965	132.7	131.7	101.7	119.0	132.7	145.7	157.6	
Adjusted Total Cash Compensation (\$000)	15	965	146.0	141.6	117.5	128.5	141.0	153.1	166.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	965	97.4	91.7	80.4	88.2	90.0	97.8	98.8	
Salary Range Midpoint (\$000)	15	965	128.8	125.7	106.8	111.2	122.0	141.9	146.0	
Salary Range Maximum (\$000)	15	965	160.1	159.6	133.1	137.0	154.0	169.6	194.2	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
15	965	1.5	98.4	0.1	15	965	76.4	23.6

\*More than 30% of sample supplied by one organization.

## Position: 0802 IT Specialist III

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	732 *	2,577	5,085	2,609	3,803	4,203	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	732 *	125.5	124.4	98.3	113.5	127.1	135.7	145.1	145.1
Adjusted Annual Base Salary (\$000)	12	732 *	142.1	137.5	114.9	126.2	135.7	147.3	163.8	163.8
Locality Pay or Geographic Differential (0.0%)	8	377 *	21.0	22.0	16.6	18.0	24.2	24.2	28.4	28.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	370 *	6.3	6.1	5.0	5.0	5.0	7.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	8	406 *	4.5	6.0	1.0	2.0	5.5	8.5	12.0	12.0
Other Cash Compensation (\$000)	5	124 *	2.3	1.8	0.3	0.5	0.9	2.8	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	732 *	128.9	128.0	98.5	115.3	129.7	142.0	153.4	153.4
Adjusted Total Cash Compensation (\$000)	12	732 *	145.5	141.1	116.2	128.1	140.8	152.0	166.1	166.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	732 *	93.8	88.7	80.4	83.3	90.0	95.6	98.8	98.8
Salary Range Midpoint (\$000)	12	732 *	123.5	119.1	106.8	110.2	122.0	126.5	134.2	134.2
Salary Range Maximum (\$000)	12	732 *	153.3	149.5	131.8	137.0	154.0	157.3	169.6	169.6
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	886	3,075	5,855	2,609	3,803	7,408	7,408	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	886	129.8	130.5	105.1	119.9	131.2	142.2	154.0	154.0
Adjusted Annual Base Salary (\$000)	14	886	144.1	139.4	117.7	127.8	137.5	149.6	163.9	163.9
Locality Pay or Geographic Differential (0.0%)	8	303 *	20.9	22.1	18.0	18.0	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	360 *	6.0	6.2	5.0	5.0	5.0	10.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	8	384 *	4.7	6.2	1.1	2.5	6.0	9.0	12.0	12.0
Other Cash Compensation (\$000)	4	82 *	1.9	1.8	0.2	0.4	1.1	2.7	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	886	132.4	133.4	106.8	121.2	133.9	146.9	158.3	158.3
Adjusted Total Cash Compensation (\$000)	14	886	146.7	142.3	119.6	129.9	141.6	153.3	165.6	165.6
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	886	96.9	92.5	81.4	90.0	92.9	97.8	98.8	98.8
Salary Range Midpoint (\$000)	14	886	128.3	127.1	107.6	122.0	124.9	146.0	146.0	146.0
Salary Range Maximum (\$000)	14	886	159.7	161.6	133.1	154.0	157.3	187.3	194.2	194.2

\*More than 30% of sample supplied by one organization.

## Position: 0802 IT Specialist III

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	14	868	3,075	5,854	2,609	3,803	7,408	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	14	868	129.8	130.8	105.7	120.0	131.2	142.5	154.0
Adjusted Annual Base Salary (\$000)	14	868	144.6	139.6	117.9	128.1	137.6	149.7	164.0
Locality Pay or Geographic Differential (0.0%)	8	285 *	21.7	22.8	18.0	18.0	24.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	360 *	6.0	6.2	5.0	5.0	5.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	8	380 *	4.7	6.3	1.2	2.6	6.0	9.0	12.0
Other Cash Compensation (\$000)	4	69 *	1.8	1.8	0.2	0.5	1.2	2.7	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	14	868	132.4	133.7	107.6	121.4	134.0	147.1	158.5
Adjusted Total Cash Compensation (\$000)	14	868	147.2	142.5	119.9	130.0	141.8	153.3	165.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	14	868	97.0	92.7	83.3	90.0	95.6	97.8	98.8
Salary Range Midpoint (\$000)	14	868	128.5	127.4	108.4	122.0	126.5	146.0	146.0
Salary Range Maximum (\$000)	14	868	159.8	162.2	134.1	154.0	157.3	194.2	194.2

\*More than 30% of sample supplied by one organization.

## Position: 0803 IT Specialist II

### Position Description:

Requires general knowledge and experience in automated information systems. Serves as an IT Specialist and provides support in a variety of activities associated with systems analysis and applications software. Applies analytical processes to the planning, design, and implementation of new and improved information systems to meet the business requirements of customer organizations. Designs, documents, develops and/or modifies, tests, installs, implements, and supports new or existing applications software.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	501	2,769	5,195	1,965	2,609	3,803	7,408	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	501	104.1	107.6	86.6	95.4	108.7	118.2	126.9	
Adjusted Annual Base Salary (\$000)	13	501	113.5	110.3	90.0	97.2	110.0	121.6	132.2	
Locality Pay or Geographic Differential (0.0%)	6	69	*	21.7	20.0	13.0	18.0	18.0	23.6	33.0
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	257	*	5.3	6.5	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	7	233	*	4.8	5.3	2.6	3.9	5.0	6.2	8.6
Other Cash Compensation (\$000)	3	33	*	1.8	1.4	0.2	0.5	0.9	1.7	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	501	106.4	110.2	89.6	97.0	110.9	121.8	131.2	
Adjusted Total Cash Compensation (\$000)	13	501	115.9	112.8	91.9	99.3	112.5	124.0	136.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	495	81.7	79.2	71.4	71.4	80.0	88.5	90.3	
Salary Range Midpoint (\$000)	12	495	107.5	107.8	95.9	107.3	108.0	116.9	120.1	
Salary Range Maximum (\$000)	12	495	133.2	136.4	124.5	124.7	143.1	143.5	151.7	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
13	501	14.0	75.2	10.8	13	501	64.3	35.7

\*More than 30% of sample supplied by one organization.

## Position: 0803 IT Specialist II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	336 *	2,225	4,209	1,446	2,609	2,609	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	336 *	102.1	107.8	85.1	96.1	109.5	120.0	126.0	
Adjusted Annual Base Salary (\$000)	10	336 *	114.4	111.8	90.0	100.4	111.4	123.1	135.5	
Locality Pay or Geographic Differential (0.0%)	6	69 *	21.7	20.0	13.0	18.0	18.0	23.6	33.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	257 *	5.3	6.5	5.0	5.0	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	7	233 *	4.8	5.3	2.6	3.9	5.0	6.2	8.6	
Other Cash Compensation (\$000)	3	33 *	1.8	1.4	0.2	0.5	0.9	1.7	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	336 *	105.2	111.6	89.4	100.0	113.4	123.6	132.6	
Adjusted Total Cash Compensation (\$000)	10	336 *	117.5	115.6	93.6	103.0	115.0	126.6	141.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	330 *	80.6	80.5	67.0	78.4	80.0	90.3	90.3	
Salary Range Midpoint (\$000)	9	330 *	106.0	106.4	93.7	101.5	108.0	116.9	116.9	
Salary Range Maximum (\$000)	9	330 *	131.3	132.3	110.9	124.5	136.0	143.5	143.5	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	471	2,956	5,396	2,609	2,609	3,803	7,408	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	471	105.3	108.6	88.3	96.9	110.0	120.0	127.2	
Adjusted Annual Base Salary (\$000)	12	471	115.3	110.7	90.3	98.3	110.2	121.7	132.9	
Locality Pay or Geographic Differential (0.0%)	6	50 *	21.3	19.5	18.0	18.0	18.0	18.0	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	249 *	6.5	6.6	5.0	5.0	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	5	220 *	4.4	5.2	2.6	3.9	4.9	6.0	8.3	
Other Cash Compensation (\$000)	3	33 *	1.8	1.4	0.2	0.5	0.9	1.7	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	471	107.2	111.1	90.8	98.8	112.1	122.9	131.5	
Adjusted Total Cash Compensation (\$000)	12	471	117.2	113.2	92.1	100.4	112.7	124.3	136.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	471	81.7	79.3	71.4	71.4	80.0	88.5	90.3	
Salary Range Midpoint (\$000)	12	471	107.5	108.3	95.9	107.3	108.0	116.9	120.1	
Salary Range Maximum (\$000)	12	471	133.2	137.4	124.5	136.0	143.1	143.5	151.7	

\*More than 30% of sample supplied by one organization.

## Position: 0803 IT Specialist II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	12	471	2,956	5,396	2,609	2,609	3,803	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	12	471	105.3	108.6	88.3	96.9	110.0	120.0	127.2
Adjusted Annual Base Salary (\$000)	12	471	115.3	110.7	90.3	98.3	110.2	121.7	132.9
Locality Pay or Geographic Differential (0.0%)	6	50 *	21.3	19.5	18.0	18.0	18.0	18.0	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	249 *	6.5	6.6	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	5	220 *	4.4	5.2	2.6	3.9	4.9	6.0	8.3
Other Cash Compensation (\$000)	3	33 *	1.8	1.4	0.2	0.5	0.9	1.7	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	12	471	107.2	111.1	90.8	98.8	112.1	122.9	131.5
Adjusted Total Cash Compensation (\$000)	12	471	117.2	113.2	92.1	100.4	112.7	124.3	136.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	12	471	81.7	79.3	71.4	71.4	80.0	88.5	90.3
Salary Range Midpoint (\$000)	12	471	107.5	108.3	95.9	107.3	108.0	116.9	120.1
Salary Range Maximum (\$000)	12	471	133.2	137.4	124.5	136.0	143.1	143.5	151.7

\*More than 30% of sample supplied by one organization.

## Position: 0804 IT Specialist I

### Position Description:

This is an entry level position. Requires basic to general knowledge in automated information systems. Provides support in a variety of activities associated with systems analysis and applications software. Assists with applying analytical processes to the planning, design, and implementation of new and improved information systems to meet the business requirements of customer organizations. Assists in designing, documenting, developing and/or modifying, testing, installing, implementing, and supporting new or existing applications software.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	202	*	3,910	5,906	2,609	2,609	7,408	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	202	*	72.9	79.6	61.0	70.1	78.2	90.7	100.8
Adjusted Annual Base Salary (\$000)	7	202	*	76.7	80.4	63.0	71.5	78.2	90.7	100.8
Locality Pay or Geographic Differential (0.0%)	2	12	*	24.5	24.5	18.0	18.0	24.5	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	119	*	5.4	5.4	5.0	5.0	5.0	6.0	6.0
Short-Term Incentive/Bonus (\$000)	3	93	*	4.3	4.9	2.5	3.2	4.0	6.5	8.5
Other Cash Compensation (\$000)	2	9	*	2.8	3.3		2.0	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	202	*	75.0	82.0	63.3	72.8	80.1	91.1	103.9
Adjusted Total Cash Compensation (\$000)	7	202	*	78.8	82.8	66.0	73.7	80.5	91.1	103.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	196	*	55.8	60.0	50.8	51.5	57.7	70.0	70.0
Salary Range Midpoint (\$000)	6	196	*	75.7	81.3	71.9	76.3	77.2	93.0	93.0
Salary Range Maximum (\$000)	6	196	*	95.6	102.7	88.6	97.0	102.9	116.0	116.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
7	202	40.6	57.9	1.5	7	202	67.8	32.2

\*More than 30% of sample supplied by one organization.

## Position: 0804 IT Specialist I

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	137 *	3,117	4,787	2,609	2,609	3,803	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	137 *	66.3	77.8	60.0	67.0	76.3	90.5	100.9	
Adjusted Annual Base Salary (\$000)	5	137 *	71.7	79.0	61.1	69.1	76.4	90.5	100.9	
Locality Pay or Geographic Differential (0.0%)	2	12 *	24.5	24.5	18.0	18.0	24.5	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	119 *	5.4	5.4	5.0	5.0	5.0	6.0	6.0	
Short-Term Incentive/Bonus (\$000)	3	93 *	4.3	4.9	2.5	3.2	4.0	6.5	8.5	
Other Cash Compensation (\$000)	2	9 *	2.8	3.3		2.0	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	137 *	69.2	81.4	61.9	69.7	79.2	93.4	107.0	
Adjusted Total Cash Compensation (\$000)	5	137 *	74.6	82.6	63.6	72.1	79.5	93.4	107.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	4	131 *	54.2	63.1	49.0	57.7	68.0	70.0	70.0	
Salary Range Midpoint (\$000)	4	131 *	71.4	82.4	63.0	73.2	86.2	93.0	93.0	
Salary Range Maximum (\$000)	4	131 *	88.7	101.7	77.0	89.3	104.4	116.0	116.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	195 *	4,473	6,063	2,609	2,609	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	195 *	74.8	80.2	62.2	71.1	78.5	90.8	100.9	
Adjusted Annual Base Salary (\$000)	6	195 *	79.3	81.0	65.5	72.0	78.5	90.8	100.9	
Locality Pay or Geographic Differential (0.0%)	2	12 *	24.5	24.5	18.0	18.0	24.5	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	118 *	5.4	5.4	5.0	5.0	5.0	6.0	6.0	
Short-Term Incentive/Bonus (\$000)	2	88 *	5.1	5.0	2.6	3.4	4.5	6.8	8.7	
Other Cash Compensation (\$000)	2	9 *	2.8	3.3		2.0	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	195 *	76.9	82.6	63.9	73.7	80.7	92.0	104.2	
Adjusted Total Cash Compensation (\$000)	6	195 *	81.4	83.4	68.0	74.0	81.0	92.0	104.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	195 *	55.8	59.9	50.5	51.5	57.7	70.0	70.0	
Salary Range Midpoint (\$000)	6	195 *	75.7	81.3	71.4	76.0	77.2	93.0	93.0	
Salary Range Maximum (\$000)	6	195 *	95.6	102.7	88.6	95.0	102.9	116.0	116.0	

\*More than 30% of sample supplied by one organization.



## Position: 0804 IT Specialist I

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	195 *	4,473	6,063	2,609	2,609	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	195 *	74.8	80.2	62.2	71.1	78.5	90.8	100.9	
Adjusted Annual Base Salary (\$000)	6	195 *	79.3	81.0	65.5	72.0	78.5	90.8	100.9	
Locality Pay or Geographic Differential (0.0%)	2	12 *	24.5	24.5	18.0	18.0	24.5	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	118 *	5.4	5.4	5.0	5.0	5.0	6.0	6.0	
Short-Term Incentive/Bonus (\$000)	2	88 *	5.1	5.0	2.6	3.4	4.5	6.8	8.7	
Other Cash Compensation (\$000)	2	9 *	2.8	3.3		2.0	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	195 *	76.9	82.6	63.9	73.7	80.7	92.0	104.2	
Adjusted Total Cash Compensation (\$000)	6	195 *	81.4	83.4	68.0	74.0	81.0	92.0	104.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	195 *	55.8	59.9	50.5	51.5	57.7	70.0	70.0	
Salary Range Midpoint (\$000)	6	195 *	75.7	81.3	71.4	76.0	77.2	93.0	93.0	
Salary Range Maximum (\$000)	6	195 *	95.6	102.7	88.6	95.0	102.9	116.0	116.0	

\*More than 30% of sample supplied by one organization.

## Position: 0734 Sr 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	12	114	3,113	5,596	1,446	2,609	6,842	9,172	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	12	114	124.5	129.7	94.8	110.8	127.8	148.0	165.9
Adjusted Annual Base Salary (\$000)	12	114	139.9	140.9	101.1	122.5	141.6	161.1	180.9
Locality Pay or Geographic Differential (0.0%)	6	47 *	22.9	21.7	18.0	18.0	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	44 *	6.3	5.8	3.0	3.0	5.0	7.0	10.0
Short-Term Incentive/Bonus (\$000)	8	54	5.5	5.0	0.5	3.0	4.5	6.3	9.3
Other Cash Compensation (\$000)	3	15 *	4.7	2.9	0.3	0.7	1.5	5.2	7.2
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	12	114	128.6	132.4	97.5	113.7	132.6	149.1	165.9
Adjusted Total Cash Compensation (\$000)	12	114	144.1	143.7	104.4	125.7	144.3	162.6	181.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	12	114	98.0	95.5	80.0	87.0	95.0	97.8	123.9
Salary Range Midpoint (\$000)	12	114	129.0	131.3	105.9	111.0	126.1	146.0	156.2
Salary Range Maximum (\$000)	12	114	160.0	167.1	131.2	136.0	157.2	194.2	195.6

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
12	114	8.8	77.2	14.0	12	114	67.5	32.5

\*More than 30% of sample supplied by one organization.

## Position: 0734 Sr IT/Systems Security Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	83	2,562	4,260	1,446	1,446	4,203	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	83	121.8	120.3	90.6	103.8	121.8	132.0	150.6
Adjusted Annual Base Salary (\$000)	11	83	138.6	135.8	95.5	117.3	131.3	153.5	181.1
Locality Pay or Geographic Differential (0.0%)	6	47 *	22.9	21.7	18.0	18.0	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	44 *	6.3	5.8	3.0	3.0	5.0	7.0	10.0
Short-Term Incentive/Bonus (\$000)	8	54	5.5	5.0	0.5	3.0	4.5	6.3	9.3
Other Cash Compensation (\$000)	3	15 *	4.7	2.9	0.3	0.7	1.5	5.2	7.2
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	83	126.3	124.1	92.3	107.4	124.5	137.5	156.8
Adjusted Total Cash Compensation (\$000)	11	83	143.1	139.5	100.4	120.7	135.8	156.4	181.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	83	96.8	89.9	78.0	83.3	92.7	95.6	98.8
Salary Range Midpoint (\$000)	11	83	125.7	118.9	101.7	110.2	121.5	126.5	134.2
Salary Range Maximum (\$000)	11	83	154.6	147.8	125.3	134.1	149.6	157.3	169.6
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	103 *	3,762	6,022	1,446	2,609	6,842	9,172	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	103 *	128.8	131.3	93.2	111.2	128.7	152.0	167.5
Adjusted Annual Base Salary (\$000)	9	103 *	149.4	143.5	104.1	124.0	147.0	163.7	181.3
Locality Pay or Geographic Differential (0.0%)	6	46 *	22.9	21.6	18.0	18.0	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	38 *	6.0	5.6	3.0	3.0	5.0	6.3	10.0
Short-Term Incentive/Bonus (\$000)	5	44 *	4.4	4.6	0.5	2.8	4.3	6.0	8.9
Other Cash Compensation (\$000)	2	14 *	3.4	2.5	0.3	0.6	1.3	4.5	6.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	103 *	131.7	133.6	94.9	115.5	133.4	155.2	167.5
Adjusted Total Cash Compensation (\$000)	9	103 *	152.3	145.8	104.3	127.9	147.0	163.9	181.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	103 *	100.7	96.3	80.0	88.2	95.0	97.8	133.3
Salary Range Midpoint (\$000)	9	103 *	133.6	133.2	108.0	111.2	126.5	146.0	185.4
Salary Range Maximum (\$000)	9	103 *	166.4	170.0	134.1	136.0	157.3	194.2	241.3

\*More than 30% of sample supplied by one organization.

## Position: 0734 Sr IT/Systems Security Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	103 *	3,762	6,022	1,446	2,609	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	103 *	128.8	131.3	93.2	111.2	128.7	152.0	167.5	
Adjusted Annual Base Salary (\$000)	9	103 *	149.4	143.5	104.1	124.0	147.0	163.7	181.3	
Locality Pay or Geographic Differential (0.0%)	6	46 *	22.9	21.6	18.0	18.0	22.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	38 *	6.0	5.6	3.0	3.0	5.0	6.3	10.0	
Short-Term Incentive/Bonus (\$000)	5	44 *	4.4	4.6	0.5	2.8	4.3	6.0	8.9	
Other Cash Compensation (\$000)	2	14 *	3.4	2.5	0.3	0.6	1.3	4.5	6.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	103 *	131.7	133.6	94.9	115.5	133.4	155.2	167.5	
Adjusted Total Cash Compensation (\$000)	9	103 *	152.3	145.8	104.3	127.9	147.0	163.9	181.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	103 *	100.7	96.3	80.0	88.2	95.0	97.8	133.3	
Salary Range Midpoint (\$000)	9	103 *	133.6	133.2	108.0	111.2	126.5	146.0	185.4	
Salary Range Maximum (\$000)	9	103 *	166.4	170.0	134.1	136.0	157.3	194.2	241.3	

\*More than 30% of sample supplied by one organization.

## Position: 0805 IT/Systems Security Analyst

### Position Description:

Serves as an intermediate level analyst for computer security systems. Monitors current security systems to control access to systems and detects and reports violations. Assists in the development of new security measures as required. Analyzes hardware and software to provide security for microcomputers, mainframes, office systems, local and wide area networks, voice/data systems, etc. Conducts moderately complex risk assessments, risk certifications, software security reviews, changes in legislation, professional security standards, and business requirements.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	12	58	2,604	2,797	201	1,047	1,626	3,008	7,584
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	12	58	98.8	99.1	76.1	88.7	97.5	109.1	118.9
Adjusted Annual Base Salary (\$000)	12	58	107.3	105.5	79.0	90.4	108.4	118.6	132.2
Locality Pay or Geographic Differential (0.0%)	5	19 *	21.0	20.4	16.3	18.0	18.0	18.4	28.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	32 *	7.0	7.0	5.0	7.0	7.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	8	38	5.4	5.1	1.0	3.5	5.2	6.6	9.1
Other Cash Compensation (\$000)	4	8 *	4.8	5.1		4.1	4.3	7.5	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	12	58	102.6	103.2	83.3	91.7	102.5	112.5	127.6
Adjusted Total Cash Compensation (\$000)	12	58	111.1	109.6	84.0	94.2	110.8	122.0	133.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	57	82.4	83.4	66.6	71.4	83.2	90.2	104.6
Salary Range Midpoint (\$000)	11	57	106.9	107.5	84.9	94.8	107.3	122.0	125.9
Salary Range Maximum (\$000)	11	57	131.4	131.6	103.2	115.2	131.8	147.2	154.0
<b>Degree of Match</b>					<b>Bonus/Other Cash Compensation Eligibility</b>				
# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No	
12	58		87.9	12.1	12	58	87.9	12.1	

\*More than 30% of sample supplied by one organization.

## Position: 0805 IT/Systems Security Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	53	2,007	2,195	201	1,047	1,626	2,609	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	53	98.2	98.5	76.0	87.2	96.5	108.8	120.9
Adjusted Annual Base Salary (\$000)	11	53	107.4	105.5	79.0	89.3	108.6	120.8	132.5
Locality Pay or Geographic Differential (0.0%)	5	19 *	21.0	20.4	16.3	18.0	18.0	18.4	28.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	32 *	7.0	7.0	5.0	7.0	7.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	8	38	5.4	5.1	1.0	3.5	5.2	6.6	9.1
Other Cash Compensation (\$000)	4	8 *	4.8	5.1		4.1	4.3	7.5	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	53	102.3	103.0	81.7	88.9	100.2	113.5	128.1
Adjusted Total Cash Compensation (\$000)	11	53	111.6	110.0	84.0	91.7	114.0	123.9	134.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	52	83.5	84.5	66.6	74.4	83.9	90.3	104.6
Salary Range Midpoint (\$000)	10	52	106.9	107.5	84.9	94.8	107.6	122.0	125.9
Salary Range Maximum (\$000)	10	52	130.2	130.5	103.2	115.2	129.1	147.2	154.0
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	36	3,116	3,453	201	201	2,609	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	36	104.1	106.2	91.8	94.7	104.8	111.4	131.9
Adjusted Annual Base Salary (\$000)	9	36	115.1	114.8	92.5	104.8	110.8	126.0	137.3
Locality Pay or Geographic Differential (0.0%)	5	16 *	20.7	19.7	16.3	18.0	18.0	18.0	29.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	14 *	6.5	6.7	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	5	24 *	5.4	5.0	1.5	2.8	5.2	6.0	9.5
Other Cash Compensation (\$000)	2	4 *	2.7	3.5		1.8	4.3	4.3	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	36	107.5	109.9	95.3	98.4	107.3	114.6	134.9
Adjusted Total Cash Compensation (\$000)	9	36	118.5	118.5	96.1	108.4	114.8	130.3	141.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	36	83.0	88.4	71.4	78.4	90.0	104.6	104.6
Salary Range Midpoint (\$000)	9	36	108.4	114.7	101.5	107.3	116.9	125.9	125.9
Salary Range Maximum (\$000)	9	36	133.7	140.9	124.5	131.9	143.5	147.2	154.0

\*More than 30% of sample supplied by one organization.

## Position: 0805 IT/Systems Security Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	35	3,318	3,509	201	201	2,609	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	35	103.2	106.0	91.8	94.3	104.5	111.5	133.2
Adjusted Annual Base Salary (\$000)	8	35	115.6	114.9	92.4	104.5	110.8	126.3	137.8
Locality Pay or Geographic Differential (0.0%)	5	16 *	20.7	19.7	16.3	18.0	18.0	18.0	29.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	14 *	6.5	6.7	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	4	23 *	4.3	4.9	1.4	2.5	5.0	6.0	9.3
Other Cash Compensation (\$000)	2	4 *	2.7	3.5		1.8	4.3	4.3	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	35	105.8	109.6	95.2	98.3	106.4	114.4	136.4
Adjusted Total Cash Compensation (\$000)	8	35	118.2	118.4	96.0	108.1	114.6	130.6	142.1
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	8	35	82.8	88.5	71.4	78.4	90.0	104.6	104.6
Salary Range Midpoint (\$000)	8	35	108.4	114.8	101.5	107.3	116.9	125.9	125.9
Salary Range Maximum (\$000)	8	35	133.9	141.1	124.5	131.8	143.5	147.2	154.0

\*More than 30% of sample supplied by one organization.

## Position: 0735 Sr. 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	100	3,482	5,338	1,446	1,872	6,842	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	100	140.6	143.3	116.5	124.5	140.2	154.0	172.4
Adjusted Annual Base Salary (\$000)	11	100	156.5	154.5	122.1	135.5	150.9	164.9	192.1
Locality Pay or Geographic Differential (0.0%)	6	38 *	20.6	20.9	18.0	18.0	22.2	22.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	5	53 *	5.6	6.0	3.0	5.0	5.0	7.0	10.0
Short-Term Incentive/Bonus (\$000)	7	39 *	5.0	6.0	3.0	4.2	5.4	8.0	10.0
Other Cash Compensation (\$000)	3	22 *	2.8	2.5	0.3	1.3	2.2	3.4	5.5
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	100	143.4	146.2	116.5	126.9	143.0	162.8	172.7
Adjusted Total Cash Compensation (\$000)	11	100	159.3	157.4	124.5	139.5	154.4	166.6	195.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	99	102.8	98.4	86.6	90.0	93.4	98.8	127.5
Salary Range Midpoint (\$000)	10	99	137.5	133.7	111.2	122.0	123.7	146.0	157.4
Salary Range Maximum (\$000)	10	99	172.3	169.0	134.1	154.0	157.2	185.0	197.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	100	10.0	76.0	14.0	11	100	74.0	26.0

\*More than 30% of sample supplied by one organization.



## Position: 0735 Sr. Database Administrator

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	85 *	2,913	4,661	1,165	1,626	6,842	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	85 *	137.3	137.8	116.5	123.7	136.4	153.2	160.4	
Adjusted Annual Base Salary (\$000)	10	85 *	154.8	151.0	122.7	135.3	149.4	160.3	189.8	
Locality Pay or Geographic Differential (0.0%)	6	38 *	20.6	20.9	18.0	18.0	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	53 *	5.6	6.0	3.0	5.0	5.0	7.0	10.0	
Short-Term Incentive/Bonus (\$000)	7	39 *	5.0	6.0	3.0	4.2	5.4	8.0	10.0	
Other Cash Compensation (\$000)	3	22 *	2.8	2.5	0.3	1.3	2.2	3.4	5.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	85 *	140.3	141.2	116.5	126.4	141.3	157.6	165.3	
Adjusted Total Cash Compensation (\$000)	10	85 *	157.8	154.4	125.8	138.9	154.0	165.3	194.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	84 *	101.3	95.3	86.6	90.0	90.0	95.0	111.8	
Salary Range Midpoint (\$000)	9	84 *	133.6	126.7	111.2	121.5	122.0	129.7	152.1	
Salary Range Maximum (\$000)	9	84 *	165.9	158.1	134.1	149.6	154.0	167.0	187.3	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	88	4,048	5,802	1,446	2,609	6,842	7,408	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	88	142.7	145.8	120.0	128.5	143.3	157.2	176.1	
Adjusted Annual Base Salary (\$000)	9	88	162.2	158.2	128.4	140.0	153.5	171.9	192.3	
Locality Pay or Geographic Differential (0.0%)	6	36 *	20.8	21.2	18.0	18.0	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	43 *	6.0	5.8	3.0	5.0	5.0	5.0	10.0	
Short-Term Incentive/Bonus (\$000)	5	37 *	5.2	6.1	3.0	3.9	5.5	8.3	10.4	
Other Cash Compensation (\$000)	2	18 *	2.1	2.3	0.3	0.9	2.0	3.0	5.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	88	145.4	148.9	120.4	130.3	145.4	164.1	177.9	
Adjusted Total Cash Compensation (\$000)	9	88	164.9	161.2	130.7	143.4	158.2	172.1	197.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	88	103.8	99.1	86.6	90.0	93.9	98.8	128.5	
Salary Range Midpoint (\$000)	9	88	139.3	135.3	111.2	122.0	126.1	146.0	160.2	
Salary Range Maximum (\$000)	9	88	174.8	171.5	134.1	154.0	157.2	187.3	199.3	

\*More than 30% of sample supplied by one organization.

## Position: 0735 Sr. Database Administrator

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	88	4,048	5,802	1,446	2,609	6,842	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	88	142.7	145.8	120.0	128.5	143.3	157.2	176.1
Adjusted Annual Base Salary (\$000)	9	88	162.2	158.2	128.4	140.0	153.5	171.9	192.3
Locality Pay or Geographic Differential (0.0%)	6	36 *	20.8	21.2	18.0	18.0	22.2	22.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	43 *	6.0	5.8	3.0	5.0	5.0	5.0	10.0
Short-Term Incentive/Bonus (\$000)	5	37 *	5.2	6.1	3.0	3.9	5.5	8.3	10.4
Other Cash Compensation (\$000)	2	18 *	2.1	2.3	0.3	0.9	2.0	3.0	5.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	88	145.4	148.9	120.4	130.3	145.4	164.1	177.9
Adjusted Total Cash Compensation (\$000)	9	88	164.9	161.2	130.7	143.4	158.2	172.1	197.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	88	103.8	99.1	86.6	90.0	93.9	98.8	128.5
Salary Range Midpoint (\$000)	9	88	139.3	135.3	111.2	122.0	126.1	146.0	160.2
Salary Range Maximum (\$000)	9	88	174.8	171.5	134.1	154.0	157.2	187.3	199.3

\*More than 30% of sample supplied by one organization.

## Position: 0806 Database Administrator

### Position Description:

Serves as technical advisor/consultant for moderate/less 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. Uses standard methods to design and maintain systems. May work simultaneously on several projects.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	24 *	2,885	3,778	201	1,446	3,803	6,607	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	24 *	114.4	110.4	81.3	90.8	113.0	124.7	129.4	
Adjusted Annual Base Salary (\$000)	6	24 *	129.6	123.9	90.0	105.5	123.8	145.7	147.2	
Locality Pay or Geographic Differential (0.0%)	4	16 *	19.6	18.4	18.0	18.0	18.0	18.0	19.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	9 *	3.7	4.3		3.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	6	16 *	2.7	3.0	1.3	1.7	2.5	3.9	6.6	
Other Cash Compensation (\$000)	1	10 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	24 *	116.8	112.9	84.7	91.9	115.2	127.2	135.6	
Adjusted Total Cash Compensation (\$000)	6	24 *	132.0	126.4	92.0	106.9	126.9	147.5	150.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	22 *	85.6	77.6	67.0	67.0	73.3	80.0	104.6	
Salary Range Midpoint (\$000)	5	22 *	111.3	104.2	93.7	95.9	95.9	108.0	125.9	
Salary Range Maximum (\$000)	5	22 *	137.1	130.7	112.4	124.7	124.7	136.0	147.2	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
6	24		100.0		6	24	95.8	4.2

\*More than 30% of sample supplied by one organization.

## Position: 0806 Database Administrator

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	24 *	2,885	3,778	201	1,446	3,803	6,607	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	24 *	114.4	110.4	81.3	90.8	113.0	124.7	129.4	
Adjusted Annual Base Salary (\$000)	6	24 *	129.6	123.9	90.0	105.5	123.8	145.7	147.2	
Locality Pay or Geographic Differential (0.0%)	4	16 *	19.6	18.4	18.0	18.0	18.0	18.0	19.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	9 *	3.7	4.3		3.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	6	16 *	2.7	3.0	1.3	1.7	2.5	3.9	6.6	
Other Cash Compensation (\$000)	1	10 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	24 *	116.8	112.9	84.7	91.9	115.2	127.2	135.6	
Adjusted Total Cash Compensation (\$000)	6	24 *	132.0	126.4	92.0	106.9	126.9	147.5	150.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	22 *	85.6	77.6	67.0	67.0	73.3	80.0	104.6	
Salary Range Midpoint (\$000)	5	22 *	111.3	104.2	93.7	95.9	95.9	108.0	125.9	
Salary Range Maximum (\$000)	5	22 *	137.1	130.7	112.4	124.7	124.7	136.0	147.2	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	22 *	3,412	4,099	201	3,214	3,803	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	22 *	113.1	109.4	80.8	88.5	113.0	124.7	125.1	
Adjusted Annual Base Salary (\$000)	5	22 *	131.2	124.1	88.2	104.4	123.8	146.8	147.2	
Locality Pay or Geographic Differential (0.0%)	4	16 *	19.6	18.4	18.0	18.0	18.0	18.0	19.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	7 *	4.0	4.7		5.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	5	14 *	2.5	2.9	1.2	1.7	2.2	3.7	7.1	
Other Cash Compensation (\$000)	1	10 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	22 *	115.2	111.8	83.9	89.1	115.2	127.2	131.9	
Adjusted Total Cash Compensation (\$000)	5	22 *	133.3	126.5	89.9	105.0	126.9	149.0	150.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	22 *	85.6	77.6	67.0	67.0	73.3	80.0	104.6	
Salary Range Midpoint (\$000)	5	22 *	111.3	104.2	93.7	95.9	95.9	108.0	125.9	
Salary Range Maximum (\$000)	5	22 *	137.1	130.7	112.4	124.7	124.7	136.0	147.2	

\*More than 30% of sample supplied by one organization.

## Position: 0806 Database Administrator

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	22 *	3,412	4,099	201	3,214	3,803	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	22 *	113.1	109.4	80.8	88.5	113.0	124.7	125.1	
Adjusted Annual Base Salary (\$000)	5	22 *	131.2	124.1	88.2	104.4	123.8	146.8	147.2	
Locality Pay or Geographic Differential (0.0%)	4	16 *	19.6	18.4	18.0	18.0	18.0	18.0	19.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	7 *	4.0	4.7		5.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	5	14 *	2.5	2.9	1.2	1.7	2.2	3.7	7.1	
Other Cash Compensation (\$000)	1	10 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	22 *	115.2	111.8	83.9	89.1	115.2	127.2	131.9	
Adjusted Total Cash Compensation (\$000)	5	22 *	133.3	126.5	89.9	105.0	126.9	149.0	150.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	22 *	85.6	77.6	67.0	67.0	73.3	80.0	104.6	
Salary Range Midpoint (\$000)	5	22 *	111.3	104.2	93.7	95.9	95.9	108.0	125.9	
Salary Range Maximum (\$000)	5	22 *	137.1	130.7	112.4	124.7	124.7	136.0	147.2	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	252 *	3,600	4,922	533	533	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	252 *	130.7	133.3	103.8	111.7	124.7	153.0	176.7	
Adjusted Annual Base Salary (\$000)	8	252 *	136.9	136.3	104.6	112.4	126.6	157.2	184.5	
Locality Pay or Geographic Differential (0.0%)	2	25 *	20.1	21.9	20.5	22.2	22.2	22.2	22.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	48 *	4.8	5.8	5.0	5.0	5.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	6	127 *	7.0	11.4	4.2	6.5	10.8	16.0	18.3	
Other Cash Compensation (\$000)	1	21 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	252 *	135.8	139.3	110.1	117.0	135.6	155.9	180.8	
Adjusted Total Cash Compensation (\$000)	8	252 *	141.9	142.2	110.9	119.9	138.8	162.3	184.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	157 *	94.0	101.7	80.0	88.2	97.8	105.4	137.1	
Salary Range Midpoint (\$000)	6	157 *	127.2	145.0	108.0	111.2	146.0	147.2	204.0	
Salary Range Maximum (\$000)	6	157 *	160.3	188.2	136.0	136.0	194.2	194.2	270.8	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
8	252	37.3	56.0	6.7	8	252	66.3	33.7

\*More than 30% of sample supplied by one organization.

## Position: 0736 Systems Engineer

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	169 *	2,804	2,834	533	533	533	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	169 *	126.3	119.5	101.1	108.1	116.7	127.4	145.7	
Adjusted Annual Base Salary (\$000)	7	169 *	133.4	123.9	101.6	109.8	117.0	129.1	161.3	
Locality Pay or Geographic Differential (0.0%)	2	25 *	20.1	21.9	20.5	22.2	22.2	22.2	22.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	48 *	4.8	5.8	5.0	5.0	5.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	6	127 *	7.0	11.4	4.2	6.5	10.8	16.0	18.3	
Other Cash Compensation (\$000)	1	21 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	169 *	132.1	128.4	108.0	113.5	126.5	140.2	155.2	
Adjusted Total Cash Compensation (\$000)	7	169 *	139.2	132.8	109.0	114.4	127.5	143.8	167.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	74 *	89.7	86.3	80.0	80.0	80.4	95.0	98.8	
Salary Range Midpoint (\$000)	5	74 *	118.2	114.8	106.8	108.0	108.0	126.1	133.5	
Salary Range Maximum (\$000)	5	74 *	146.7	143.2	133.1	136.0	136.0	157.2	168.1	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	156 *	4,670	7,580	2,609	6,842	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	156 *	131.4	143.3	106.2	114.0	145.5	165.3	185.5	
Adjusted Annual Base Salary (\$000)	6	156 *	139.6	148.0	107.4	119.6	150.2	172.8	190.6	
Locality Pay or Geographic Differential (0.0%)	2	25 *	20.1	21.9	20.5	22.2	22.2	22.2	22.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	46 *	5.4	5.9	5.0	5.0	5.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	4	40 *	5.2	6.2	3.0	3.9	5.8	6.9	11.0	
Other Cash Compensation (\$000)	1	21 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	156 *	134.8	145.2	110.7	118.3	145.9	166.2	185.7	
Adjusted Total Cash Compensation (\$000)	6	156 *	143.1	149.9	111.2	123.1	152.4	172.8	190.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	156 *	94.0	101.8	80.0	88.7	97.8	108.6	137.1	
Salary Range Midpoint (\$000)	6	156 *	127.1	145.2	108.0	112.6	146.0	147.8	204.0	
Salary Range Maximum (\$000)	6	156 *	160.3	188.6	136.0	137.9	194.2	194.2	270.8	

\*More than 30% of sample supplied by one organization.

## Position: 0736 Systems Engineer

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	156 *	4,670	7,580	2,609	6,842	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	156 *	131.4	143.3	106.2	114.0	145.5	165.3	185.5	185.5
Adjusted Annual Base Salary (\$000)	6	156 *	139.6	148.0	107.4	119.6	150.2	172.8	190.6	190.6
Locality Pay or Geographic Differential (0.0%)	2	25 *	20.1	21.9	20.5	22.2	22.2	22.2	22.2	22.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	46 *	5.4	5.9	5.0	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	4	40 *	5.2	6.2	3.0	3.9	5.8	6.9	11.0	11.0
Other Cash Compensation (\$000)	1	21 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	156 *	134.8	145.2	110.7	118.3	145.9	166.2	185.7	185.7
Adjusted Total Cash Compensation (\$000)	6	156 *	143.1	149.9	111.2	123.1	152.4	172.8	190.7	190.7
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	156 *	94.0	101.8	80.0	88.7	97.8	108.6	137.1	137.1
Salary Range Midpoint (\$000)	6	156 *	127.1	145.2	108.0	112.6	146.0	147.8	204.0	204.0
Salary Range Maximum (\$000)	6	156 *	160.3	188.6	136.0	137.9	194.2	194.2	270.8	270.8

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	135 *	2,774	5,908	533	6,842	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	135 *	132.7	137.9	112.9	124.2	140.8	151.5	158.6	158.6
Adjusted Annual Base Salary (\$000)	7	135 *	142.0	141.8	116.0	127.6	144.2	154.0	162.8	162.8
Locality Pay or Geographic Differential (0.0%)	2	18 *	26.6	22.7	22.2	22.2	22.2	22.2	22.2	23.1
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	102 *	6.4	7.8	3.0	5.0	5.0	5.0	5.0	20.0
Short-Term Incentive/Bonus (\$000)	5	100 *	8.8	13.1	5.0	6.6	9.3	15.6	28.9	28.9
Other Cash Compensation (\$000)	2	13 *	3.4	2.5	0.5	0.5	1.8	4.3	7.0	7.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	135 *	139.5	147.8	120.1	131.2	145.3	161.8	180.3	180.3
Adjusted Total Cash Compensation (\$000)	7	135 *	148.7	151.7	124.0	132.7	151.0	163.5	187.0	187.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	110 *	88.3	91.6	90.0	90.0	90.0	95.0	102.0	102.0
Salary Range Midpoint (\$000)	5	110 *	117.0	123.7	117.4	122.0	122.0	126.1	138.0	138.0
Salary Range Maximum (\$000)	5	110 *	145.6	155.7	144.6	154.0	154.0	157.2	174.0	174.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
7	135	14.8	80.7	4.4	7	135	96.3	3.7

\*More than 30% of sample supplied by one organization.

## Position: 0738 Senior Software Engineer

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	135 *	2,774	5,908	533	6,842	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	135 *	132.7	137.9	112.9	124.2	140.8	151.5	158.6	158.6
Adjusted Annual Base Salary (\$000)	7	135 *	142.0	141.8	116.0	127.6	144.2	154.0	162.8	162.8
Locality Pay or Geographic Differential (0.0%)	2	18 *	26.6	22.7	22.2	22.2	22.2	22.2	22.2	23.1
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	102 *	6.4	7.8	3.0	5.0	5.0	5.0	5.0	20.0
Short-Term Incentive/Bonus (\$000)	5	100 *	8.8	13.1	5.0	6.6	9.3	15.6	28.9	28.9
Other Cash Compensation (\$000)	2	13 *	3.4	2.5	0.5	0.5	1.8	4.3	7.0	7.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	135 *	139.5	147.8	120.1	131.2	145.3	161.8	180.3	180.3
Adjusted Total Cash Compensation (\$000)	7	135 *	148.7	151.7	124.0	132.7	151.0	163.5	187.0	187.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	110 *	88.3	91.6	90.0	90.0	90.0	95.0	102.0	102.0
Salary Range Midpoint (\$000)	5	110 *	117.0	123.7	117.4	122.0	122.0	126.1	138.0	138.0
Salary Range Maximum (\$000)	5	110 *	145.6	155.7	144.6	154.0	154.0	157.2	174.0	174.0
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	105 *	3,727	7,146	6,842	7,408	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	105 *	131.4	139.1	115.8	128.0	141.4	150.8	158.8	158.8
Adjusted Annual Base Salary (\$000)	5	105 *	144.3	144.2	119.7	131.2	144.3	153.7	167.9	167.9
Locality Pay or Geographic Differential (0.0%)	2	18 *	26.6	22.7	22.2	22.2	22.2	22.2	22.2	23.1
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	86 *	8.1	8.2	5.0	5.0	5.0	5.0	5.0	20.0
Short-Term Incentive/Bonus (\$000)	3	70 *	8.1	13.9	5.3	6.9	9.2	16.3	31.2	31.2
Other Cash Compensation (\$000)	2	13 *	3.4	2.5	0.5	0.5	1.8	4.3	7.0	7.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	105 *	136.9	148.7	120.5	132.1	146.3	160.9	186.8	186.8
Adjusted Total Cash Compensation (\$000)	5	105 *	149.8	153.8	125.7	135.9	151.6	164.2	191.0	191.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	105 *	88.3	91.5	86.2	90.0	90.0	95.0	102.0	102.0
Salary Range Midpoint (\$000)	5	105 *	116.9	123.4	112.9	122.0	122.0	126.1	138.0	138.0
Salary Range Maximum (\$000)	5	105 *	145.5	155.4	139.3	154.0	154.0	157.2	174.0	174.0

\*More than 30% of sample supplied by one organization.

## Position: 0738 Senior Software Engineer

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	104 *	3,727	7,144	6,842	7,408	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	104 *	131.4	139.1	115.6	127.9	141.3	150.8	158.9	158.9
Adjusted Annual Base Salary (\$000)	5	104 *	144.3	144.2	119.6	131.1	144.3	153.8	168.3	168.3
Locality Pay or Geographic Differential (0.0%)	2	18 *	26.6	22.7	22.2	22.2	22.2	22.2	22.2	23.1
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	85 *	8.1	8.2	5.0	5.0	5.0	5.0	5.0	20.0
Short-Term Incentive/Bonus (\$000)	3	69 *	8.1	13.9	5.3	6.9	9.1	15.7	31.2	31.2
Other Cash Compensation (\$000)	2	13 *	3.4	2.5	0.5	0.5	1.8	4.3	7.0	7.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	104 *	136.9	148.6	120.3	132.0	146.0	160.4	186.9	186.9
Adjusted Total Cash Compensation (\$000)	5	104 *	149.8	153.7	125.7	135.5	151.6	164.2	191.6	191.6
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	104 *	88.3	91.5	85.2	90.0	90.0	95.0	102.0	102.0
Salary Range Midpoint (\$000)	5	104 *	116.9	123.5	111.9	122.0	122.0	126.1	138.0	138.0
Salary Range Maximum (\$000)	5	104 *	145.5	155.4	138.3	154.0	154.0	157.2	174.0	174.0

\*More than 30% of sample supplied by one organization.

## Position: 0807 Sr Financial Systems Analyst

### Position Description:

Provides support/direction to lower level analysts. Responsible for the analysis of economic, financial and structure data. Analyzes the most complex 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 financial and structure data analysis for data series and may review the work of lower level analysts. May lead in the development of new analytical techniques to be used for cross-sectional and time-series analysis of data trend. Requires advanced knowledge of financial/accounting principles, data processing issues, computer operations and various PC software packages. May make modifications to established standards and procedures.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	82	*	3,012	5,360	543	2,609	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	82	*	135.7	137.9	105.1	123.5	141.8	153.1	163.3
Adjusted Annual Base Salary (\$000)	9	82	*	155.0	143.5	113.6	129.3	143.6	155.5	168.4
Locality Pay or Geographic Differential (0.0%)	6	15	*	21.5	23.3	16.8	18.0	22.2	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	59	*	14.5	17.8	8.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	5	57	*	8.5	17.9	4.3	6.0	21.0	25.9	31.6
Other Cash Compensation (\$000)	4	10	*	2.2	2.9	0.5	1.3	3.4	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	82	*	140.6	150.7	109.9	134.0	155.2	171.1	180.0
Adjusted Total Cash Compensation (\$000)	9	82	*	159.9	156.3	120.4	136.4	158.8	175.3	189.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	82	*	99.9	101.6	90.3	98.8	102.0	102.0	115.4
Salary Range Midpoint (\$000)	9	82	*	132.7	136.2	116.9	134.2	138.0	138.0	155.8
Salary Range Maximum (\$000)	9	82	*	165.4	170.7	143.5	169.6	174.0	174.0	196.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
9	82	1.2	92.7	6.1	9	82	100.0	

\*More than 30% of sample supplied by one organization.

## Position: 0807 Sr Financial Systems Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	82 *	3,012	5,360	543	2,609	7,408	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	82 *	135.7	137.9	105.1	123.5	141.8	153.1	163.3	
Adjusted Annual Base Salary (\$000)	9	82 *	155.0	143.5	113.6	129.3	143.6	155.5	168.4	
Locality Pay or Geographic Differential (0.0%)	6	15 *	21.5	23.3	16.8	18.0	22.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	59 *	14.5	17.8	8.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	5	57 *	8.5	17.9	4.3	6.0	21.0	25.9	31.6	
Other Cash Compensation (\$000)	4	10 *	2.2	2.9	0.5	1.3	3.4	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	82 *	140.6	150.7	109.9	134.0	155.2	171.1	180.0	
Adjusted Total Cash Compensation (\$000)	9	82 *	159.9	156.3	120.4	136.4	158.8	175.3	189.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	82 *	99.9	101.6	90.3	98.8	102.0	102.0	115.4	
Salary Range Midpoint (\$000)	9	82 *	132.7	136.2	116.9	134.2	138.0	138.0	155.8	
Salary Range Maximum (\$000)	9	82 *	165.4	170.7	143.5	169.6	174.0	174.0	196.1	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	78 *	3,012	5,277	543	2,609	7,408	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	78 *	138.1	139.4	112.4	125.3	142.8	153.5	164.1	
Adjusted Annual Base Salary (\$000)	9	78 *	158.2	144.6	114.5	131.1	144.0	156.4	169.8	
Locality Pay or Geographic Differential (0.0%)	6	12 *	22.0	25.0	18.0	19.4	23.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	58 *	14.5	17.7	8.0	20.0	20.0	20.0	20.0	
Short-Term Incentive/Bonus (\$000)	5	57 *	8.5	17.9	4.3	6.0	21.0	25.9	31.6	
Other Cash Compensation (\$000)	4	10 *	2.2	2.9	0.5	1.3	3.4	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	78 *	143.1	152.8	121.4	135.9	155.7	172.9	180.3	
Adjusted Total Cash Compensation (\$000)	9	78 *	163.2	158.1	122.7	140.3	159.9	175.9	191.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	78 *	101.3	102.4	90.3	101.9	102.0	102.0	115.4	
Salary Range Midpoint (\$000)	9	78 *	134.5	137.3	116.9	137.4	138.0	138.0	155.8	
Salary Range Maximum (\$000)	9	78 *	167.7	172.1	143.5	173.0	174.0	174.0	196.1	

\*More than 30% of sample supplied by one organization.

## Position: 0807 Sr Financial Systems Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	78 *	3,012	5,277	543	2,609	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	78 *	138.1	139.4	112.4	125.3	142.8	153.5	164.1	164.1
Adjusted Annual Base Salary (\$000)	9	78 *	158.2	144.6	114.5	131.1	144.0	156.4	169.8	169.8
Locality Pay or Geographic Differential (0.0%)	6	12 *	22.0	25.0	18.0	19.4	23.2	30.9	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	58 *	14.5	17.7	8.0	20.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	5	57 *	8.5	17.9	4.3	6.0	21.0	25.9	31.6	31.6
Other Cash Compensation (\$000)	4	10 *	2.2	2.9	0.5	1.3	3.4	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	78 *	143.1	152.8	121.4	135.9	155.7	172.9	180.3	180.3
Adjusted Total Cash Compensation (\$000)	9	78 *	163.2	158.1	122.7	140.3	159.9	175.9	191.0	191.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	78 *	101.3	102.4	90.3	101.9	102.0	102.0	115.4	115.4
Salary Range Midpoint (\$000)	9	78 *	134.5	137.3	116.9	137.4	138.0	138.0	155.8	155.8
Salary Range Maximum (\$000)	9	78 *	167.7	172.1	143.5	173.0	174.0	174.0	196.1	196.1

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	10	160	2,446	2,681	201	1,047	1,446	2,609	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	10	160	102.1	95.1	62.0	76.6	90.7	114.2	131.5
Adjusted Annual Base Salary (\$000)	10	160	110.9	104.7	69.7	78.4	93.6	130.2	153.9
Locality Pay or Geographic Differential (0.0%)	4	74 *	21.5	20.9	17.2	18.0	18.0	22.2	32.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	93 *	5.2	5.6	1.7	5.0	5.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	8	97	4.5	4.2	2.0	2.5	3.8	5.2	6.9
Other Cash Compensation (\$000)	2	26 *	3.1	3.4	0.5	1.3	4.3	4.3	4.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	10	160	105.7	98.2	64.0	78.3	95.5	118.5	134.7
Adjusted Total Cash Compensation (\$000)	10	160	114.6	107.7	73.1	81.8	97.3	134.1	155.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	160	78.4	78.4	48.1	70.2	74.8	90.0	104.6
Salary Range Midpoint (\$000)	10	160	101.9	101.4	70.4	87.8	93.5	122.0	126.1
Salary Range Maximum (\$000)	10	160	125.4	124.4	92.6	105.4	114.2	154.0	157.2

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
10	160	10.0	70.6	19.4	10	160	93.8	6.3

\*More than 30% of sample supplied by one organization.

## Position: 0740 Financial Systems Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	10	160	2,446	2,681	201	1,047	1,446	2,609	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	10	160	102.1	95.1	62.0	76.6	90.7	114.2	131.5
Adjusted Annual Base Salary (\$000)	10	160	110.9	104.7	69.7	78.4	93.6	130.2	153.9
Locality Pay or Geographic Differential (0.0%)	4	74 *	21.5	20.9	17.2	18.0	18.0	22.2	32.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	93 *	5.2	5.6	1.7	5.0	5.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	8	97	4.5	4.2	2.0	2.5	3.8	5.2	6.9
Other Cash Compensation (\$000)	2	26 *	3.1	3.4	0.5	1.3	4.3	4.3	4.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	10	160	105.7	98.2	64.0	78.3	95.5	118.5	134.7
Adjusted Total Cash Compensation (\$000)	10	160	114.6	107.7	73.1	81.8	97.3	134.1	155.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	160	78.4	78.4	48.1	70.2	74.8	90.0	104.6
Salary Range Midpoint (\$000)	10	160	101.9	101.4	70.4	87.8	93.5	122.0	126.1
Salary Range Maximum (\$000)	10	160	125.4	124.4	92.6	105.4	114.2	154.0	157.2
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	122	2,601	2,976	201	1,231	1,566	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	122	104.7	96.5	60.7	72.2	93.4	114.4	139.5
Adjusted Annual Base Salary (\$000)	9	122	113.9	106.7	68.0	76.2	97.7	132.8	154.0
Locality Pay or Geographic Differential (0.0%)	4	66 *	20.1	19.6	16.3	18.0	18.0	20.3	25.1
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	63 *	5.0	5.6	3.0	5.0	5.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	7	71 *	4.6	4.2	2.0	2.5	3.7	5.1	7.0
Other Cash Compensation (\$000)	2	23 *	3.3	3.7	0.6	4.3	4.3	4.3	5.2
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	122	108.5	99.6	62.7	75.9	98.0	118.6	140.2
Adjusted Total Cash Compensation (\$000)	9	122	117.7	109.8	71.6	77.7	101.4	137.1	158.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	122	79.4	78.4	48.1	68.0	78.4	90.0	104.6
Salary Range Midpoint (\$000)	9	122	103.7	102.4	70.4	86.2	101.5	122.0	126.1
Salary Range Maximum (\$000)	9	122	128.0	126.4	91.6	104.4	124.5	154.0	157.2

\*More than 30% of sample supplied by one organization.



## Position: 0740 Financial Systems Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	118	2,897	2,930	201	1,231	1,446	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	118	108.3	95.9	59.6	71.7	92.8	114.2	140.0
Adjusted Annual Base Salary (\$000)	7	118	120.2	106.3	67.7	73.3	97.7	132.8	154.2
Locality Pay or Geographic Differential (0.0%)	4	65 *	20.3	19.7	17.3	18.0	18.0	20.4	25.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	62 *	5.0	5.6	3.0	5.0	5.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	5	69 *	4.5	4.2	2.0	2.5	3.7	5.1	6.9
Other Cash Compensation (\$000)	2	22 *	3.0	3.6	0.6	3.6	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	118	111.7	99.0	61.6	75.2	97.2	118.5	140.7
Adjusted Total Cash Compensation (\$000)	7	118	123.7	109.4	70.9	76.7	100.5	137.1	156.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	118	82.1	78.4	48.1	68.0	78.4	90.0	104.6
Salary Range Midpoint (\$000)	7	118	108.2	102.5	70.4	86.2	101.5	122.0	126.1
Salary Range Maximum (\$000)	7	118	134.1	126.4	91.6	104.4	124.5	154.0	157.2

\*More than 30% of sample supplied by one organization.

## Position: 0808 Senior Auditor

### Position Description:

Provides direction/support to lower level auditors and may review audit reports of lower level auditors prior to submission. Conducts performance/financial audits in accordance with Generally Accepted Government Auditing Standards (GAGAS) of the organization's program, operations, activities, and functions. 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	14	101	3,110	4,521	1,626	1,965	2,615	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	14	101	143.2	132.6	94.2	107.7	132.6	150.2	182.8
Adjusted Annual Base Salary (\$000)	14	101	154.5	140.4	94.2	109.5	135.5	177.3	192.1
Locality Pay or Geographic Differential (0.0%)	5	24 *	22.6	22.5	16.8	22.2	22.2	24.2	26.5
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	57 *	10.0	7.2	5.0	5.0	7.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	8	56	13.1	7.3	1.5	3.5	5.6	8.6	12.1
Other Cash Compensation (\$000)	4	16 *	3.6	3.9	0.7	1.0	3.8	5.0	9.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	14	101	151.0	137.2	96.1	111.6	137.9	151.8	182.8
Adjusted Total Cash Compensation (\$000)	14	101	162.3	145.0	96.1	114.8	141.2	177.3	194.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	12	99	107.1	99.5	80.0	90.0	95.0	101.1	134.1
Salary Range Midpoint (\$000)	12	99	144.1	134.0	108.0	121.5	126.1	135.7	180.0
Salary Range Maximum (\$000)	12	99	181.0	168.5	136.0	149.6	157.2	169.9	220.3

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
14	101	17.8	67.3	14.9	14	101	85.1	14.9

\*More than 30% of sample supplied by one organization.

## Position: 0808 Senior Auditor

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	84	2,708	4,399	1,231	1,626	4,003	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	84	137.7	125.7	92.3	105.9	126.1	138.5	157.2
Adjusted Annual Base Salary (\$000)	11	84	152.1	135.1	92.3	106.8	130.2	160.9	192.0
Locality Pay or Geographic Differential (0.0%)	5	24 *	22.6	22.5	16.8	22.2	22.2	24.2	26.5
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	57 *	10.0	7.2	5.0	5.0	7.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	7	53 *	14.4	7.4	1.5	3.5	5.8	8.6	12.8
Other Cash Compensation (\$000)	4	16 *	3.6	3.9	0.7	1.0	3.8	5.0	9.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	84	147.4	131.1	95.3	109.5	133.2	147.4	161.8
Adjusted Total Cash Compensation (\$000)	11	84	161.8	140.5	95.3	110.1	138.3	164.2	195.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	82	101.5	94.1	80.0	85.1	93.4	98.8	101.4
Salary Range Midpoint (\$000)	9	82	134.6	125.2	108.0	110.4	122.9	134.2	135.7
Salary Range Maximum (\$000)	9	82	167.7	156.4	136.0	136.7	154.0	169.6	169.9
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	79	3,740	5,169	1,965	2,609	6,842	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	79	144.0	132.9	90.6	107.0	133.0	151.9	184.1
Adjusted Annual Base Salary (\$000)	11	79	159.7	141.4	90.6	107.6	136.1	181.8	192.1
Locality Pay or Geographic Differential (0.0%)	5	20 *	23.9	23.0	22.2	22.2	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	40 *	7.4	7.1	5.0	5.0	5.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	5	38 *	5.2	6.6	2.4	4.4	6.3	8.5	10.9
Other Cash Compensation (\$000)	3	10 *	2.6	2.6	0.4	0.8	2.2	4.6	5.1
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	79	146.5	136.4	95.0	110.0	137.7	152.3	187.0
Adjusted Total Cash Compensation (\$000)	11	79	162.2	144.9	95.0	111.1	141.2	182.5	195.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	79	109.1	101.2	80.0	90.0	98.8	101.4	137.1
Salary Range Midpoint (\$000)	11	79	147.1	137.5	108.0	122.0	134.2	154.0	185.2
Salary Range Maximum (\$000)	11	79	185.1	173.7	136.0	154.0	169.6	185.8	226.6

\*More than 30% of sample supplied by one organization.

## Position: 0808 Senior Auditor

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	79	3,740	5,169	1,965	2,609	6,842	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	79	144.0	132.9	90.6	107.0	133.0	151.9	184.1
Adjusted Annual Base Salary (\$000)	11	79	159.7	141.4	90.6	107.6	136.1	181.8	192.1
Locality Pay or Geographic Differential (0.0%)	5	20 *	23.9	23.0	22.2	22.2	22.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	40 *	7.4	7.1	5.0	5.0	5.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	5	38 *	5.2	6.6	2.4	4.4	6.3	8.5	10.9
Other Cash Compensation (\$000)	3	10 *	2.6	2.6	0.4	0.8	2.2	4.6	5.1
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	79	146.5	136.4	95.0	110.0	137.7	152.3	187.0
Adjusted Total Cash Compensation (\$000)	11	79	162.2	144.9	95.0	111.1	141.2	182.5	195.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	79	109.1	101.2	80.0	90.0	98.8	101.4	137.1
Salary Range Midpoint (\$000)	11	79	147.1	137.5	108.0	122.0	134.2	154.0	185.2
Salary Range Maximum (\$000)	11	79	185.1	173.7	136.0	154.0	169.6	185.8	226.6

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	17	99	2,742	4,266	912	1,965	3,803	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	17	99	105.7	101.3	72.0	84.9	98.7	122.9	133.1
Adjusted Annual Base Salary (\$000)	17	99	116.7	109.0	75.0	86.5	103.7	129.6	148.8
Locality Pay or Geographic Differential (0.0%)	7	32 *	22.6	22.1	16.8	18.0	22.2	24.2	27.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	6	45 *	8.2	6.8	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	10	39 *	7.2	6.2	2.0	3.6	6.0	8.3	10.2
Other Cash Compensation (\$000)	5	15 *	3.2	2.3	0.6	0.8	1.0	4.3	4.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	17	99	109.6	104.1	73.1	85.0	102.8	125.6	137.3
Adjusted Total Cash Compensation (\$000)	17	99	120.5	111.8	76.0	87.7	109.6	130.9	151.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	15	96	84.8	80.9	62.0	67.0	80.4	90.3	99.8
Salary Range Midpoint (\$000)	15	96	110.1	106.2	84.0	89.7	104.2	116.9	141.9
Salary Range Maximum (\$000)	15	96	135.4	131.5	106.0	108.5	130.5	143.5	161.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	99		83.8	16.2	17	99	87.9	12.1

\*More than 30% of sample supplied by one organization.

## Position: 0741 Auditor

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	14	82	2,347	4,104	912	1,626	3,803	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	14	82	101.4	95.4	70.5	82.4	92.1	106.9	129.7
Adjusted Annual Base Salary (\$000)	14	82	114.7	104.7	72.3	85.0	97.2	125.1	152.1
Locality Pay or Geographic Differential (0.0%)	7	32 *	22.6	22.1	16.8	18.0	22.2	24.2	27.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	6	45 *	8.2	6.8	5.0	5.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	10	39 *	7.2	6.2	2.0	3.6	6.0	8.3	10.2
Other Cash Compensation (\$000)	5	15 *	3.2	2.3	0.6	0.8	1.0	4.3	4.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	14	82	106.2	98.8	70.5	84.2	97.9	111.9	132.0
Adjusted Total Cash Compensation (\$000)	14	82	119.5	108.0	75.3	85.4	102.4	126.3	153.5
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	12	79	82.1	76.3	62.0	67.0	78.4	88.2	90.3
Salary Range Midpoint (\$000)	12	79	105.3	99.8	84.0	89.4	101.5	111.2	116.9
Salary Range Maximum (\$000)	12	79	128.5	123.2	103.2	107.4	124.5	134.1	143.5
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	79	3,772	4,801	1,965	2,609	4,203	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	79	110.5	103.1	72.0	85.0	103.0	125.6	137.3
Adjusted Annual Base Salary (\$000)	11	79	123.8	111.3	75.0	87.0	109.6	130.8	148.8
Locality Pay or Geographic Differential (0.0%)	6	27 *	21.9	22.7	18.0	22.2	22.2	24.2	25.5
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	37 *	5.3	6.4	5.0	5.0	5.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	5	27 *	3.7	5.2	1.7	3.6	5.0	7.2	8.4
Other Cash Compensation (\$000)	4	11 *	3.0	2.3	0.7	0.8	1.0	4.3	4.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	79	112.3	105.2	73.1	85.5	105.8	126.0	137.7
Adjusted Total Cash Compensation (\$000)	11	79	125.6	113.4	76.0	87.7	113.4	130.9	150.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	79	85.0	81.7	62.0	66.8	80.4	95.6	104.6
Salary Range Midpoint (\$000)	11	79	111.9	107.9	84.0	90.7	106.8	125.9	141.9
Salary Range Maximum (\$000)	11	79	138.8	134.2	106.0	111.9	133.1	147.2	161.8

\*More than 30% of sample supplied by one organization.

## Position: 0741 Auditor

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	79	3,772	4,801	1,965	2,609	4,203	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	79	110.5	103.1	72.0	85.0	103.0	125.6	137.3
Adjusted Annual Base Salary (\$000)	11	79	123.8	111.3	75.0	87.0	109.6	130.8	148.8
Locality Pay or Geographic Differential (0.0%)	6	27 *	21.9	22.7	18.0	22.2	22.2	24.2	25.5
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	37 *	5.3	6.4	5.0	5.0	5.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	5	27 *	3.7	5.2	1.7	3.6	5.0	7.2	8.4
Other Cash Compensation (\$000)	4	11 *	3.0	2.3	0.7	0.8	1.0	4.3	4.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	79	112.3	105.2	73.1	85.5	105.8	126.0	137.7
Adjusted Total Cash Compensation (\$000)	11	79	125.6	113.4	76.0	87.7	113.4	130.9	150.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	79	85.0	81.7	62.0	66.8	80.4	95.6	104.6
Salary Range Midpoint (\$000)	11	79	111.9	107.9	84.0	90.7	106.8	125.9	141.9
Salary Range Maximum (\$000)	11	79	138.8	134.2	106.0	111.9	133.1	147.2	161.8

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	65	*	2,151	4,581	1,036	4,203	4,203	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	65	*	111.9	111.3	84.7	92.5	110.3	124.6	137.0
Adjusted Annual Base Salary (\$000)	8	65	*	128.4	128.8	91.6	102.2	125.1	155.1	166.2
Locality Pay or Geographic Differential (0.0%)	5	40	*	23.5	25.6	19.5	24.2	24.9	30.4	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	23	*	8.1	7.3	5.0	5.0	5.0	8.0	10.0
Short-Term Incentive/Bonus (\$000)	5	26	*	5.3	7.9	1.2	2.2	4.8	9.0	13.4
Other Cash Compensation (\$000)	1	1	*							
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	65	*	114.9	114.5	85.5	98.9	111.5	125.4	137.0
Adjusted Total Cash Compensation (\$000)	8	65	*	131.3	132.0	97.3	109.9	126.9	156.1	170.8
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	65	*	91.6	85.7	70.0	83.3	83.3	90.0	101.2
Salary Range Midpoint (\$000)	8	65	*	119.8	114.3	92.6	109.3	110.2	122.0	133.5
Salary Range Maximum (\$000)	8	65	*	148.1	142.9	115.2	136.0	137.0	154.0	168.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
8	65	6.2	80.0	13.8	8	65	96.9	3.1

\*More than 30% of sample supplied by one organization.



## Position: 0742 Accountant (Financial Practices)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	65 *	2,151	4,581	1,036	4,203	4,203	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	65 *	111.9	111.3	84.7	92.5	110.3	124.6	137.0	
Adjusted Annual Base Salary (\$000)	8	65 *	128.4	128.8	91.6	102.2	125.1	155.1	166.2	
Locality Pay or Geographic Differential (0.0%)	5	40 *	23.5	25.6	19.5	24.2	24.9	30.4	30.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	23 *	8.1	7.3	5.0	5.0	5.0	8.0	10.0	
Short-Term Incentive/Bonus (\$000)	5	26 *	5.3	7.9	1.2	2.2	4.8	9.0	13.4	
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	65 *	114.9	114.5	85.5	98.9	111.5	125.4	137.0	
Adjusted Total Cash Compensation (\$000)	8	65 *	131.3	132.0	97.3	109.9	126.9	156.1	170.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	65 *	91.6	85.7	70.0	83.3	83.3	90.0	101.2	
Salary Range Midpoint (\$000)	8	65 *	119.8	114.3	92.6	109.3	110.2	122.0	133.5	
Salary Range Maximum (\$000)	8	65 *	148.1	142.9	115.2	136.0	137.0	154.0	168.1	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	45 *	2,151	4,749	664	2,609	4,203	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	45 *	112.5	112.7	83.7	94.8	110.3	125.6	155.5	
Adjusted Annual Base Salary (\$000)	8	45 *	128.8	124.6	87.8	99.5	115.5	153.8	165.7	
Locality Pay or Geographic Differential (0.0%)	5	20 *	22.9	23.1	18.5	20.8	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	23 *	8.1	7.3	5.0	5.0	5.0	8.0	10.0	
Short-Term Incentive/Bonus (\$000)	5	22 *	5.3	9.0	1.9	4.1	6.0	9.2	14.8	
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	45 *	115.4	117.2	84.7	99.3	111.5	125.6	161.9	
Adjusted Total Cash Compensation (\$000)	8	45 *	131.7	129.1	96.7	103.2	120.0	155.0	172.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	45 *	91.7	88.5	80.0	83.3	83.3	90.2	107.2	
Salary Range Midpoint (\$000)	8	45 *	120.0	118.5	108.0	109.3	110.2	122.0	152.1	
Salary Range Maximum (\$000)	8	45 *	148.3	148.4	133.3	136.0	137.0	154.0	197.0	

\*More than 30% of sample supplied by one organization.

## Position: 0742 Accountant (Financial Practices)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	41 *	2,151	4,802	583	2,609	4,203	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	41 *	113.0	113.3	83.4	94.8	110.3	125.6	156.9	
Adjusted Annual Base Salary (\$000)	8	41 *	129.5	124.3	87.1	98.9	113.8	155.1	168.6	
Locality Pay or Geographic Differential (0.0%)	5	16 *	23.1	23.9	18.3	24.2	24.2	24.2	26.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	23 *	8.1	7.3	5.0	5.0	5.0	8.0	10.0	
Short-Term Incentive/Bonus (\$000)	5	21 *	5.4	9.4	2.4	4.4	6.5	9.3	15.1	
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	41 *	115.9	118.2	84.2	99.3	111.5	125.6	166.2	
Adjusted Total Cash Compensation (\$000)	8	41 *	132.4	129.2	96.5	101.7	119.5	156.1	175.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	41 *	91.6	89.0	80.0	82.6	90.0	90.5	107.2	
Salary Range Midpoint (\$000)	8	41 *	119.9	119.3	108.0	108.2	112.0	122.0	152.1	
Salary Range Maximum (\$000)	8	41 *	148.2	149.5	133.3	136.0	137.0	154.0	197.0	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	773	*	2,555	7,330	2,609	6,842	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	773	*	141.4	177.9	125.1	160.3	181.6	204.0	217.7
Adjusted Annual Base Salary (\$000)	17	773	*	152.3	180.7	136.0	162.9	183.7	204.6	218.3
Locality Pay or Geographic Differential (0.0%)	7	74	*	19.7	21.7	16.8	22.2	22.2	22.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	144	*	6.0	8.4	5.0	5.0	10.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	12	166	*	7.5	8.7	4.3	5.8	8.0	10.7	13.0
Other Cash Compensation (\$000)	3	40	*	4.9	2.8	0.5	0.5	1.9	4.3	7.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	773	*	147.0	179.9	131.4	161.4	184.0	204.2	217.8
Adjusted Total Cash Compensation (\$000)	17	773	*	157.9	182.7	142.7	165.0	186.1	204.9	219.8
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	766	*	102.9	125.5	95.0	107.2	137.1	137.1	137.1
Salary Range Midpoint (\$000)	16	766	*	136.9	182.4	126.1	152.1	204.0	204.0	204.0
Salary Range Maximum (\$000)	16	766	*	170.8	239.1	157.2	197.0	270.8	270.8	270.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	773	3.0	94.4	2.6	17	773	33.5	66.5

\*More than 30% of sample supplied by one organization.

## Position: 0743 Senior Financial Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	252 *	2,153	3,721	543	1,633	2,609	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	252 *	135.1	146.4	105.5	119.8	151.1	171.5	183.6	
Adjusted Annual Base Salary (\$000)	15	252 *	147.4	155.0	109.7	125.8	161.9	179.6	192.1	
Locality Pay or Geographic Differential (0.0%)	7	74 *	19.7	21.7	16.8	22.2	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	144 *	6.0	8.4	5.0	5.0	10.0	10.0	10.0	
Short-Term Incentive/Bonus (\$000)	11	163 *	7.8	8.8	4.4	5.9	8.0	11.0	13.1	
Other Cash Compensation (\$000)	3	40 *	4.9	2.8	0.5	0.5	1.9	4.3	7.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	252 *	141.3	152.5	108.0	124.7	157.9	180.0	191.6	
Adjusted Total Cash Compensation (\$000)	15	252 *	153.7	161.1	114.6	133.6	165.6	186.1	197.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	245 *	98.3	101.0	80.0	93.1	107.2	107.2	111.8	
Salary Range Midpoint (\$000)	14	245 *	130.4	137.6	108.0	122.7	144.6	152.1	152.1	
Salary Range Maximum (\$000)	14	245 *	162.6	174.2	136.0	153.3	180.0	197.0	197.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	729 *	3,002	7,585	2,609	6,842	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	729 *	144.2	180.7	135.2	163.2	183.7	204.8	218.1	
Adjusted Annual Base Salary (\$000)	13	729 *	157.3	183.0	148.9	165.5	184.8	205.3	220.0	
Locality Pay or Geographic Differential (0.0%)	6	58 *	21.0	21.9	18.4	22.2	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	120 *	6.0	8.8	5.0	10.0	10.0	10.0	10.0	
Short-Term Incentive/Bonus (\$000)	9	143 *	6.2	8.3	4.3	5.7	7.6	10.5	12.5	
Other Cash Compensation (\$000)	2	29 *	3.3	2.5	0.4	0.5	1.8	4.3	5.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	729 *	148.3	182.4	138.3	165.0	186.1	205.2	218.5	
Adjusted Total Cash Compensation (\$000)	13	729 *	161.4	184.7	152.8	166.9	187.6	205.6	220.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	729 *	102.6	126.8	95.0	109.2	137.1	137.1	137.1	
Salary Range Midpoint (\$000)	13	729 *	137.1	185.0	126.1	152.1	204.0	204.0	204.0	
Salary Range Maximum (\$000)	13	729 *	171.5	243.0	157.2	197.0	270.8	270.8	270.8	

\*More than 30% of sample supplied by one organization.

## Position: 0743 Senior Financial Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	713 *	3,116	7,704	2,609	7,408	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	713 *	150.1	182.2	148.5	164.8	184.0	205.3	219.4	
Adjusted Annual Base Salary (\$000)	12	713 *	165.0	184.5	153.8	166.8	186.0	206.0	220.1	
Locality Pay or Geographic Differential (0.0%)	7	57 *	18.8	22.0	21.4	22.2	22.2	22.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	120 *	6.0	8.8	5.0	10.0	10.0	10.0	10.0	
Short-Term Incentive/Bonus (\$000)	8	130 *	6.1	8.3	4.5	5.9	7.7	10.5	12.5	
Other Cash Compensation (\$000)	2	27 *	3.4	2.6	0.5	0.8	2.0	4.3	5.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	713 *	154.1	183.8	152.5	166.2	187.0	205.6	220.1	
Adjusted Total Cash Compensation (\$000)	12	713 *	168.9	186.2	155.3	168.1	188.0	206.3	220.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	713 *	107.0	127.7	107.2	133.3	137.1	137.1	137.1	
Salary Range Midpoint (\$000)	12	713 *	143.2	186.7	144.6	160.0	204.0	204.0	204.0	
Salary Range Maximum (\$000)	12	713 *	179.3	245.5	180.0	197.0	270.8	270.8	270.8	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	18	640	*	2,594	6,666	1,626	2,908	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	18	640	*	110.2	124.3	95.0	112.6	126.3	137.9	148.9
Adjusted Annual Base Salary (\$000)	18	640	*	119.9	128.0	97.4	115.0	128.5	141.6	154.8
Locality Pay or Geographic Differential (0.0%)	7	85	*	22.9	23.4	18.0	22.2	24.2	24.2	28.8
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	170	*	6.0	7.8	5.0	5.0	8.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	13	205	*	5.0	5.6	1.1	3.3	5.9	7.3	9.2
Other Cash Compensation (\$000)	6	22	*	2.5	2.1	0.2	0.5	1.9	3.4	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	18	640	*	113.8	126.2	98.4	114.3	127.8	140.8	151.3
Adjusted Total Cash Compensation (\$000)	18	640	*	123.5	129.9	101.2	116.2	130.6	143.0	157.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	17	638	*	87.9	93.7	70.0	95.6	97.8	97.8	98.8
Salary Range Midpoint (\$000)	17	638	*	115.4	133.1	93.0	126.5	146.0	146.0	146.0
Salary Range Maximum (\$000)	17	638	*	142.8	172.4	116.0	157.3	194.2	194.2	194.2

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
18	640	7.3	92.3	0.3	18	640	45.5	54.5

\*More than 30% of sample supplied by one organization.

## Position: 0744 Financial Analyst II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	281	2,223	3,722	1,047	2,121	2,609	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	281	107.6	115.2	83.2	96.1	113.4	135.2	147.1	
Adjusted Annual Base Salary (\$000)	16	281	118.5	123.7	84.1	98.5	125.0	143.0	168.5	
Locality Pay or Geographic Differential (0.0%)	7	85 *	22.9	23.4	18.0	22.2	24.2	24.2	28.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	170 *	6.0	7.8	5.0	5.0	8.0	10.0	10.0	
Short-Term Incentive/Bonus (\$000)	13	205 *	5.0	5.6	1.1	3.3	5.9	7.3	9.2	
Other Cash Compensation (\$000)	6	22 *	2.5	2.1	0.2	0.5	1.9	3.4	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	281	111.7	119.4	86.3	99.8	117.0	139.9	150.6	
Adjusted Total Cash Compensation (\$000)	16	281	122.6	127.9	87.4	103.5	130.8	146.4	168.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	279	85.0	87.6	69.5	70.0	95.6	98.8	98.8	
Salary Range Midpoint (\$000)	15	279	111.6	116.6	90.7	93.0	123.7	134.2	134.2	
Salary Range Maximum (\$000)	15	279	138.2	145.5	110.5	116.0	154.3	169.6	169.6	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	579 *	3,179	7,151	2,609	4,203	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	579 *	114.7	126.4	97.3	115.5	128.5	139.3	151.2	
Adjusted Annual Base Salary (\$000)	13	579 *	127.4	129.9	103.5	117.7	130.7	142.3	154.8	
Locality Pay or Geographic Differential (0.0%)	7	76 *	22.1	23.0	18.0	22.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	135 *	6.0	7.9	5.0	5.0	10.0	10.0	10.0	
Short-Term Incentive/Bonus (\$000)	8	159 *	3.7	5.2	1.0	2.5	5.0	7.0	8.9	
Other Cash Compensation (\$000)	5	18 *	2.5	1.9	0.2	0.3	1.3	3.4	4.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	579 *	117.2	127.9	100.5	115.9	130.4	141.7	152.6	
Adjusted Total Cash Compensation (\$000)	13	579 *	130.0	131.4	105.7	117.8	132.0	143.6	157.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	579 *	89.1	94.5	70.0	97.8	97.8	97.8	98.8	
Salary Range Midpoint (\$000)	13	579 *	117.6	135.3	93.0	134.2	146.0	146.0	146.0	
Salary Range Maximum (\$000)	13	579 *	146.0	176.2	116.0	169.6	194.2	194.2	194.2	

\*More than 30% of sample supplied by one organization.

## Position: 0744 Financial Analyst II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	576 *	3,308	7,176	2,609	4,203	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	576 *	116.2	126.4	97.7	115.6	128.6	139.2	151.0	151.0
Adjusted Annual Base Salary (\$000)	12	576 *	130.0	129.9	104.2	117.8	130.7	142.3	154.7	154.7
Locality Pay or Geographic Differential (0.0%)	7	75 *	22.2	23.0	18.0	22.2	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	135 *	6.0	7.9	5.0	5.0	10.0	10.0	10.0	10.0
Short-Term Incentive/Bonus (\$000)	7	157 *	3.4	5.2	1.0	2.6	5.0	7.0	8.8	8.8
Other Cash Compensation (\$000)	4	17 *	1.9	1.7	0.2	0.3	1.1	3.0	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	576 *	118.5	127.9	100.6	116.0	130.5	141.7	152.3	152.3
Adjusted Total Cash Compensation (\$000)	12	576 *	132.3	131.4	105.8	118.0	132.0	143.6	156.9	156.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	576 *	90.6	94.6	70.0	97.8	97.8	97.8	97.8	98.8
Salary Range Midpoint (\$000)	12	576 *	119.8	135.5	93.0	134.2	146.0	146.0	146.0	146.0
Salary Range Maximum (\$000)	12	576 *	148.8	176.4	116.0	169.6	194.2	194.2	194.2	194.2

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	422	*	2,793	6,503	1,965	2,609	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	422	*	85.0	94.7	64.2	85.0	94.9	106.6	117.9
Adjusted Annual Base Salary (\$000)	16	422	*	92.5	96.1	68.6	86.3	95.9	106.9	118.4
Locality Pay or Geographic Differential (0.0%)	7	34	*	20.3	22.4	18.0	18.0	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	128	*	5.8	7.2	5.0	7.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	11	109	*	3.7	4.8	2.0	3.0	4.6	5.8	7.8
Other Cash Compensation (\$000)	4	11	*	2.3	2.9	0.3	1.0	2.0	4.3	7.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	422	*	87.1	96.0	66.6	85.5	95.8	107.8	119.7
Adjusted Total Cash Compensation (\$000)	16	422	*	94.5	97.4	70.1	87.5	96.5	108.0	120.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	422	*	69.6	72.5	56.1	71.4	71.4	78.4	90.3
Salary Range Midpoint (\$000)	16	422	*	90.8	102.1	70.2	101.5	107.3	107.3	116.9
Salary Range Maximum (\$000)	16	422	*	112.0	131.7	84.9	124.5	143.1	143.1	143.5

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
16	422	1.7	90.3	8.1	16	422	44.5	55.5

\*More than 30% of sample supplied by one organization.

## Position: 0745 Financial Analyst I

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	180 *	2,396	3,234	1,253	2,609	2,609	4,203	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	180 *	82.4	87.5	59.5	66.7	86.5	104.9	118.8	
Adjusted Annual Base Salary (\$000)	14	180 *	90.9	90.9	59.5	71.0	89.9	105.7	121.7	
Locality Pay or Geographic Differential (0.0%)	7	34 *	20.3	22.4	18.0	18.0	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	128 *	5.8	7.2	5.0	7.0	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	10	108 *	3.7	4.8	2.0	3.0	4.7	5.8	7.8	
Other Cash Compensation (\$000)	4	11 *	2.3	2.9	0.3	1.0	2.0	4.3	7.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	180 *	84.7	90.5	59.5	67.9	90.1	109.8	122.2	
Adjusted Total Cash Compensation (\$000)	14	180 *	93.2	93.9	59.6	73.0	93.1	110.2	126.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	180 *	67.7	73.0	47.0	56.1	78.4	90.3	90.3	
Salary Range Midpoint (\$000)	14	180 *	88.4	95.1	63.0	71.2	101.5	116.9	116.9	
Salary Range Maximum (\$000)	14	180 *	109.1	117.2	79.0	91.3	124.5	143.5	143.5	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	396 *	3,330	6,833	2,609	2,609	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	396 *	89.2	95.9	71.9	85.8	95.9	107.0	118.7	
Adjusted Annual Base Salary (\$000)	12	396 *	98.1	97.4	79.0	87.6	96.4	107.3	119.2	
Locality Pay or Geographic Differential (0.0%)	6	32 *	21.1	22.7	18.0	18.1	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	113 *	5.3	7.2	5.0	6.5	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	8	97 *	3.5	4.9	2.0	3.0	4.8	5.8	7.8	
Other Cash Compensation (\$000)	2	3 *	0.7	0.5			0.3			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	396 *	90.7	97.2	71.9	86.5	96.5	108.3	120.2	
Adjusted Total Cash Compensation (\$000)	12	396 *	99.6	98.6	79.9	88.8	97.5	108.6	121.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	396 *	71.3	73.1	58.4	71.4	71.4	78.4	90.3	
Salary Range Midpoint (\$000)	12	396 *	93.9	103.5	77.3	107.3	107.3	107.3	116.9	
Salary Range Maximum (\$000)	12	396 *	116.5	133.9	96.1	125.5	143.1	143.1	143.5	

\*More than 30% of sample supplied by one organization.

## Position: 0745 Financial Analyst I

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	390 *	3,497	6,915	2,609	2,609	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	390 *	91.5	96.4	72.1	86.3	96.1	107.2	118.8	118.8
Adjusted Annual Base Salary (\$000)	11	390 *	101.2	97.9	81.4	87.6	96.7	107.5	119.9	119.9
Locality Pay or Geographic Differential (0.0%)	6	32 *	21.1	22.7	18.0	18.1	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	113 *	5.3	7.2	5.0	6.5	8.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	7	95 *	3.6	5.0	2.0	3.0	4.8	5.8	7.8	7.8
Other Cash Compensation (\$000)	2	3 *	0.7	0.5			0.3			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	390 *	93.1	97.7	72.2	87.3	96.6	108.5	120.4	120.4
Adjusted Total Cash Compensation (\$000)	11	390 *	102.8	99.2	82.5	89.6	97.8	109.2	121.9	121.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	390 *	72.9	73.4	67.0	71.4	71.4	78.4	90.3	90.3
Salary Range Midpoint (\$000)	11	390 *	96.3	104.1	92.6	107.3	107.3	107.3	116.9	116.9
Salary Range Maximum (\$000)	11	390 *	119.5	134.6	115.2	143.1	143.1	143.1	143.5	143.5

\*More than 30% of sample supplied by one organization.

## Position: 0746 Financial Accounting Mgr

### 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	59	*	2,509	5,766	543	4,203	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	59	*	176.5	153.6	124.4	130.9	142.9	168.8	204.5
Adjusted Annual Base Salary (\$000)	12	59	*	190.9	164.6	124.4	130.9	142.9	204.5	226.0
Locality Pay or Geographic Differential (0.0%)	5	18	*	19.9	20.9	15.9	18.0	22.2	22.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	37	*	12.6	18.5	11.6	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	8	43	*	19.9	24.1	5.7	22.0	26.3	31.1	34.9
Other Cash Compensation (\$000)	4	14	*	5.1	4.7	0.5	1.0	4.0	8.3	11.2
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	59	*	191.4	172.3	144.5	155.8	166.1	182.6	213.3
Adjusted Total Cash Compensation (\$000)	12	59	*	205.7	183.3	144.5	157.9	174.4	207.2	232.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	57	*	111.0	107.2	102.0	102.0	102.0	111.8	116.1
Salary Range Midpoint (\$000)	10	57	*	150.8	144.6	138.0	138.0	138.0	148.4	160.3
Salary Range Maximum (\$000)	10	57	*	190.5	182.0	174.0	174.0	174.0	185.0	203.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
12	59	5.1	94.9		12	59	100.0	

\*More than 30% of sample supplied by one organization.

## Position: 0746 Financial Accounting Mgr

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	58 *	2,721	5,862	1,000	4,203	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	58 *	173.0	152.6	124.4	130.8	141.2	168.4	203.2	203.2
Adjusted Annual Base Salary (\$000)	11	58 *	188.7	163.8	124.4	130.8	141.2	199.9	226.0	226.0
Locality Pay or Geographic Differential (0.0%)	5	18 *	19.9	20.9	15.9	18.0	22.2	22.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	36 *	12.8	18.7	15.6	20.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	7	42 *	17.1	23.7	5.7	19.8	26.2	30.3	33.5	33.5
Other Cash Compensation (\$000)	4	14 *	5.1	4.7	0.5	1.0	4.0	8.3	11.2	11.2
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	58 *	185.6	170.8	144.2	154.9	165.4	182.5	211.4	211.4
Adjusted Total Cash Compensation (\$000)	11	58 *	201.3	182.1	144.2	157.6	173.0	205.2	231.2	231.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	57 *	111.0	107.2	102.0	102.0	102.0	111.8	116.1	116.1
Salary Range Midpoint (\$000)	10	57 *	150.8	144.6	138.0	138.0	138.0	148.4	160.3	160.3
Salary Range Maximum (\$000)	10	57 *	190.5	182.0	174.0	174.0	174.0	185.0	203.9	203.9
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	56 *	2,881	6,032	1,175	6,842	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	56 *	175.6	153.1	124.3	131.5	143.3	168.7	203.5	203.5
Adjusted Annual Base Salary (\$000)	10	56 *	192.8	164.7	124.3	131.5	143.3	203.0	223.9	223.9
Locality Pay or Geographic Differential (0.0%)	5	18 *	19.9	20.9	15.9	18.0	22.2	22.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	36 *	11.3	18.6	11.4	20.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	7	42 *	15.5	23.4	5.7	19.8	26.2	30.3	33.5	33.5
Other Cash Compensation (\$000)	3	12 *	3.5	3.9	0.3	1.0	2.2	6.4	10.8	10.8
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	56 *	187.4	171.4	148.6	157.0	166.6	182.6	211.8	211.8
Adjusted Total Cash Compensation (\$000)	10	56 *	204.6	183.1	148.6	158.4	174.8	206.5	231.4	231.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	55 *	110.7	106.9	102.0	102.0	102.0	111.8	116.5	116.5
Salary Range Midpoint (\$000)	9	55 *	151.7	144.7	138.0	138.0	138.0	148.4	160.3	160.3
Salary Range Maximum (\$000)	9	55 *	192.7	182.4	174.0	174.0	174.0	185.0	204.7	204.7

\*More than 30% of sample supplied by one organization.

## Position: 0746 Financial Accounting Mgr

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	55 *	3,034	6,115	1,085	6,842	7,408	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	55 *	181.6	153.6	124.8	132.6	143.6	168.8	203.7	203.7
Adjusted Annual Base Salary (\$000)	9	55 *	200.8	165.5	124.8	132.6	143.6	204.5	224.2	224.2
Locality Pay or Geographic Differential (0.0%)	5	18 *	19.9	20.9	15.9	18.0	22.2	22.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	36 *	11.3	18.6	11.4	20.0	20.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	6	41 *	16.3	23.7	5.6	22.7	26.3	30.6	33.5	33.5
Other Cash Compensation (\$000)	3	12 *	3.5	3.9	0.3	1.0	2.2	6.4	10.8	10.8
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	55 *	193.5	172.2	150.1	157.9	167.1	182.6	212.0	212.0
Adjusted Total Cash Compensation (\$000)	9	55 *	212.6	184.0	150.1	158.4	175.1	207.2	231.5	231.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	54 *	112.5	107.1	102.0	102.0	102.0	111.8	116.7	116.7
Salary Range Midpoint (\$000)	8	54 *	155.3	145.1	138.0	138.0	138.0	148.4	160.3	160.3
Salary Range Maximum (\$000)	8	54 *	198.1	183.0	174.0	174.0	174.0	185.0	205.1	205.1

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	165	*	2,908	5,190	543	4,203	6,842	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	165	*	129.7	122.0	92.3	100.5	118.1	145.2	158.1
Adjusted Annual Base Salary (\$000)	15	165	*	142.5	135.5	92.3	103.1	138.9	162.6	184.3
Locality Pay or Geographic Differential (0.0%)	6	76	*	23.0	23.2	22.2	22.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	53	*	6.5	5.1	5.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	7	66	*	5.9	6.9	1.9	3.8	5.6	9.4	15.3
Other Cash Compensation (\$000)	4	28	*	2.4	3.4	0.8	1.2	3.6	5.1	7.4
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	165	*	132.6	125.3	95.0	106.8	121.4	147.1	163.0
Adjusted Total Cash Compensation (\$000)	15	165	*	145.4	138.9	95.4	111.2	140.4	166.9	185.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	158	*	101.2	91.8	80.0	80.0	81.1	95.6	134.1
Salary Range Midpoint (\$000)	13	158	*	133.1	122.1	106.8	108.0	108.0	126.5	160.0
Salary Range Maximum (\$000)	13	158	*	164.9	152.4	133.1	136.0	136.0	157.3	196.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
15	165	3.0	96.4	0.6	15	165	90.9	9.1

\*More than 30% of sample supplied by one organization.

## Position: 0747 Senior Accountant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	148 *	2,699	5,298	543	4,203	6,842	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	148 *	121.8	117.4	90.8	99.2	114.1	133.1	153.4	
Adjusted Annual Base Salary (\$000)	11	148 *	139.3	132.5	90.9	101.9	128.2	162.6	184.2	
Locality Pay or Geographic Differential (0.0%)	6	76 *	23.0	23.2	22.2	22.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	53 *	6.5	5.1	5.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	7	66 *	5.9	6.9	1.9	3.8	5.6	9.4	15.3	
Other Cash Compensation (\$000)	4	28 *	2.4	3.4	0.8	1.2	3.6	5.1	7.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	148 *	125.9	121.2	94.6	104.9	119.3	138.2	154.4	
Adjusted Total Cash Compensation (\$000)	11	148 *	143.4	136.3	94.6	108.4	133.2	166.7	185.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	142 *	90.6	86.7	80.0	80.0	80.4	95.6	95.6	
Salary Range Midpoint (\$000)	10	142 *	119.4	115.7	106.8	108.0	108.0	126.5	126.5	
Salary Range Maximum (\$000)	10	142 *	148.1	144.6	133.1	136.0	136.0	157.3	157.3	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	158 *	3,078	5,373	1,471	4,203	6,842	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	158 *	132.0	122.7	93.1	102.6	118.8	146.1	159.5	
Adjusted Annual Base Salary (\$000)	14	158 *	145.7	136.6	93.1	105.8	140.5	162.6	184.2	
Locality Pay or Geographic Differential (0.0%)	6	75 *	23.0	23.1	22.2	22.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	53 *	6.5	5.1	5.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	6	60 *	4.6	6.3	1.6	3.4	5.5	9.0	11.0	
Other Cash Compensation (\$000)	4	28 *	2.4	3.4	0.8	1.2	3.6	5.1	7.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	158 *	134.2	125.7	95.5	107.0	121.8	147.2	163.4	
Adjusted Total Cash Compensation (\$000)	14	158 *	147.9	139.6	95.9	111.6	141.2	167.0	185.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	157 *	101.2	91.8	80.0	80.0	80.4	95.6	134.1	
Salary Range Midpoint (\$000)	13	157 *	133.1	122.1	106.8	108.0	108.0	126.5	160.0	
Salary Range Maximum (\$000)	13	157 *	164.9	152.4	133.1	136.0	136.0	157.3	196.1	

\*More than 30% of sample supplied by one organization.



## Position: 0747 Senior Accountant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	154 *	3,199	5,474	1,598	4,203	6,842	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	154 *	136.6	124.1	95.0	103.0	119.3	146.5	160.0	160.0
Adjusted Annual Base Salary (\$000)	13	154 *	151.4	138.3	95.1	107.0	141.7	162.6	184.4	184.4
Locality Pay or Geographic Differential (0.0%)	6	75 *	23.0	23.1	22.2	22.2	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	53 *	6.5	5.1	5.0	5.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	5	56 *	5.1	6.6	1.9	4.3	5.6	9.2	11.2	11.2
Other Cash Compensation (\$000)	4	28 *	2.4	3.4	0.8	1.2	3.6	5.1	7.4	7.4
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	154 *	138.8	127.1	96.9	107.9	123.1	147.4	163.8	163.8
Adjusted Total Cash Compensation (\$000)	13	154 *	153.6	141.3	99.1	113.3	142.4	167.2	185.2	185.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	153 *	104.4	92.6	80.0	80.0	83.9	95.6	134.1	134.1
Salary Range Midpoint (\$000)	12	153 *	137.5	123.2	106.8	108.0	108.4	126.5	160.0	160.0
Salary Range Maximum (\$000)	12	153 *	170.6	153.8	133.1	136.0	137.2	157.3	196.1	196.1

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	20	138	2,616	4,084	1,231	1,446	2,615	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	20	138	98.6	100.6	69.7	77.1	89.4	128.0	145.4
Adjusted Annual Base Salary (\$000)	20	138	106.6	107.3	70.0	80.5	96.3	135.1	154.3
Locality Pay or Geographic Differential (0.0%)	7	42 *	21.6	22.4	16.3	18.0	18.2	30.9	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	5	66 *	5.2	4.7	3.0	3.0	5.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	12	53 *	4.5	4.9	1.5	3.0	4.4	5.9	8.4
Other Cash Compensation (\$000)	5	25 *	2.4	3.5	1.0	2.3	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	20	138	101.4	103.1	73.3	80.2	93.5	130.1	145.5
Adjusted Total Cash Compensation (\$000)	20	138	109.4	109.8	73.4	83.2	100.9	137.1	154.5
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	18	134 *	76.8	75.8	57.0	57.0	72.7	92.7	98.4
Salary Range Midpoint (\$000)	18	134 *	102.1	101.4	76.0	76.0	93.5	131.2	141.9
Salary Range Maximum (\$000)	18	134 *	127.3	126.9	91.3	95.0	114.2	169.0	173.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
20	138	2.9	97.1		20	138	82.6	17.4

\*More than 30% of sample supplied by one organization.

## Position: 0748 Accountant (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	102 *	2,325	4,116	1,231	1,446	2,118	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	102 *	93.8	89.0	66.8	74.9	84.8	99.3	127.8	
Adjusted Annual Base Salary (\$000)	15	102 *	104.5	98.1	66.8	77.1	86.9	117.1	149.8	
Locality Pay or Geographic Differential (0.0%)	7	42 *	21.6	22.4	16.3	18.0	18.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	66 *	5.2	4.7	3.0	3.0	5.0	5.0	7.0	
Short-Term Incentive/Bonus (\$000)	10	51 *	3.8	4.8	1.5	2.6	4.4	5.8	8.0	
Other Cash Compensation (\$000)	5	25 *	2.4	3.5	1.0	2.3	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	102 *	96.7	92.2	67.9	77.5	87.5	102.8	131.5	
Adjusted Total Cash Compensation (\$000)	15	102 *	107.3	101.4	67.9	80.2	89.3	120.5	151.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	99 *	72.7	66.7	54.5	57.0	57.0	72.7	92.7	
Salary Range Midpoint (\$000)	14	99 *	95.7	88.7	70.0	76.0	76.0	93.5	130.9	
Salary Range Maximum (\$000)	14	99 *	118.6	110.7	85.5	95.0	95.0	114.2	169.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	119 *	2,969	4,473	1,231	1,446	2,615	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	119 *	106.0	104.2	73.0	80.5	97.7	134.9	148.4	
Adjusted Annual Base Salary (\$000)	15	119 *	116.9	111.5	74.5	82.0	106.2	138.2	155.9	
Locality Pay or Geographic Differential (0.0%)	7	37 *	22.2	23.2	18.0	18.0	22.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	57 *	5.3	4.6	3.0	3.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	7	43 *	4.1	5.2	2.5	3.6	4.6	5.9	8.4	
Other Cash Compensation (\$000)	4	19 *	2.5	3.3	1.0	1.9	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	119 *	108.1	106.6	74.0	82.0	102.0	135.4	148.4	
Adjusted Total Cash Compensation (\$000)	15	119 *	119.0	113.9	75.7	86.0	111.1	141.7	157.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	118 *	82.2	78.0	57.0	57.0	72.7	92.7	121.9	
Salary Range Midpoint (\$000)	14	118 *	109.7	104.7	76.0	76.0	93.5	131.2	141.9	
Salary Range Maximum (\$000)	14	118 *	137.2	131.5	95.0	95.0	114.2	169.0	173.9	

\*More than 30% of sample supplied by one organization.

## Position: 0748 Accountant (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	116 *	3,103	4,567	1,231	1,446	3,064	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	116 *	106.7	105.4	73.5	81.1	98.3	135.0	148.7	
Adjusted Annual Base Salary (\$000)	15	116 *	117.5	112.9	75.6	84.3	114.6	138.5	156.4	
Locality Pay or Geographic Differential (0.0%)	7	37 *	22.2	23.2	18.0	18.0	22.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	57 *	5.3	4.6	3.0	3.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	7	40 *	5.6	5.7	3.4	3.9	4.8	6.5	11.8	
Other Cash Compensation (\$000)	4	19 *	2.5	3.3	1.0	1.9	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	116 *	109.4	107.9	76.1	84.4	102.4	135.5	148.7	
Adjusted Total Cash Compensation (\$000)	15	116 *	120.3	115.4	78.0	87.2	118.9	142.0	157.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	115 *	82.5	78.7	57.0	57.0	72.7	92.7	121.9	
Salary Range Midpoint (\$000)	14	115 *	110.5	105.8	76.0	76.0	93.5	131.2	141.9	
Salary Range Maximum (\$000)	14	115 *	138.5	132.9	95.0	95.0	114.2	169.0	173.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	58	*	3,286	5,663	1,231	1,446	7,408	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	58	*	65.3	71.2	54.1	60.3	67.3	82.8	92.2
Adjusted Annual Base Salary (\$000)	11	58	*	70.5	74.7	58.7	66.1	77.0	83.7	93.3
Locality Pay or Geographic Differential (0.0%)	4	14	*	22.6	24.0	17.2	18.0	21.8	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	15	*	5.0	4.7	2.8	3.0	5.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	6	19		2.9	2.7	1.5	1.6	2.3	3.5	4.9
Other Cash Compensation (\$000)	2	8	*	2.7	3.9		4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	58	*	67.3	72.7	58.3	64.2	70.8	82.8	92.2
Adjusted Total Cash Compensation (\$000)	11	58	*	72.5	76.1	61.8	67.5	77.2	83.7	93.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	55	*	51.3	51.2	42.6	48.2	51.5	51.5	65.5
Salary Range Midpoint (\$000)	10	55	*	68.7	71.6	54.7	63.0	77.2	77.2	80.3
Salary Range Maximum (\$000)	10	55	*	86.0	92.0	66.8	79.0	102.9	102.9	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	58		100.0		11	58	50.0	50.0

\*More than 30% of sample supplied by one organization.

## Position: 0749 Accounting Technician

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	29	2,706	2,606	533	1,231	1,446	3,206	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	29	62.0	60.6	44.4	54.6	60.8	66.3	73.8
Adjusted Annual Base Salary (\$000)	9	29	68.4	67.5	44.4	61.0	66.3	78.4	78.7
Locality Pay or Geographic Differential (0.0%)	4	14 *	22.6	24.0	17.2	18.0	21.8	30.9	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	15 *	5.0	4.7	2.8	3.0	5.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	6	19	2.9	2.7	1.5	1.6	2.3	3.5	4.9
Other Cash Compensation (\$000)	2	8 *	2.7	3.9		4.3	4.3	4.3	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	29	64.4	63.4	46.5	58.7	64.4	68.9	77.1
Adjusted Total Cash Compensation (\$000)	9	29	70.8	70.3	46.5	63.9	71.5	79.4	83.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	8	26	49.4	49.7	38.3	42.6	47.6	52.9	65.5
Salary Range Midpoint (\$000)	8	26	63.7	63.7	49.2	54.7	63.0	67.7	80.3
Salary Range Maximum (\$000)	8	26	78.0	77.6	59.9	66.8	79.0	83.8	95.0
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	49 *	3,723	6,309	1,231	1,498	9,172	9,172	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	49 *	69.5	74.3	54.6	65.8	75.6	85.8	93.3
Adjusted Annual Base Salary (\$000)	8	49 *	74.9	77.9	61.4	70.8	78.6	86.8	93.3
Locality Pay or Geographic Differential (0.0%)	3	12 *	22.3	24.5	18.0	18.0	24.5	30.9	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	11 *	4.3	4.1	2.7	3.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	4	12 *	3.4	3.2	1.5	2.3	3.2	4.0	5.1
Other Cash Compensation (\$000)	2	7 *	2.7	3.8		4.3	4.3	4.3	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	49 *	71.8	75.6	58.6	66.9	76.0	85.8	93.3
Adjusted Total Cash Compensation (\$000)	8	49 *	77.2	79.2	65.5	71.9	79.8	86.8	93.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	8	49 *	52.5	51.6	42.6	49.0	51.5	51.5	65.5
Salary Range Midpoint (\$000)	8	49 *	71.3	72.9	54.7	65.2	77.2	77.2	80.3
Salary Range Maximum (\$000)	8	49 *	90.0	94.2	66.8	80.5	102.9	102.9	102.9

\*More than 30% of sample supplied by one organization.

## Position: 0749 Accounting Technician

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	47 *	4,041	6,514	1,231	2,609	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	47 *	69.5	74.4	54.6	65.5	76.0	86.5	93.3	93.3
Adjusted Annual Base Salary (\$000)	7	47 *	75.7	78.2	61.4	70.8	78.6	87.1	93.3	93.3
Locality Pay or Geographic Differential (0.0%)	3	12 *	22.3	24.5	18.0	18.0	24.5	30.9	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	11 *	4.3	4.1	2.7	3.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	3	10 *	3.4	3.1	1.5	2.1	2.7	4.2	5.2	5.2
Other Cash Compensation (\$000)	2	7 *	2.7	3.8		4.3	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	47 *	71.5	75.7	58.6	66.8	76.0	86.5	93.3	93.3
Adjusted Total Cash Compensation (\$000)	7	47 *	77.7	79.4	65.3	72.3	80.1	87.1	93.3	93.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	47 *	52.5	51.6	42.6	49.0	51.5	51.5	65.5	65.5
Salary Range Midpoint (\$000)	7	47 *	71.9	73.2	54.7	63.0	77.2	77.2	80.3	80.3
Salary Range Maximum (\$000)	7	47 *	91.2	94.7	66.8	79.0	102.9	102.9	102.9	102.9

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	83	*	2,865	7,639	1,762	7,408	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	83	*	158.2	187.4	133.6	160.3	191.3	211.9	245.4
Adjusted Annual Base Salary (\$000)	14	83	*	172.0	190.7	133.6	165.1	194.1	217.7	245.4
Locality Pay or Geographic Differential (0.0%)	6	8	*	20.9	21.2		18.0	20.3	22.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	18	*	8.8	13.3	4.8	5.0	15.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	7	19	*	9.3	16.0	4.5	6.0	15.0	26.0	28.0
Other Cash Compensation (\$000)	5	7	*	3.9	3.2		1.3	1.6	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	83	*	164.0	191.4	150.3	165.8	191.3	216.8	245.4
Adjusted Total Cash Compensation (\$000)	14	83	*	177.8	194.6	150.3	171.2	195.1	219.7	245.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	83	*	111.0	133.3	102.0	111.4	137.1	137.1	192.2
Salary Range Midpoint (\$000)	14	83	*	150.2	194.0	130.5	159.3	204.0	204.0	290.1
Salary Range Maximum (\$000)	14	83	*	189.3	254.7	160.0	202.5	270.8	270.8	387.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
14	83	18.1	81.9		14	83	34.9	65.1

\*More than 30% of sample supplied by one organization.



# Position: 0751 Procurement Manager

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	28 *	2,414	4,885	516	1,530	6,842	7,408	7,408	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	28 *	153.5	150.4	115.8	131.6	144.2	170.8	199.5	199.5
Adjusted Annual Base Salary (\$000)	12	28 *	169.6	160.1	117.2	131.6	144.2	199.1	209.8	209.8
Locality Pay or Geographic Differential (0.0%)	6	8 *	20.9	21.2		18.0	20.3	22.2		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	18 *	8.8	13.3	4.8	5.0	15.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	7	19 *	9.3	16.0	4.5	6.0	15.0	26.0	28.0	28.0
Other Cash Compensation (\$000)	5	7 *	3.9	3.2		1.3	1.6	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	28 *	160.3	162.1	123.3	148.5	160.3	172.2	205.4	205.4
Adjusted Total Cash Compensation (\$000)	12	28 *	176.4	171.8	124.3	148.5	165.5	203.4	219.3	219.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	28 *	106.0	104.2	89.8	98.3	102.0	114.6	117.5	117.5
Salary Range Midpoint (\$000)	12	28 *	143.4	142.2	121.7	125.0	138.0	160.1	171.6	171.6
Salary Range Maximum (\$000)	12	28 *	180.8	180.2	151.8	154.0	174.0	203.1	227.4	227.4
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	78 *	3,083	7,804	2,545	7,408	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	78 *	162.8	191.3	138.8	166.8	192.8	215.0	246.3	246.3
Adjusted Annual Base Salary (\$000)	12	78 *	178.9	194.8	138.8	173.3	197.5	220.7	246.3	246.3
Locality Pay or Geographic Differential (0.0%)	6	8 *	20.9	21.2		18.0	20.3	22.2		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	14 *	9.5	13.4	4.0	5.0	15.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	6	16 *	9.7	15.4	3.5	5.8	14.1	26.5	28.0	28.0
Other Cash Compensation (\$000)	4	6 *	2.0	1.8		1.2	1.5	2.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	78 *	168.1	194.6	154.6	171.3	193.4	220.1	246.3	246.3
Adjusted Total Cash Compensation (\$000)	12	78 *	184.2	198.1	154.6	173.4	197.5	221.2	246.3	246.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	78 *	113.7	135.6	102.0	117.1	137.1	137.1	192.2	192.2
Salary Range Midpoint (\$000)	12	78 *	153.9	198.1	138.0	160.3	204.0	204.0	290.1	290.1
Salary Range Maximum (\$000)	12	78 *	194.0	260.5	174.0	206.1	270.8	270.8	387.9	387.9

\*More than 30% of sample supplied by one organization.

## Position: 0751 Procurement Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	77 *	3,227	7,886	2,609	7,408	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	77 *	167.0	192.3	139.1	168.7	193.1	217.1	246.4	246.4
Adjusted Annual Base Salary (\$000)	11	77 *	184.5	195.8	139.1	174.7	197.9	220.9	246.4	246.4
Locality Pay or Geographic Differential (0.0%)	6	8 *	20.9	21.2		18.0	20.3	22.2		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	14 *	9.5	13.4	4.0	5.0	15.0	20.0	20.0	20.0
Short-Term Incentive/Bonus (\$000)	5	15 *	8.7	15.4	3.1	5.5	13.1	26.8	28.0	28.0
Other Cash Compensation (\$000)	4	6 *	2.0	1.8		1.2	1.5	2.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	77 *	171.5	195.4	156.0	171.6	193.6	220.4	246.4	246.4
Adjusted Total Cash Compensation (\$000)	11	77 *	189.0	198.9	156.0	174.7	197.9	221.3	246.4	246.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	77 *	116.0	136.2	102.0	117.5	137.1	137.1	192.2	192.2
Salary Range Midpoint (\$000)	11	77 *	157.6	199.2	138.0	166.0	204.0	204.0	290.1	290.1
Salary Range Maximum (\$000)	11	77 *	199.2	262.1	174.0	216.9	270.8	270.8	387.9	387.9

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	17	182	2,983	5,150	1,446	3,731	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	17	182	114.7	116.1	84.1	94.3	116.2	133.7	154.4
Adjusted Annual Base Salary (\$000)	17	182	123.0	129.4	90.6	105.0	127.3	148.5	174.9
Locality Pay or Geographic Differential (0.0%)	7	95 *	18.5	22.3	18.0	22.2	24.2	24.2	24.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	37 *	6.3	5.1	3.0	5.0	5.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	10	68 *	6.9	4.0	0.5	1.1	3.7	5.4	8.5
Other Cash Compensation (\$000)	4	24 *	3.0	2.4	0.4	0.6	1.1	4.4	6.9
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	17	182	118.5	117.9	86.5	95.7	116.5	137.5	155.3
Adjusted Total Cash Compensation (\$000)	17	182	126.8	131.2	92.4	106.6	129.7	150.8	175.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	17	182	88.0	85.3	67.0	73.2	83.3	95.6	100.6
Salary Range Midpoint (\$000)	17	182	117.5	116.8	93.0	106.8	110.2	127.6	146.0
Salary Range Maximum (\$000)	17	182	147.0	148.3	115.2	133.1	137.4	157.6	194.2

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	182	8.2	83.0	8.8	17	182	74.2	25.8

\*More than 30% of sample supplied by one organization.

## Position: 0754 Contract Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	139 *	2,572	4,563	1,446	3,803	4,203	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	139 *	112.5	112.7	80.4	90.9	109.9	129.0	154.4	
Adjusted Annual Base Salary (\$000)	13	139 *	123.4	130.1	90.0	104.9	127.5	151.2	182.0	
Locality Pay or Geographic Differential (0.0%)	7	95 *	18.5	22.3	18.0	22.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	37 *	6.3	5.1	3.0	5.0	5.0	5.0	7.0	
Short-Term Incentive/Bonus (\$000)	9	66 *	5.2	3.4	0.5	1.0	3.6	5.1	6.5	
Other Cash Compensation (\$000)	4	24 *	3.0	2.4	0.4	0.6	1.1	4.4	6.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	139 *	115.8	114.8	81.1	92.2	110.9	131.0	155.3	
Adjusted Total Cash Compensation (\$000)	13	139 *	126.6	132.2	92.3	106.6	129.4	152.2	183.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	139 *	87.7	85.1	70.0	77.0	83.3	95.0	101.4	
Salary Range Midpoint (\$000)	13	139 *	115.7	113.3	92.6	104.0	110.2	126.1	135.7	
Salary Range Maximum (\$000)	13	139 *	143.7	141.4	115.2	131.0	136.0	157.2	169.9	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	164 *	3,317	5,211	1,446	3,803	4,203	7,408	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	164 *	117.1	117.4	84.4	95.1	116.6	136.7	156.1	
Adjusted Annual Base Salary (\$000)	13	164 *	128.0	131.9	92.3	106.7	131.1	150.9	178.2	
Locality Pay or Geographic Differential (0.0%)	6	92 *	20.8	22.6	18.0	22.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	28 *	6.0	4.9	3.0	5.0	5.0	5.0	5.5	
Short-Term Incentive/Bonus (\$000)	6	58 *	5.0	3.3	0.5	0.8	2.9	5.1	6.4	
Other Cash Compensation (\$000)	3	23 *	1.3	2.2	0.3	0.5	1.0	4.4	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	164 *	119.3	118.9	86.6	95.9	118.2	141.4	160.7	
Adjusted Total Cash Compensation (\$000)	13	164 *	130.1	133.4	92.8	108.3	132.6	152.0	179.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	164 *	89.7	86.0	67.0	71.4	83.3	97.3	101.4	
Salary Range Midpoint (\$000)	13	164 *	120.2	118.1	93.0	107.3	110.2	132.6	146.0	
Salary Range Maximum (\$000)	13	164 *	150.7	150.1	115.2	134.6	143.1	169.0	194.2	

\*More than 30% of sample supplied by one organization.

## Position: 0754 Contract Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	163 *	3,331	5,258	1,446	3,803	4,203	7,408	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	163 *	117.6	118.0	85.8	95.9	116.8	136.7	156.3	
Adjusted Annual Base Salary (\$000)	14	163 *	128.0	132.6	94.7	108.4	131.2	151.2	178.5	
Locality Pay or Geographic Differential (0.0%)	7	93 *	18.6	22.4	18.0	22.2	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	28 *	6.0	4.9	3.0	5.0	5.0	5.0	5.5	
Short-Term Incentive/Bonus (\$000)	7	57 *	7.5	3.9	0.5	0.8	2.7	5.4	8.8	
Other Cash Compensation (\$000)	3	23 *	1.3	2.2	0.3	0.5	1.0	4.4	6.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	163 *	121.2	119.7	86.6	96.6	119.4	141.4	160.9	
Adjusted Total Cash Compensation (\$000)	14	163 *	131.6	134.3	95.0	108.9	133.4	152.0	180.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	163 *	89.0	86.1	67.0	71.4	83.3	97.8	101.4	
Salary Range Midpoint (\$000)	14	163 *	119.6	118.4	93.0	107.3	110.2	133.2	146.0	
Salary Range Maximum (\$000)	14	163 *	150.2	150.6	116.0	136.0	143.1	169.0	194.2	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	19	364	2,032	2,542	1,231	1,446	1,633	3,513	5,001
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	19	364	175.4	179.4	143.3	158.4	176.2	199.9	222.6
Adjusted Annual Base Salary (\$000)	19	364	183.7	191.7	147.9	165.0	185.9	219.6	244.4
Locality Pay or Geographic Differential (0.0%)	6	132 *	15.6	19.8	7.3	15.6	18.0	26.3	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	69 *	6.2	5.6	3.0	3.0	5.8	7.0	8.0
Short-Term Incentive/Bonus (\$000)	14	269	22.0	27.7	5.8	11.5	21.9	39.5	60.0
Other Cash Compensation (\$000)	9	97 *	10.2	8.2	2.0	4.3	4.3	13.0	19.0
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	19	364	195.3	202.0	153.1	170.0	200.2	227.0	258.7
Adjusted Total Cash Compensation (\$000)	19	364	203.7	214.4	163.1	181.5	212.9	245.4	269.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	19	364	131.7	129.3	105.1	115.1	121.5	147.8	161.6
Salary Range Midpoint (\$000)	19	364	172.3	175.7	141.8	154.4	169.7	197.7	212.1
Salary Range Maximum (\$000)	19	364	212.9	222.1	175.0	183.9	214.8	262.5	266.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
19	364	2.7	81.0	16.2	19	364	98.9	1.1

\*More than 30% of sample supplied by one organization.

## Position: 0756 Director (Examiner, Specialty Area)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	18	316	1,950	2,395	1,231	1,446	1,626	3,092	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	18	316	175.4	180.0	143.0	155.2	177.4	201.6	222.6
Adjusted Annual Base Salary (\$000)	18	316	184.2	194.3	147.8	165.5	188.2	222.9	246.9
Locality Pay or Geographic Differential (0.0%)	6	132 *	15.6	19.8	7.3	15.6	18.0	26.3	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	69 *	6.2	5.6	3.0	3.0	5.8	7.0	8.0
Short-Term Incentive/Bonus (\$000)	13	221	19.1	20.8	5.4	10.5	16.0	29.9	40.0
Other Cash Compensation (\$000)	9	97 *	10.2	8.2	2.0	4.3	4.3	13.0	19.0
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	18	316	193.1	197.0	151.6	165.4	193.8	218.9	250.7
Adjusted Total Cash Compensation (\$000)	18	316	201.9	211.3	161.7	180.3	208.3	244.3	267.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	18	316	132.7	131.9	103.4	115.1	127.0	150.2	161.6
Salary Range Midpoint (\$000)	18	316	172.7	177.3	129.3	149.5	169.5	197.7	216.8
Salary Range Maximum (\$000)	18	316	212.6	222.7	155.2	183.9	207.1	262.5	266.9
<b>Region</b>									
<b>NORTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	96 *	2,598	3,036	1,231	3,092	3,092	3,513	3,513
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	96 *	178.6	194.8	157.9	168.8	196.2	214.9	233.9
Adjusted Annual Base Salary (\$000)	9	96 *	197.7	201.9	161.9	173.6	200.0	224.8	253.5
Locality Pay or Geographic Differential (0.0%)	5	19 *	18.7	20.2	5.0	16.3	16.3	31.8	33.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	13 *	5.6	5.7	3.0	3.0	6.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	7	84 *	24.6	42.3	11.9	23.5	39.5	59.5	75.0
Other Cash Compensation (\$000)	2	8 *	2.7	3.9		4.3	4.3	4.3	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	96 *	197.9	232.1	171.2	208.7	230.4	262.4	290.3
Adjusted Total Cash Compensation (\$000)	9	96 *	217.1	239.2	195.8	214.6	239.0	268.2	290.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	96 *	130.9	131.3	108.9	115.4	128.5	147.8	161.6
Salary Range Midpoint (\$000)	9	96 *	176.7	190.8	155.7	169.7	188.6	199.1	227.4
Salary Range Maximum (\$000)	9	96 *	222.4	250.2	202.5	224.0	226.3	266.9	307.0

\*More than 30% of sample supplied by one organization.

## Position: 0756 Director (Examiner, Specialty Area)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	135 *	2,834	2,479	1,231	1,446	1,633	3,513	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	135 *	186.6	172.0	142.5	152.3	167.4	186.3	211.4	
Adjusted Annual Base Salary (\$000)	9	135 *	201.6	188.3	146.5	158.3	178.3	220.4	244.4	
Locality Pay or Geographic Differential (0.0%)	4	57 *	19.1	22.9	15.6	18.0	22.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	19 *	4.6	5.5	3.0	5.0	5.5	7.0	7.5	
Short-Term Incentive/Bonus (\$000)	8	98 *	24.1	20.5	9.3	10.9	14.7	25.0	46.3	
Other Cash Compensation (\$000)	3	34 *	5.3	4.1	1.6	4.3	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	135 *	208.3	187.9	149.3	163.8	182.5	210.1	234.7	
Adjusted Total Cash Compensation (\$000)	9	135 *	223.3	204.2	157.2	172.9	194.8	232.3	264.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	135 *	139.6	131.5	101.9	115.1	115.1	150.2	161.6	
Salary Range Midpoint (\$000)	9	135 *	175.6	167.0	139.6	149.5	157.5	190.1	212.1	
Salary Range Maximum (\$000)	9	135 *	211.5	202.4	165.9	183.9	188.6	225.0	262.5	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	68 *	2,317	2,237	1,051	1,477	1,491	1,491	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	68 *	176.3	180.6	143.0	160.1	178.1	195.8	219.7	
Adjusted Annual Base Salary (\$000)	9	68 *	186.0	186.1	146.9	160.5	180.9	215.1	233.8	
Locality Pay or Geographic Differential (0.0%)	4	19 *	11.1	10.1	3.0	6.0	13.0	13.0	18.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	11 *	4.6	4.4	3.0	3.0	3.0	6.0	6.9	
Short-Term Incentive/Bonus (\$000)	6	51 *	18.4	24.8	5.6	13.2	24.5	33.6	46.8	
Other Cash Compensation (\$000)	4	15 *	11.3	16.8	0.3	2.8	19.0	23.3	34.1	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	68 *	192.9	203.0	160.1	180.3	203.1	222.8	250.5	
Adjusted Total Cash Compensation (\$000)	9	68 *	202.6	208.4	161.9	190.0	206.2	232.4	252.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	68 *	126.4	130.5	105.1	119.8	127.0	143.1	165.0	
Salary Range Midpoint (\$000)	9	68 *	173.5	188.1	154.2	155.7	195.7	195.7	254.3	
Salary Range Maximum (\$000)	9	68 *	220.6	245.7	200.1	203.7	262.5	264.3	343.6	

\*More than 30% of sample supplied by one organization.



## Position: 0756 Director (Examiner, Specialty Area)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	38 *	2,469	2,076	1,080	1,231	1,231	3,513	4,107	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	38 *	165.5	161.6	116.9	138.9	156.4	188.2	219.0	
Adjusted Annual Base Salary (\$000)	8	38 *	179.8	181.9	122.8	147.2	180.0	214.1	242.4	
Locality Pay or Geographic Differential (0.0%)	5	28 *	12.8	16.9	8.0	13.3	16.3	21.2	23.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	5 *	4.4	4.7		3.0	5.0	6.2		
Short-Term Incentive/Bonus (\$000)	4	12 *	15.8	18.8	4.1	5.3	10.4	33.4	54.7	
Other Cash Compensation (\$000)	5	28 *	9.3	7.3	1.8	4.3	4.3	5.5	21.1	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	38 *	179.1	172.9	126.7	149.7	165.5	204.0	226.9	
Adjusted Total Cash Compensation (\$000)	8	38 *	193.4	193.2	135.5	165.7	187.0	229.0	250.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	38 *	117.0	118.1	97.0	97.0	107.0	140.0	161.6	
Salary Range Midpoint (\$000)	8	38 *	159.3	154.0	124.7	124.7	154.4	172.1	203.5	
Salary Range Maximum (\$000)	8	38 *	201.7	189.9	152.3	152.3	176.6	222.6	233.0	
<b>WEST COAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	27 *	3,117	2,527	1,446	1,626	1,626	3,513	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	27 *	189.8	183.4	163.3	171.3	183.5	193.4	205.5	
Adjusted Annual Base Salary (\$000)	6	27 *	214.4	201.0	167.1	176.9	189.3	218.8	262.5	
Locality Pay or Geographic Differential (0.0%)	3	9 *	26.3	28.5		20.5	31.9	34.4		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	21 *	5.8	6.5	3.0	4.3	7.0	7.0	7.8	
Short-Term Incentive/Bonus (\$000)	5	24 *	24.7	16.7	3.5	5.1	8.8	17.4	48.4	
Other Cash Compensation (\$000)	1	12 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	27 *	212.3	204.5	176.6	181.0	201.8	216.8	251.2	
Adjusted Total Cash Compensation (\$000)	6	27 *	236.9	222.1	179.7	193.8	216.8	254.0	275.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	27 *	131.0	124.6	108.9	111.0	121.3	122.4	161.6	
Salary Range Midpoint (\$000)	6	27 *	171.5	165.6	144.2	155.7	157.6	169.7	212.1	
Salary Range Maximum (\$000)	6	27 *	212.1	206.6	177.4	193.9	202.0	224.0	262.5	

\*More than 30% of sample supplied by one organization.

## Position: 0756 Director (Examiner, Specialty Area)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>ATLANTA-SANDY SPRINGS-GAINESVILLE, GA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	47 *	2,933	1,990	1,231	1,633	1,633	1,633	1,633	3,513
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	47 *	171.9	159.9	142.6	150.5	158.6	167.9	167.9	184.1
Adjusted Annual Base Salary (\$000)	5	47 *	187.2	167.1	145.0	150.5	159.3	169.5	169.5	213.9
Locality Pay or Geographic Differential (0.0%)	3	10 *	14.9	20.6	4.3	15.6	26.1	26.1	26.1	26.1
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	4.2	4.8		3.5	5.3	5.5	5.5	
Short-Term Incentive/Bonus (\$000)	4	40 *	22.0	16.2	9.5	10.6	13.0	16.0	16.0	24.5
Other Cash Compensation (\$000)	2	7 *	7.2	5.1		4.3	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	47 *	190.4	174.5	154.7	162.7	172.9	186.2	186.2	202.2
Adjusted Total Cash Compensation (\$000)	5	47 *	205.7	181.7	154.7	164.1	174.1	190.0	190.0	224.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	47 *	123.6	120.5	105.1	115.1	115.1	126.7	126.7	144.3
Salary Range Midpoint (\$000)	5	47 *	164.6	155.9	149.5	149.5	149.5	157.5	157.5	172.1
Salary Range Maximum (\$000)	5	47 *	205.6	191.3	175.0	183.9	183.9	202.3	202.3	208.0
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	40 *	3,419	2,131	1,491	1,491	1,491	1,491	1,491	3,803
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	40 *	190.5	190.9	166.4	172.3	185.5	215.0	215.0	222.6
Adjusted Annual Base Salary (\$000)	5	40 *	208.1	196.6	166.5	173.1	187.1	218.3	218.3	241.1
Locality Pay or Geographic Differential (0.0%)	3	8 *	15.0	14.5		13.0	13.0	17.4	17.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	4.3	3.6		3.0	3.0	4.9	4.9	
Short-Term Incentive/Bonus (\$000)	5	38 *	19.2	27.3	5.7	20.0	28.8	34.6	34.6	46.5
Other Cash Compensation (\$000)	1	2 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	40 *	208.7	216.8	183.2	200.3	212.2	227.9	227.9	254.0
Adjusted Total Cash Compensation (\$000)	5	40 *	226.3	222.5	190.3	201.6	214.3	249.0	249.0	254.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	40 *	129.3	134.1	105.5	127.0	127.0	161.6	161.6	165.0
Salary Range Midpoint (\$000)	5	40 *	183.1	201.3	154.5	182.3	195.7	212.1	212.1	254.3
Salary Range Maximum (\$000)	5	40 *	236.8	268.5	203.7	232.6	264.3	264.3	264.3	343.6

\*More than 30% of sample supplied by one organization.

## Position: 0756 Director (Examiner, Specialty Area)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	73 *	3,739	3,405	3,092	3,092	3,092	3,513	3,513	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	73 *	190.2	202.3	161.8	178.0	202.0	223.5	238.0	
Adjusted Annual Base Salary (\$000)	5	73 *	221.7	206.8	164.1	181.1	207.3	227.0	256.7	
Locality Pay or Geographic Differential (0.0%)	3	6 *	29.2	29.2		25.4	32.4	33.6		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	4.5	5.2		3.7	5.9	6.0		
Short-Term Incentive/Bonus (\$000)	4	69 *	29.4	45.6	17.0	29.0	41.9	64.0	75.0	
Other Cash Compensation (\$000)	1	1 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	73 *	213.5	245.4	208.4	223.3	241.5	269.8	297.2	
Adjusted Total Cash Compensation (\$000)	5	73 *	244.9	249.9	211.6	227.4	243.8	270.7	297.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	73 *	130.0	132.7	115.4	115.4	128.5	147.8	161.6	
Salary Range Midpoint (\$000)	5	73 *	186.1	199.2	169.7	169.7	197.7	219.8	227.4	
Salary Range Maximum (\$000)	5	73 *	242.2	265.6	224.0	224.0	266.9	287.0	307.0	
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	57 *	2,909	3,381	1,231	1,231	3,803	5,001	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	57 *	192.1	180.4	139.8	152.3	182.2	207.1	231.2	
Adjusted Annual Base Salary (\$000)	7	57 *	215.1	213.3	164.9	186.5	220.0	241.3	256.2	
Locality Pay or Geographic Differential (0.0%)	5	47 *	18.1	23.4	16.4	18.0	22.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	14 *	4.7	5.9	3.0	5.0	6.0	7.4	7.8	
Short-Term Incentive/Bonus (\$000)	6	28 *	18.9	22.3	4.8	9.9	14.6	26.9	60.2	
Other Cash Compensation (\$000)	2	27 *	3.0	3.8	0.9	4.3	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	57 *	208.8	193.2	144.1	160.0	189.2	217.7	253.9	
Adjusted Total Cash Compensation (\$000)	7	57 *	231.7	226.0	178.6	194.4	228.4	250.5	278.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	57 *	148.5	137.6	97.0	111.4	142.2	161.6	161.6	
Salary Range Midpoint (\$000)	7	57 *	182.1	170.8	124.7	157.5	169.4	207.3	212.1	
Salary Range Maximum (\$000)	7	57 *	215.7	203.8	152.3	175.0	200.0	235.0	262.5	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	19	1,046	2,191	3,657	1,231	1,491	3,803	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	19	1,046	148.1	151.2	120.9	133.7	150.3	166.8	185.2
Adjusted Annual Base Salary (\$000)	19	1,046	156.3	169.8	126.4	143.8	168.6	196.0	218.8
Locality Pay or Geographic Differential (0.0%)	6	639 *	18.2	19.9	6.0	10.9	21.8	27.6	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	58 *	6.0	4.0	3.0	3.0	3.0	3.0	7.0
Short-Term Incentive/Bonus (\$000)	14	578 *	12.7	12.4	1.3	2.3	9.0	20.0	29.0
Other Cash Compensation (\$000)	8	339 *	5.9	3.2	0.3	0.5	1.3	4.3	9.4
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	19	1,046	158.8	159.1	126.6	142.5	157.7	175.7	193.2
Adjusted Total Cash Compensation (\$000)	19	1,046	167.0	177.7	137.3	154.6	175.8	201.9	222.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	19	1,045	109.0	107.3	92.7	98.4	111.4	111.8	121.8
Salary Range Midpoint (\$000)	19	1,045	142.8	143.7	124.7	135.7	143.7	152.3	159.3
Salary Range Maximum (\$000)	19	1,045	176.6	180.1	152.3	169.0	182.9	185.0	207.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
19	1,046	0.4	98.9	0.7	19	1,046	98.9	1.1

\*More than 30% of sample supplied by one organization.

## Position: 0757 Field Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	18	941	2,118	3,673	1,231	1,491	4,203	5,001	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	18	941	148.6	152.5	121.1	135.7	152.2	167.6	187.3
Adjusted Annual Base Salary (\$000)	18	941	157.2	173.2	128.7	148.5	172.9	199.5	223.1
Locality Pay or Geographic Differential (0.0%)	6	639 *	18.2	19.9	6.0	10.9	21.8	27.6	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	58 *	6.0	4.0	3.0	3.0	3.0	3.0	7.0
Short-Term Incentive/Bonus (\$000)	13	473 *	11.3	8.3	1.3	2.0	4.8	14.5	19.7
Other Cash Compensation (\$000)	8	339 *	5.9	3.2	0.3	0.5	1.3	4.3	9.4
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	18	941	158.2	157.9	125.5	140.9	156.6	174.6	192.7
Adjusted Total Cash Compensation (\$000)	18	941	166.8	178.5	136.1	154.3	176.8	203.5	225.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	18	940	109.8	108.7	95.4	101.4	111.4	114.3	121.8
Salary Range Midpoint (\$000)	18	940	143.3	144.8	124.7	135.7	148.4	155.1	159.3
Salary Range Maximum (\$000)	18	940	176.8	180.9	152.3	169.9	184.8	194.4	207.1
<b>Region</b>									
<b>NORTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	278 *	2,508	3,761	1,231	3,092	3,513	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	278 *	151.6	155.8	125.7	137.3	154.0	175.0	185.4
Adjusted Annual Base Salary (\$000)	11	278 *	168.0	178.7	131.1	150.2	178.1	206.2	225.9
Locality Pay or Geographic Differential (0.0%)	5	157 *	25.0	26.5	16.3	21.8	30.7	30.7	33.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	17 *	5.5	4.2	3.0	3.0	3.0	5.5	8.0
Short-Term Incentive/Bonus (\$000)	9	192 *	12.8	15.7	1.5	2.4	12.3	27.0	37.7
Other Cash Compensation (\$000)	4	44 *	3.1	1.8	0.3	0.5	1.1	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	278 *	161.1	166.9	133.2	150.4	167.1	184.2	201.5
Adjusted Total Cash Compensation (\$000)	11	278 *	177.5	189.9	152.8	170.4	189.0	212.8	228.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	278 *	112.6	108.2	96.1	98.4	101.4	114.7	134.8
Salary Range Midpoint (\$000)	11	278 *	150.2	145.8	130.9	135.7	138.2	155.1	175.3
Salary Range Maximum (\$000)	11	278 *	187.7	183.4	169.0	169.9	178.0	194.4	215.7

\*More than 30% of sample supplied by one organization.

## Position: 0757 Field Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	279 *	2,726	3,756	1,231	1,498	4,203	5,001	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	279 *	150.0	152.7	122.0	135.4	152.3	166.8	190.5	
Adjusted Annual Base Salary (\$000)	11	279 *	161.9	173.0	129.6	144.9	171.7	200.1	220.8	
Locality Pay or Geographic Differential (0.0%)	6	198 *	15.4	18.4	6.0	13.0	20.8	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	7 *								
Short-Term Incentive/Bonus (\$000)	8	145 *	11.0	9.0	0.9	1.4	6.0	14.9	22.2	
Other Cash Compensation (\$000)	4	91 *	1.8	2.2	0.3	0.5	1.5	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	279 *	158.4	158.2	126.3	142.9	157.4	172.6	191.0	
Adjusted Total Cash Compensation (\$000)	11	279 *	170.3	178.4	139.8	152.0	176.6	203.6	225.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	278 *	105.2	108.0	93.4	101.4	111.4	115.8	118.8	
Salary Range Midpoint (\$000)	11	278 *	139.1	141.4	124.7	134.1	137.8	148.4	159.3	
Salary Range Maximum (\$000)	11	278 *	173.1	174.8	149.4	152.3	169.9	185.0	199.4	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	287	2,550	3,272	1,051	1,491	1,491	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	287	144.3	146.9	115.0	130.6	146.4	161.2	181.3	
Adjusted Annual Base Salary (\$000)	12	287	152.1	155.9	115.6	135.0	153.2	174.7	199.9	
Locality Pay or Geographic Differential (0.0%)	5	129 *	12.7	12.9	3.0	6.0	8.5	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	10 *								
Short-Term Incentive/Bonus (\$000)	8	156 *	11.9	12.6	1.9	4.7	13.5	18.2	23.0	
Other Cash Compensation (\$000)	5	100 *	5.5	4.3	0.3	0.5	1.0	8.0	14.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	287	154.0	155.3	123.4	139.4	153.2	171.6	191.6	
Adjusted Total Cash Compensation (\$000)	12	287	161.8	164.2	129.3	145.0	162.2	181.1	203.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	287	107.4	108.3	89.3	102.6	111.4	114.3	125.0	
Salary Range Midpoint (\$000)	12	287	142.2	146.8	125.7	141.8	148.4	155.1	175.0	
Salary Range Maximum (\$000)	12	287	176.9	185.3	162.1	176.0	184.8	194.4	225.0	

\*More than 30% of sample supplied by one organization.

# Position: 0757 Field Manager

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Region (continued)</b>									
<b>SOUTH CENTRAL</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	118	2,848	3,717	1,231	1,392	3,803	6,842	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	118	144.0	147.7	114.4	127.0	146.3	165.5	188.6
Adjusted Annual Base Salary (\$000)	8	118	159.4	166.3	123.2	143.7	168.6	186.9	216.0
Locality Pay or Geographic Differential (0.0%)	6	92 *	14.8	16.5	6.0	8.0	16.3	22.5	32.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	7 *							
Short-Term Incentive/Bonus (\$000)	4	39 *	9.8	9.6	1.3	1.8	3.9	20.0	31.0
Other Cash Compensation (\$000)	5	72 *	4.5	3.8	0.5	0.6	2.6	4.3	10.0
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	118	151.3	153.2	117.7	134.8	150.5	167.5	191.9
Adjusted Total Cash Compensation (\$000)	8	118	166.7	171.8	134.6	149.6	172.3	188.8	218.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	8	118	99.4	102.8	89.3	97.0	101.4	111.8	111.8
Salary Range Midpoint (\$000)	8	118	134.0	137.9	124.7	124.7	135.7	148.4	159.3
Salary Range Maximum (\$000)	8	118	168.6	173.0	152.3	152.3	169.9	185.0	207.1
<b>WEST COAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	84	3,338	4,220	1,446	3,513	4,203	6,842	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	84	151.5	151.2	120.8	135.4	151.0	166.4	176.9
Adjusted Annual Base Salary (\$000)	8	84	174.8	182.2	140.2	154.3	180.9	206.2	229.6
Locality Pay or Geographic Differential (0.0%)	5	63 *	24.0	27.5	18.2	23.0	28.4	35.1	39.8
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	17 *	5.0	5.1	3.0	3.0	7.0	7.0	7.0
Short-Term Incentive/Bonus (\$000)	5	46 *	13.3	11.0	1.4	2.0	4.7	22.6	32.2
Other Cash Compensation (\$000)	4	32 *	3.2	2.9	0.4	0.5	1.0	2.0	11.0
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	84	160.8	158.3	128.9	145.3	158.2	171.3	187.6
Adjusted Total Cash Compensation (\$000)	8	84	184.1	189.3	148.2	165.5	189.0	210.8	230.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	8	84	105.9	105.2	92.7	98.4	105.8	111.8	115.8
Salary Range Midpoint (\$000)	8	84	140.8	141.9	130.9	135.7	138.2	148.4	155.1
Salary Range Maximum (\$000)	8	84	175.7	178.5	169.0	169.9	178.0	185.0	194.4

\*More than 30% of sample supplied by one organization.

# Position: 0757 Field Manager

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>ATLANTA-SANDY SPRINGS-GAINESVILLE, GA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	48	3,410	3,397	1,231	1,446	3,513	4,802	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	48	140.8	141.8	120.3	126.3	143.2	152.3	163.5
Adjusted Annual Base Salary (\$000)	7	48	152.7	158.4	125.6	138.8	155.2	177.1	191.6
Locality Pay or Geographic Differential (0.0%)	4	32 *	14.3	17.2	15.6	15.6	16.3	19.3	24.1
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	1 *							
Short-Term Incentive/Bonus (\$000)	5	21 *	13.4	13.8	1.9	4.5	10.0	22.2	27.7
Other Cash Compensation (\$000)	2	20 *	2.5	2.7	0.3	0.5	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	48	150.7	149.0	121.8	137.8	148.9	156.6	177.3
Adjusted Total Cash Compensation (\$000)	7	48	162.6	165.6	138.2	147.7	165.3	181.4	193.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	48	101.1	100.8	90.8	91.0	97.0	111.8	115.8
Salary Range Midpoint (\$000)	7	48	132.2	132.5	118.2	124.7	126.6	148.4	148.4
Salary Range Maximum (\$000)	7	48	163.2	164.1	145.4	152.3	162.1	185.0	185.0
<b>BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	35 *	3,057	3,888	1,047	3,513	4,203	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	35 *	152.7	151.6	125.9	135.4	145.7	166.8	184.0
Adjusted Annual Base Salary (\$000)	7	35 *	172.4	178.9	132.3	151.3	172.9	215.6	229.4
Locality Pay or Geographic Differential (0.0%)	4	24 *	23.2	26.5	18.0	27.6	28.5	29.3	29.3
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	7 *	5.5	5.9		3.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	5	24 *	13.1	13.1	0.5	1.9	4.8	24.1	37.4
Other Cash Compensation (\$000)	1	5 *							
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	35 *	162.2	160.8	130.9	138.5	166.8	177.6	190.7
Adjusted Total Cash Compensation (\$000)	7	35 *	181.8	188.0	155.9	171.4	177.6	215.6	229.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	35 *	113.0	109.2	96.1	98.4	101.4	111.8	138.5
Salary Range Midpoint (\$000)	7	35 *	152.9	146.8	133.8	135.7	138.2	155.1	173.2
Salary Range Maximum (\$000)	7	35 *	192.8	184.4	169.5	169.9	178.0	194.4	207.8

\*More than 30% of sample supplied by one organization.



## Position: 0757 Field Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	128 *	3,757	2,731	1,491	1,491	1,491	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	128 *	148.3	149.7	114.9	133.8	150.0	166.8	185.0	
Adjusted Annual Base Salary (\$000)	7	128 *	164.3	163.1	115.0	136.4	157.7	184.2	220.6	
Locality Pay or Geographic Differential (0.0%)	4	49 *	17.6	22.2	13.0	18.9	25.6	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	4 *								
Short-Term Incentive/Bonus (\$000)	6	110 *	12.5	11.8	1.5	3.2	13.0	17.1	22.0	
Other Cash Compensation (\$000)	2	6 *	1.9	3.0		0.7	1.7	5.7		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	128 *	158.3	160.1	125.1	143.5	162.5	179.9	194.4	
Adjusted Total Cash Compensation (\$000)	7	128 *	174.3	173.5	130.4	151.7	169.8	196.3	226.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	128 *	105.9	107.2	89.3	101.4	102.6	115.8	125.0	
Salary Range Midpoint (\$000)	7	128 *	142.3	147.9	125.7	135.7	143.7	159.3	175.0	
Salary Range Maximum (\$000)	7	128 *	178.6	188.7	162.1	169.9	184.8	207.1	225.0	
<b>DENVER-BOULDER-FORT COLLINS-GREELEY, CO</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	23 *	3,352	3,149	754	1,477	3,803	4,203	5,786	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	23 *	148.4	144.6	99.7	118.7	139.9	166.8	207.1	
Adjusted Annual Base Salary (\$000)	6	23 *	164.1	161.3	99.7	118.7	162.1	204.4	223.7	
Locality Pay or Geographic Differential (0.0%)	4	14 *	14.9	17.1	8.0	11.8	19.2	22.5	22.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	12 *	9.6	5.9	0.8	1.7	1.9	7.0	23.3	
Other Cash Compensation (\$000)	3	11 *	6.1	10.2	0.3	0.7	11.0	17.0	21.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	23 *	156.1	152.5	111.9	133.8	146.6	167.3	212.9	
Adjusted Total Cash Compensation (\$000)	6	23 *	171.8	169.2	111.9	138.7	163.5	204.9	229.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	23 *	101.7	100.8	83.8	91.0	101.4	111.4	114.2	
Salary Range Midpoint (\$000)	6	23 *	137.0	134.1	105.6	125.2	135.7	148.4	159.3	
Salary Range Maximum (\$000)	6	23 *	172.4	167.3	126.7	150.2	169.9	185.0	207.1	

\*More than 30% of sample supplied by one organization.

# Position: 0757 Field Manager

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	37 *	3,776	4,221	1,446	3,513	4,203	5,922	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	37 *	151.9	152.3	127.0	140.4	150.7	162.9	180.5	
Adjusted Annual Base Salary (\$000)	7	37 *	174.1	181.8	139.7	157.3	182.7	199.6	231.8	
Locality Pay or Geographic Differential (0.0%)	4	28 *	24.6	25.7	23.0	23.3	24.1	28.4	28.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	7 *	5.0	4.1		3.0	3.0	7.0		
Short-Term Incentive/Bonus (\$000)	5	22 *	12.6	11.8	1.1	2.8	5.2	25.9	33.3	
Other Cash Compensation (\$000)	3	10 *	4.5	3.1	0.3	0.5	0.8	4.3	13.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	37 *	162.6	160.1	131.6	146.5	155.8	170.2	198.7	
Adjusted Total Cash Compensation (\$000)	7	37 *	184.9	189.7	156.6	170.7	187.5	207.2	231.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	37 *	105.0	104.2	92.7	98.4	101.4	111.8	115.8	
Salary Range Midpoint (\$000)	7	37 *	139.6	140.8	130.9	135.7	138.2	148.4	155.1	
Salary Range Maximum (\$000)	7	37 *	174.2	177.4	166.1	169.9	178.0	185.0	194.4	
<b>MIAMI-FORT LAUDERDALE-WEST PALM BEACH, FL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	15 *	3,585	4,674	1,558	3,803	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	15 *	154.7	160.4	128.8	135.7	158.4	184.5	194.3	
Adjusted Annual Base Salary (\$000)	5	15 *	174.6	186.2	139.0	155.0	190.6	212.5	234.7	
Locality Pay or Geographic Differential (0.0%)	4	14 *	15.3	16.8	13.0	14.0	14.3	20.8	20.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	3	7 *	4.3	2.7		0.9	1.9	4.8		
Other Cash Compensation (\$000)	2	5 *	0.8	0.9		0.5	0.6	1.5		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	15 *	157.5	162.0	129.2	137.8	159.0	184.5	195.9	
Adjusted Total Cash Compensation (\$000)	5	15 *	177.3	187.8	142.1	157.1	191.8	213.1	236.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	15 *	103.1	107.8	92.0	101.4	111.8	111.8	115.8	
Salary Range Midpoint (\$000)	5	15 *	140.4	145.5	125.8	135.7	148.4	155.1	159.3	
Salary Range Maximum (\$000)	5	15 *	177.7	183.1	159.6	169.9	185.0	194.4	207.1	

\*More than 30% of sample supplied by one organization.

# Position: 0757 Field Manager

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	30 *	2,683	2,537	1,051	1,051	1,051	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	30 *	152.6	154.7	132.5	145.4	150.3	158.2	197.4	
Adjusted Annual Base Salary (\$000)	5	30 *	166.7	163.4	139.0	149.7	155.4	170.8	214.2	
Locality Pay or Geographic Differential (0.0%)	4	13 *	11.5	12.7	8.0	8.0	13.7	16.3	16.3	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	2	2 *	3.5	3.5			3.5			
Other Cash Compensation (\$000)	4	24 *	2.9	6.2	0.4	1.5	3.9	10.0	13.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	30 *	155.6	159.9	135.5	147.6	156.8	168.4	198.2	
Adjusted Total Cash Compensation (\$000)	5	30 *	169.7	168.6	143.0	153.7	163.8	178.0	214.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	30 *	108.9	116.5	107.4	111.7	121.8	121.8	121.8	
Salary Range Midpoint (\$000)	5	30 *	146.5	151.0	142.5	148.4	152.3	152.3	159.3	
Salary Range Maximum (\$000)	5	30 *	184.1	185.6	177.2	182.8	182.8	185.0	207.1	
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	165 *	3,349	3,745	3,092	3,092	3,513	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	165 *	160.5	161.0	128.9	142.2	164.8	180.0	190.5	
Adjusted Annual Base Salary (\$000)	7	165 *	188.6	182.9	132.4	151.1	182.6	213.9	235.3	
Locality Pay or Geographic Differential (0.0%)	4	74 *	32.3	31.2	30.7	30.7	30.7	30.7	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	5 *								
Short-Term Incentive/Bonus (\$000)	5	132 *	12.8	17.9	1.7	2.7	17.0	28.0	38.9	
Other Cash Compensation (\$000)	2	6 *	0.8	0.8		0.5	0.6	1.2		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	165 *	169.2	175.3	146.1	158.8	174.8	193.2	205.9	
Adjusted Total Cash Compensation (\$000)	7	165 *	197.3	197.2	162.4	175.8	198.5	218.1	237.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	165 *	115.1	110.2	98.4	98.4	101.4	115.8	134.8	
Salary Range Midpoint (\$000)	7	165 *	156.8	149.0	135.7	135.7	138.2	159.3	175.3	
Salary Range Maximum (\$000)	7	165 *	198.4	187.7	169.9	169.9	178.0	207.1	215.7	

\*More than 30% of sample supplied by one organization.

# Position: 0757 Field Manager

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	42 *	3,453	3,570	912	1,446	4,203	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	42 *	146.8	149.8	117.3	133.7	148.9	166.0	182.3	
Adjusted Annual Base Salary (\$000)	6	42 *	165.3	171.0	124.1	139.0	171.6	201.1	222.0	
Locality Pay or Geographic Differential (0.0%)	4	28 *	18.7	20.1	13.0	16.9	21.8	21.8	21.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	2 *								
Short-Term Incentive/Bonus (\$000)	5	30 *	11.2	9.3	1.1	1.6	2.8	9.1	36.3	
Other Cash Compensation (\$000)	3	7 *	3.4	2.0		1.0	1.1	4.5		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	42 *	155.8	156.8	122.8	143.3	153.9	170.2	187.4	
Adjusted Total Cash Compensation (\$000)	6	42 *	174.3	178.0	129.8	154.3	182.8	202.2	223.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	42 *	101.1	101.9	89.3	96.1	101.4	111.5	115.8	
Salary Range Midpoint (\$000)	6	42 *	138.3	137.3	125.2	125.7	135.7	148.4	155.1	
Salary Range Maximum (\$000)	6	42 *	175.6	172.7	154.3	160.9	169.9	185.0	194.4	
<b>SAN FRANCISCO-OAKLAND-SAN JOSE, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	32 *	3,572	3,937	1,626	2,098	4,203	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	32 *	155.0	153.8	120.7	136.3	156.4	166.8	179.7	
Adjusted Annual Base Salary (\$000)	6	32 *	188.8	189.7	135.5	158.9	195.3	225.4	233.8	
Locality Pay or Geographic Differential (0.0%)	4	21 *	33.6	36.1	33.0	35.1	35.1	43.0	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	8 *	5.0	6.5		7.0	7.0	7.0		
Short-Term Incentive/Bonus (\$000)	4	21 *	11.5	9.6	1.5	1.5	2.3	18.4	32.0	
Other Cash Compensation (\$000)	3	11 *	3.9	4.3	0.4	0.5	1.3	10.0	11.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	32 *	163.7	161.6	133.6	143.8	159.9	172.3	192.6	
Adjusted Total Cash Compensation (\$000)	6	32 *	197.5	197.4	157.3	167.6	199.8	226.9	235.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	32 *	104.5	105.6	94.9	101.4	105.8	111.8	115.8	
Salary Range Midpoint (\$000)	6	32 *	143.0	141.9	132.3	135.7	137.8	148.4	155.1	
Salary Range Maximum (\$000)	6	32 *	181.4	178.2	169.0	169.2	174.0	185.0	194.4	

\*More than 30% of sample supplied by one organization.

## Position: 0757 Field Manager

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	143 *	3,128	3,551	818	1,231	4,203	4,203	5,001	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	143 *	156.7	157.7	121.9	138.7	157.8	177.7	190.5	
Adjusted Annual Base Salary (\$000)	7	143 *	180.5	187.1	132.7	162.4	195.5	208.4	235.3	
Locality Pay or Geographic Differential (0.0%)	5	110 *	22.1	24.4	18.4	24.2	24.2	24.2	30.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	82 *	9.5	7.1	0.8	1.3	2.5	9.7	22.8	
Other Cash Compensation (\$000)	4	34 *	2.0	3.3	0.5	2.0	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	143 *	161.5	162.6	127.6	145.3	159.9	187.1	191.8	
Adjusted Total Cash Compensation (\$000)	7	143 *	185.3	192.0	146.3	166.7	196.8	212.8	235.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	142 *	110.0	109.0	97.0	101.4	111.6	115.8	118.8	
Salary Range Midpoint (\$000)	7	142 *	144.3	141.3	124.7	134.1	135.7	155.1	155.1	
Salary Range Maximum (\$000)	7	142 *	178.5	173.5	149.4	152.3	169.9	194.4	194.4	

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	20	1,159	2,115	3,042	1,047	1,231	3,513	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	20	1,159	143.3	134.8	100.3	113.0	132.5	154.0	172.9
Adjusted Annual Base Salary (\$000)	20	1,159	151.0	146.4	103.4	119.7	142.5	168.8	196.5
Locality Pay or Geographic Differential (0.0%)	6	464 *	19.2	21.3	6.0	13.7	22.2	29.9	33.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	95 *	6.0	7.7	7.0	7.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	14	650 *	12.0	12.9	2.7	7.5	12.1	18.0	23.5
Other Cash Compensation (\$000)	9	350 *	6.5	3.5	0.4	0.7	3.6	4.3	8.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	20	1,159	153.4	143.1	108.9	123.9	142.3	161.0	178.6
Adjusted Total Cash Compensation (\$000)	20	1,159	161.1	154.7	116.6	130.0	151.6	175.4	199.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	20	1,159	104.4	96.7	76.4	83.9	95.0	109.2	119.7
Salary Range Midpoint (\$000)	20	1,159	136.4	129.9	107.1	117.9	126.1	144.6	155.6
Salary Range Maximum (\$000)	20	1,159	168.3	163.1	134.9	151.9	157.2	179.0	187.2
<b>Degree of Match</b>					<b>Bonus/Other Cash Compensation Eligibility</b>				
# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No	
20	1,159	2.4	92.1	5.5	20	1,159	99.6	0.4	

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	19	835	2,041	2,860	543	1,231	1,491	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	19	835	145.0	143.4	107.1	126.8	144.3	160.8	177.1
Adjusted Annual Base Salary (\$000)	19	835	153.0	159.5	122.2	136.7	155.6	178.4	206.5
Locality Pay or Geographic Differential (0.0%)	6	464 *	19.2	21.3	6.0	13.7	22.2	29.9	33.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	95 *	6.0	7.7	7.0	7.0	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	13	336	11.6	7.9	1.5	4.2	7.5	11.0	13.8
Other Cash Compensation (\$000)	9	350 *	6.5	3.5	0.4	0.7	3.6	4.3	8.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	19	835	154.6	148.1	109.9	130.0	149.5	166.3	181.0
Adjusted Total Cash Compensation (\$000)	19	835	162.7	164.2	124.9	141.5	161.1	184.0	208.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	19	835	105.6	102.8	83.9	93.1	103.0	111.0	123.8
Salary Range Midpoint (\$000)	19	835	137.6	136.2	107.9	123.9	138.6	144.6	156.6
Salary Range Maximum (\$000)	19	835	169.5	169.7	131.8	157.2	172.9	180.0	193.9
<b>Region</b>									
<b>NORTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	10	386 *	2,614	3,134	1,047	2,627	3,513	3,513	4,203
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	10	386 *	143.9	131.8	102.0	113.0	129.3	149.8	166.3
Adjusted Annual Base Salary (\$000)	10	386 *	159.1	140.8	103.2	115.4	133.7	157.3	195.6
Locality Pay or Geographic Differential (0.0%)	4	86 *	28.1	28.0	16.3	21.8	30.7	33.0	33.7
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	67 *							
Short-Term Incentive/Bonus (\$000)	8	291 *	10.6	15.4	7.1	11.0	14.5	19.0	25.0
Other Cash Compensation (\$000)	4	40 *	4.3	2.9	0.3	0.5	3.8	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	10	386 *	152.5	143.8	115.0	126.6	142.9	160.8	177.5
Adjusted Total Cash Compensation (\$000)	10	386 *	167.7	152.7	118.2	130.0	146.8	169.7	197.5
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	386 *	105.0	96.9	83.9	83.9	83.9	118.3	120.3
Salary Range Midpoint (\$000)	10	386 *	138.5	130.2	107.9	117.9	117.9	148.8	155.6
Salary Range Maximum (\$000)	10	386 *	171.9	163.5	137.7	151.9	151.9	180.0	191.5

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Region (continued)</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	299	2,990	3,286	543	1,231	3,513	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	299	144.3	142.6	100.6	118.8	142.5	167.2	184.5
Adjusted Annual Base Salary (\$000)	9	299	157.9	162.6	115.8	136.6	164.1	189.9	207.7
Locality Pay or Geographic Differential (0.0%)	5	215 *	18.6	20.8	6.0	16.3	22.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)									
Short-Term Incentive/Bonus (\$000)	6	107 *	13.4	7.5	1.4	2.8	6.0	9.5	15.0
Other Cash Compensation (\$000)	4	136 *	1.9	2.8	0.5	0.9	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	299	153.6	146.5	105.2	123.5	144.8	170.7	188.2
Adjusted Total Cash Compensation (\$000)	9	299	167.2	166.6	120.0	140.9	167.7	192.5	213.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	299	100.9	101.1	83.9	83.9	95.0	111.8	133.3
Salary Range Midpoint (\$000)	9	299	132.4	134.4	107.9	107.9	126.1	146.9	180.0
Salary Range Maximum (\$000)	9	299	163.9	167.6	131.8	137.7	160.8	180.0	226.6
<b>NORTH CENTRAL</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	249 *	2,342	2,435	1,051	1,491	1,491	3,513	3,803
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	249 *	142.7	135.3	102.6	120.5	137.8	151.6	161.0
Adjusted Annual Base Salary (\$000)	11	249 *	152.2	139.1	103.5	122.4	140.0	154.8	167.1
Locality Pay or Geographic Differential (0.0%)	5	57 *	14.0	11.0	3.0	6.0	8.3	13.7	25.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	1 *							
Short-Term Incentive/Bonus (\$000)	7	144 *	7.1	10.9	3.4	7.3	10.4	14.2	18.8
Other Cash Compensation (\$000)	5	67 *	5.7	5.1	0.4	0.8	3.2	8.6	12.2
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	249 *	149.2	143.0	113.9	125.3	145.5	159.2	169.6
Adjusted Total Cash Compensation (\$000)	11	249 *	158.7	146.8	116.1	127.6	147.7	162.6	173.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	249 *	100.6	96.1	76.4	86.6	103.0	103.0	104.6
Salary Range Midpoint (\$000)	11	249 *	134.8	130.3	107.1	123.7	133.0	141.0	141.0
Salary Range Maximum (\$000)	11	249 *	168.9	164.5	137.7	157.0	170.9	179.0	179.0

\*More than 30% of sample supplied by one organization.



## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	128 *	2,468	3,028	516	1,231	3,513	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	128 *	137.7	120.6	90.5	99.0	114.3	133.2	162.2	
Adjusted Annual Base Salary (\$000)	10	128 *	148.2	131.9	93.6	104.7	125.0	157.6	180.5	
Locality Pay or Geographic Differential (0.0%)	5	68 *	16.0	17.7	6.0	8.0	15.0	29.3	37.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	3 *								
Short-Term Incentive/Bonus (\$000)	5	52 *	7.0	14.7	3.2	10.5	15.5	20.0	22.6	
Other Cash Compensation (\$000)	7	71 *	5.6	3.5	0.3	0.7	4.3	4.3	6.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	128 *	144.2	128.5	99.2	107.9	126.2	145.5	163.9	
Adjusted Total Cash Compensation (\$000)	10	128 *	154.7	139.8	104.8	118.1	134.5	158.6	184.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	128 *	96.0	87.1	76.4	76.4	83.9	95.0	97.6	
Salary Range Midpoint (\$000)	10	128 *	127.7	117.4	107.1	107.1	107.9	126.1	133.0	
Salary Range Maximum (\$000)	10	128 *	159.4	147.6	131.8	135.6	137.7	157.2	172.9	
<b>WEST COAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	97 *	2,972	3,503	1,626	1,626	3,513	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	97 *	149.9	139.4	105.4	116.5	138.3	162.1	177.5	
Adjusted Annual Base Salary (\$000)	7	97 *	172.5	156.0	106.4	124.3	158.1	181.7	208.7	
Locality Pay or Geographic Differential (0.0%)	4	38 *	27.7	30.9	16.1	23.0	33.0	43.0	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	24 *								
Short-Term Incentive/Bonus (\$000)	5	56 *	7.3	13.7	1.3	4.3	15.5	21.0	26.8	
Other Cash Compensation (\$000)	4	36 *	3.1	4.1	0.4	0.5	1.1	9.0	12.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	97 *	155.5	148.9	118.5	131.0	145.3	168.7	182.9	
Adjusted Total Cash Compensation (\$000)	7	97 *	178.1	165.5	126.8	141.7	164.3	186.5	208.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	97 *	102.6	96.5	83.9	83.9	93.5	109.2	121.3	
Salary Range Midpoint (\$000)	7	97 *	138.4	130.7	117.9	117.9	125.7	144.2	157.6	
Salary Range Maximum (\$000)	7	97 *	174.1	164.8	151.9	151.9	157.2	177.4	193.9	

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>ATLANTA-SANDY SPRINGS-GAINESVILLE, GA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	44 *	3,356	3,615	1,231	1,231	3,513	4,103	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	44 *	146.5	123.6	86.3	102.0	121.8	139.6	170.4	
Adjusted Annual Base Salary (\$000)	6	44 *	161.6	137.7	92.3	104.9	125.9	166.0	183.9	
Locality Pay or Geographic Differential (0.0%)	4	26 *	15.5	18.3	3.0	15.6	16.0	26.1	30.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	20 *	6.5	13.2	4.2	11.6	12.4	17.3	22.1	
Other Cash Compensation (\$000)	3	20 *	2.7	3.5	0.3	2.0	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	44 *	151.5	131.3	99.2	111.8	130.5	145.3	173.4	
Adjusted Total Cash Compensation (\$000)	6	44 *	166.6	145.3	102.2	115.9	143.1	170.4	188.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	44 *	96.8	86.0	76.4	76.4	83.9	95.0	102.1	
Salary Range Midpoint (\$000)	6	44 *	130.7	116.1	107.1	107.1	107.9	126.1	135.4	
Salary Range Maximum (\$000)	6	44 *	164.6	146.1	131.8	131.8	137.7	157.2	170.4	
<b>BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	103 *	3,325	2,081	1,047	1,047	1,047	3,513	4,043	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	103 *	157.0	141.0	107.2	125.7	141.6	154.9	172.1	
Adjusted Annual Base Salary (\$000)	6	103 *	176.7	145.8	107.9	126.8	142.1	164.7	184.8	
Locality Pay or Geographic Differential (0.0%)	3	12 *	25.0	26.7	18.0	27.6	27.7	29.3	29.3	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	67 *								
Short-Term Incentive/Bonus (\$000)	5	80 *	7.5	12.7	7.1	10.0	11.5	14.0	24.2	
Other Cash Compensation (\$000)	1	5 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	103 *	163.0	150.9	120.9	137.4	150.0	165.2	181.4	
Adjusted Total Cash Compensation (\$000)	6	103 *	182.7	155.7	122.7	138.8	152.1	175.1	190.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	103 *	107.3	113.8	83.9	95.0	119.2	124.8	141.7	
Salary Range Midpoint (\$000)	6	103 *	143.9	146.4	117.9	126.1	149.1	156.0	180.0	
Salary Range Maximum (\$000)	6	103 *	180.5	178.9	151.9	157.2	178.9	187.2	216.0	

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	143 *	3,550	2,409	1,491	1,491	1,491	3,513	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	143 *	141.1	131.5	97.2	113.1	130.4	150.2	160.5	
Adjusted Annual Base Salary (\$000)	6	143 *	159.2	135.6	98.5	113.1	132.7	150.6	171.9	
Locality Pay or Geographic Differential (0.0%)	4	20 *	17.6	18.6	13.0	13.0	18.9	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	5	106 *	6.5	11.0	4.4	8.1	10.8	14.0	18.2	
Other Cash Compensation (\$000)	2	8 *	1.5	2.0		0.2	0.5	3.8		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	143 *	146.2	139.8	111.4	122.4	139.0	159.1	168.9	
Adjusted Total Cash Compensation (\$000)	6	143 *	164.4	143.9	111.4	122.8	140.0	160.3	179.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	143 *	96.6	95.7	76.4	85.7	103.0	103.0	103.0	
Salary Range Midpoint (\$000)	6	143 *	133.2	131.6	107.1	117.9	141.0	141.0	141.0	
Salary Range Maximum (\$000)	6	143 *	169.8	167.4	137.7	150.1	179.0	179.0	179.0	
<b>LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	36 *	3,997	3,461	1,626	3,513	3,513	3,803	4,995	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	36 *	147.3	137.1	104.0	109.8	140.0	163.5	172.9	
Adjusted Annual Base Salary (\$000)	5	36 *	170.4	147.8	104.0	117.5	140.4	176.0	212.7	
Locality Pay or Geographic Differential (0.0%)	3	10 *	25.2	25.0	23.0	23.0	24.1	28.4	28.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	8 *								
Short-Term Incentive/Bonus (\$000)	4	24 *	7.5	16.6	1.3	10.3	18.7	24.3	27.0	
Other Cash Compensation (\$000)	3	11 *	3.7	5.4	0.3	0.6	6.0	10.0	12.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	36 *	153.8	149.9	120.1	130.6	146.7	168.5	179.1	
Adjusted Total Cash Compensation (\$000)	5	36 *	177.0	160.5	122.7	135.0	157.2	180.4	215.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	36 *	96.4	92.4	83.9	83.9	83.9	105.7	111.0	
Salary Range Midpoint (\$000)	5	36 *	130.5	126.3	117.9	117.9	117.9	139.2	144.3	
Salary Range Maximum (\$000)	5	36 *	164.6	160.2	151.9	151.9	151.9	173.5	178.2	

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	211 *	3,666	3,648	3,092	3,513	3,513	3,513	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	211 *	153.9	130.6	103.6	112.4	125.1	151.5	165.0	
Adjusted Annual Base Salary (\$000)	6	211 *	178.5	140.0	104.6	112.8	126.8	154.7	211.3	
Locality Pay or Geographic Differential (0.0%)	3	40 *	32.5	32.2	30.7	30.7	33.0	33.0	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	176 *	7.6	16.8	8.7	12.1	16.9	20.5	25.7	
Other Cash Compensation (\$000)	2	8 *	1.2	1.3		0.3	0.7	2.2		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	211 *	159.9	144.7	118.9	127.5	142.8	162.3	175.4	
Adjusted Total Cash Compensation (\$000)	6	211 *	184.5	154.1	119.4	130.6	146.2	170.7	212.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	211 *	108.5	91.5	83.9	83.9	83.9	93.1	119.7	
Salary Range Midpoint (\$000)	6	211 *	146.6	126.2	117.9	117.9	117.9	126.1	155.6	
Salary Range Maximum (\$000)	6	211 *	184.6	160.8	151.9	151.9	151.9	160.8	191.5	
<b>PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	46 *	3,855	3,589	912	3,513	3,513	3,903	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	46 *	137.2	123.7	93.3	100.3	122.2	137.5	160.4	
Adjusted Annual Base Salary (\$000)	5	46 *	153.0	132.0	93.3	100.3	126.5	157.8	189.9	
Locality Pay or Geographic Differential (0.0%)	3	14 *	17.2	17.8	13.0	15.9	16.9	21.8	21.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	32 *	9.8	14.7	2.5	10.7	14.5	19.2	26.1	
Other Cash Compensation (\$000)	3	9 *	4.3	2.6		0.3	0.5	5.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	46 *	143.2	134.4	104.0	114.7	136.3	148.2	162.4	
Adjusted Total Cash Compensation (\$000)	5	46 *	159.0	142.7	104.0	116.2	138.1	160.5	192.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	46 *	93.8	87.2	76.4	76.4	76.4	96.1	109.2	
Salary Range Midpoint (\$000)	5	46 *	126.8	118.9	107.1	107.1	107.1	125.4	144.6	
Salary Range Maximum (\$000)	5	46 *	159.9	150.4	137.7	137.7	137.7	157.2	180.0	

\*More than 30% of sample supplied by one organization.

## Position: 0759 Examiner V (Tech Expert Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>SAN FRANCISCO-OAKLAND-SAN JOSE, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	49 *	3,422	3,713	1,626	1,626	3,513	5,523	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	49 *	155.1	140.9	106.1	115.3	137.2	165.0	181.4	
Adjusted Annual Base Salary (\$000)	6	49 *	181.2	162.9	113.0	129.8	164.4	183.3	215.4	
Locality Pay or Geographic Differential (0.0%)	3	21 *	37.0	38.8	33.0	33.0	43.0	43.0	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	16 *								
Short-Term Incentive/Bonus (\$000)	5	27 *	7.2	10.6	1.0	2.9	7.5	17.0	25.4	
Other Cash Compensation (\$000)	3	20 *	4.0	4.2	0.3	0.5	0.9	9.5	12.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	49 *	161.5	148.5	109.6	128.9	143.7	169.4	190.7	
Adjusted Total Cash Compensation (\$000)	6	49 *	187.6	170.4	129.9	142.0	169.6	192.7	216.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	49 *	107.2	99.7	83.9	86.6	95.0	111.8	121.3	
Salary Range Midpoint (\$000)	6	49 *	144.8	134.3	117.9	122.6	126.1	148.4	157.6	
Salary Range Maximum (\$000)	6	49 *	182.4	168.9	151.9	154.5	160.8	185.0	193.9	
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	197	3,128	2,902	543	1,231	1,231	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	197	147.9	146.5	101.2	122.1	148.0	175.2	190.1	
Adjusted Annual Base Salary (\$000)	7	197	168.8	172.3	124.2	148.9	176.6	199.1	214.0	
Locality Pay or Geographic Differential (0.0%)	5	156 *	22.0	24.4	16.3	22.2	24.2	24.2	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	65 *	17.2	5.1	1.0	1.9	5.3	6.6	8.2	
Other Cash Compensation (\$000)	4	92 *	1.9	3.0	0.5	1.0	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	197	156.0	149.6	105.5	123.3	150.3	178.4	197.6	
Adjusted Total Cash Compensation (\$000)	7	197	176.9	175.4	127.6	150.6	179.2	201.3	217.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	197	102.3	104.2	83.9	83.9	109.2	111.8	133.3	
Salary Range Midpoint (\$000)	7	197	133.8	138.0	107.9	107.9	144.6	148.4	180.0	
Salary Range Maximum (\$000)	7	197	165.2	171.7	131.8	131.8	180.0	185.0	226.6	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	19	1,709	2,174	3,381	1,122	1,231	1,633	6,842	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	19	1,709	123.5	116.0	80.0	98.4	117.7	133.1	151.4
Adjusted Annual Base Salary (\$000)	19	1,709	129.8	128.8	88.4	105.3	126.3	148.7	174.2
Locality Pay or Geographic Differential (0.0%)	6	1,019 *	17.2	19.4	6.0	7.0	16.8	29.3	33.7
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	26 *	7.5	7.4	7.0	7.0	7.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	14	625	8.3	7.6	1.5	4.0	7.0	10.6	13.5
Other Cash Compensation (\$000)	7	890 *	5.0	3.3	0.4	0.8	4.3	4.3	5.2
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	19	1,709	129.5	120.5	84.7	102.3	122.0	139.1	154.5
Adjusted Total Cash Compensation (\$000)	19	1,709	135.8	133.3	93.3	110.9	131.5	153.0	176.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	19	1,702	93.9	84.2	63.0	72.7	80.5	95.0	102.4
Salary Range Midpoint (\$000)	19	1,702	122.1	111.0	81.0	100.6	106.8	126.1	131.1
Salary Range Maximum (\$000)	19	1,702	150.3	137.8	98.9	128.8	133.1	157.2	160.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
19	1,709	1.3	97.5	1.2	19	1,709	97.5	2.5

\*More than 30% of sample supplied by one organization.

## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	18	1,599 *	2,100	3,372	1,122	1,231	1,633	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	18	1,599 *	125.3	117.6	79.6	98.9	120.5	134.3	152.5	
Adjusted Annual Base Salary (\$000)	18	1,599 *	131.9	131.3	91.4	109.9	129.2	151.0	176.5	
Locality Pay or Geographic Differential (0.0%)	6	1,019 *	17.2	19.4	6.0	7.0	16.8	29.3	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	26 *	7.5	7.4	7.0	7.0	7.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	13	526	8.0	6.7	1.4	3.5	6.0	9.0	13.0	
Other Cash Compensation (\$000)	7	890 *	5.0	3.3	0.4	0.8	4.3	4.3	5.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	18	1,599 *	131.0	121.7	83.6	103.2	124.5	140.2	155.5	
Adjusted Total Cash Compensation (\$000)	18	1,599 *	137.6	135.4	94.3	115.1	134.0	154.7	177.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	18	1,592 *	95.2	85.1	63.0	77.0	85.7	95.0	102.4	
Salary Range Midpoint (\$000)	18	1,592 *	123.4	111.9	81.0	104.0	115.6	126.1	132.6	
Salary Range Maximum (\$000)	18	1,592 *	151.6	138.5	98.9	128.8	134.9	157.2	162.0	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	334	2,513	3,777	1,047	1,231	3,513	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	334	127.3	118.3	85.9	96.2	120.8	141.0	155.1	
Adjusted Annual Base Salary (\$000)	11	334	140.5	137.4	89.8	100.5	135.4	169.9	193.4	
Locality Pay or Geographic Differential (0.0%)	5	200 *	23.5	26.4	13.0	16.9	29.3	33.7	36.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	11 *								
Short-Term Incentive/Bonus (\$000)	9	143 *	8.5	10.0	2.9	5.2	10.5	13.0	16.0	
Other Cash Compensation (\$000)	3	143 *	2.5	2.9	0.4	0.8	4.1	4.3	4.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	334	134.1	123.8	90.5	103.2	123.2	145.6	157.1	
Adjusted Total Cash Compensation (\$000)	11	334	147.3	142.9	96.0	111.1	139.7	173.6	195.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	334	94.6	83.9	63.0	72.2	80.4	95.0	106.2	
Salary Range Midpoint (\$000)	11	334	124.7	112.2	81.0	100.6	106.8	126.1	138.1	
Salary Range Maximum (\$000)	11	334	154.8	140.5	98.9	129.0	133.1	157.3	169.9	

\*More than 30% of sample supplied by one organization.

## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	587 *	2,781	2,983	1,231	1,231	1,633	5,001	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	587 *	128.2	115.7	74.5	96.9	117.4	133.8	154.1	
Adjusted Annual Base Salary (\$000)	9	587 *	139.5	126.8	90.4	108.7	124.4	142.0	165.7	
Locality Pay or Geographic Differential (0.0%)	5	361 *	16.6	17.7	6.0	6.0	16.3	24.2	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	6	223 *	6.8	6.7	1.3	4.0	6.4	9.0	12.2	
Other Cash Compensation (\$000)	4	295 *	1.8	3.2	0.4	1.0	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	587 *	131.5	119.8	78.4	99.6	122.1	139.8	157.5	
Adjusted Total Cash Compensation (\$000)	9	587 *	142.8	131.0	93.4	113.1	129.5	147.9	169.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	582 *	93.1	85.2	63.0	72.7	91.0	95.6	105.4	
Salary Range Midpoint (\$000)	9	582 *	121.4	111.0	81.0	93.5	118.2	126.1	135.1	
Salary Range Maximum (\$000)	9	582 *	149.7	136.7	98.9	114.2	145.4	157.2	164.7	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	440 *	2,523	3,361	956	1,122	1,491	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	440 *	118.4	119.0	89.5	106.5	120.2	132.7	144.3	
Adjusted Annual Base Salary (\$000)	12	440 *	124.4	124.0	90.1	108.0	122.2	141.1	158.3	
Locality Pay or Geographic Differential (0.0%)	4	168 *	13.5	9.8	6.0	6.0	6.0	15.4	18.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	7	198 *	5.9	7.2	2.5	3.5	6.3	9.6	13.1	
Other Cash Compensation (\$000)	5	186 *	3.7	3.2	0.3	0.5	2.5	5.0	8.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	440 *	122.7	123.6	94.2	111.0	125.0	136.6	150.3	
Adjusted Total Cash Compensation (\$000)	12	440 *	128.7	128.6	94.6	113.1	127.8	144.4	161.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	438 *	90.4	87.4	77.0	80.4	85.7	95.0	96.3	
Salary Range Midpoint (\$000)	12	438 *	118.3	115.9	104.0	106.8	117.9	123.4	126.5	
Salary Range Maximum (\$000)	12	438 *	146.1	144.4	130.8	133.1	150.1	151.9	160.8	

\*More than 30% of sample supplied by one organization.



## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	250 *	2,987	3,234	1,231	1,231	1,231	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	250 *	121.3	104.8	64.1	79.4	98.9	130.5	149.7	
Adjusted Annual Base Salary (\$000)	9	250 *	131.4	122.7	82.8	94.3	121.8	141.1	166.7	
Locality Pay or Geographic Differential (0.0%)	5	228 *	16.0	20.5	6.0	14.2	16.8	31.2	33.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	20 *	4.8	3.3	0.8	1.4	1.6	5.6	8.8	
Other Cash Compensation (\$000)	5	219 *	3.9	3.9	0.5	2.9	4.3	4.3	4.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	250 *	125.4	108.4	68.4	83.7	103.2	134.5	149.7	
Adjusted Total Cash Compensation (\$000)	9	250 *	135.5	126.3	87.6	97.5	125.2	145.0	168.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	250 *	87.5	76.0	63.0	63.0	72.7	81.8	95.6	
Salary Range Midpoint (\$000)	9	250 *	114.4	99.3	81.0	81.0	93.5	108.6	126.1	
Salary Range Maximum (\$000)	9	250 *	141.3	122.4	98.9	98.9	114.2	134.9	157.2	
<b>WEST COAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	98 *	3,997	4,881	1,626	3,513	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	98 *	128.6	124.8	86.5	99.3	132.0	144.4	156.2	
Adjusted Annual Base Salary (\$000)	5	98 *	153.1	148.3	87.0	116.2	155.6	175.4	195.5	
Locality Pay or Geographic Differential (0.0%)	3	62 *	30.1	28.4	18.5	19.1	24.1	35.1	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	15 *								
Short-Term Incentive/Bonus (\$000)	4	41 *	5.4	8.6	0.6	3.5	9.3	13.3	15.0	
Other Cash Compensation (\$000)	3	47 *	4.7	2.7	0.4	0.5	1.2	3.5	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	98 *	133.5	129.7	97.6	107.2	134.6	146.4	160.8	
Adjusted Total Cash Compensation (\$000)	5	98 *	158.0	153.2	98.5	120.6	158.5	175.7	198.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	98 *	87.7	85.6	72.2	80.4	80.4	95.0	96.8	
Salary Range Midpoint (\$000)	5	98 *	118.6	115.3	100.6	106.8	109.1	126.1	126.5	
Salary Range Maximum (\$000)	5	98 *	149.4	144.8	129.0	133.1	141.4	157.2	160.8	

\*More than 30% of sample supplied by one organization.

## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>ATLANTA-SANDY SPRINGS-GAINESVILLE, GA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	188 *	3,322	2,196	1,231	1,231	1,633	1,633	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	188 *	131.5	106.5	67.1	86.4	107.7	129.1	139.3	
Adjusted Annual Base Salary (\$000)	7	188 *	141.6	115.9	80.0	100.0	115.0	130.9	145.3	
Locality Pay or Geographic Differential (0.0%)	4	105 *	14.4	18.5	15.6	16.3	16.3	19.3	26.1	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	80 *	9.0	8.8	5.5	6.8	8.5	10.5	13.5	
Other Cash Compensation (\$000)	3	96 *	2.3	3.9	0.9	4.3	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	188 *	135.3	112.2	71.4	88.3	116.1	136.0	147.2	
Adjusted Total Cash Compensation (\$000)	7	188 *	145.4	121.6	84.3	100.9	120.6	139.1	150.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	187 *	90.3	80.0	63.0	63.0	91.0	91.0	95.0	
Salary Range Midpoint (\$000)	7	187 *	117.9	103.5	81.0	81.0	115.6	118.2	126.1	
Salary Range Maximum (\$000)	7	187 *	145.5	127.0	98.9	98.9	133.1	145.4	156.8	
<b>BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	38 *	3,325	4,298	1,047	1,047	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	38 *	132.0	137.4	102.4	128.7	135.3	150.5	180.6	
Adjusted Annual Base Salary (\$000)	6	38 *	148.9	159.0	128.2	148.0	165.3	177.6	184.2	
Locality Pay or Geographic Differential (0.0%)	3	23 *	25.0	27.1	21.8	27.6	27.7	27.7	29.3	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	11 *								
Short-Term Incentive/Bonus (\$000)	4	18 *	7.6	10.8	1.4	5.1	12.2	14.7	17.6	
Other Cash Compensation (\$000)	1	16 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	38 *	137.4	143.6	107.7	129.4	138.4	162.0	190.9	
Adjusted Total Cash Compensation (\$000)	6	38 *	154.3	165.2	131.0	155.5	172.9	178.0	196.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	38 *	98.4	100.7	79.6	80.4	95.0	123.8	140.8	
Salary Range Midpoint (\$000)	6	38 *	131.5	131.5	106.2	106.8	126.1	155.0	176.0	
Salary Range Maximum (\$000)	6	38 *	164.6	162.2	132.7	133.1	157.2	188.2	211.2	

\*More than 30% of sample supplied by one organization.

## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	138 *	3,628	2,674	1,491	1,491	1,491	3,513	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	138 *	121.6	113.0	83.1	93.2	112.7	127.9	149.1	
Adjusted Annual Base Salary (\$000)	7	138 *	133.2	119.3	83.1	93.5	112.9	133.3	177.4	
Locality Pay or Geographic Differential (0.0%)	3	30 *	19.2	20.5	18.9	18.9	18.9	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	97 *	5.6	6.3	2.5	4.2	5.9	7.9	10.0	
Other Cash Compensation (\$000)	1	18 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	138 *	124.8	117.8	89.6	99.0	117.1	132.9	149.8	
Adjusted Total Cash Compensation (\$000)	7	138 *	136.4	124.1	89.6	99.8	117.2	137.6	177.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	136 *	90.0	83.3	77.0	77.0	85.7	85.7	95.0	
Salary Range Midpoint (\$000)	7	136 *	119.2	113.0	104.0	104.0	117.9	117.9	126.1	
Salary Range Maximum (\$000)	7	136 *	148.4	142.7	131.0	131.0	150.1	150.1	157.2	
<b>LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	40 *	3,997	4,647	1,626	3,513	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	40 *	130.9	121.9	85.7	87.1	133.1	143.7	149.0	
Adjusted Annual Base Salary (\$000)	5	40 *	152.3	139.2	86.1	87.5	148.9	170.1	185.7	
Locality Pay or Geographic Differential (0.0%)	3	21 *	25.2	24.4	23.2	24.1	24.1	24.1	27.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	7 *								
Short-Term Incentive/Bonus (\$000)	3	21 *	7.8	10.1	3.7	6.3	11.5	13.9	15.0	
Other Cash Compensation (\$000)	2	16 *	1.5	2.4	0.3	0.4	1.1	3.9	6.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	40 *	136.0	128.1	97.7	100.9	136.2	145.7	160.2	
Adjusted Total Cash Compensation (\$000)	5	40 *	157.4	145.5	97.9	101.2	156.4	172.8	186.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	40 *	85.8	83.5	72.2	72.2	80.4	95.0	96.8	
Salary Range Midpoint (\$000)	5	40 *	116.2	112.3	100.6	100.6	106.8	125.7	126.1	
Salary Range Maximum (\$000)	5	40 *	146.5	141.0	129.0	129.0	133.1	154.6	157.2	

\*More than 30% of sample supplied by one organization.

## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	153 *	4,291	4,201	3,092	3,513	3,513	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	153 *	131.4	119.6	89.9	95.5	120.8	142.3	153.4	
Adjusted Annual Base Salary (\$000)	5	153 *	158.7	139.5	91.6	96.2	134.5	184.4	204.4	
Locality Pay or Geographic Differential (0.0%)	3	67 *	32.5	32.9	30.7	33.0	33.0	33.7	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	86 *	6.6	10.4	2.7	5.9	10.9	13.0	16.3	
Other Cash Compensation (\$000)	2	35 *	1.3	1.4	0.3	0.5	0.8	1.1	4.7	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	153 *	135.7	125.8	96.6	106.6	122.0	147.4	154.2	
Adjusted Total Cash Compensation (\$000)	5	153 *	163.0	145.7	100.0	109.0	143.0	184.4	204.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	153 *	89.4	83.2	72.2	72.2	80.4	95.0	106.2	
Salary Range Midpoint (\$000)	5	153 *	120.7	113.7	100.6	100.6	106.8	126.1	138.1	
Salary Range Maximum (\$000)	5	153 *	152.0	144.1	129.0	129.0	133.1	160.8	169.9	
<b>PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	37 *	3,303	3,436	838	912	3,513	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	37 *	121.4	119.1	92.5	103.8	115.8	134.7	152.0	
Adjusted Annual Base Salary (\$000)	6	37 *	132.9	129.5	95.2	105.8	121.3	155.8	177.3	
Locality Pay or Geographic Differential (0.0%)	3	18 *	17.2	16.6	13.0	15.9	16.9	16.9	21.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	20 *	5.6	8.1	1.6	5.3	8.3	11.6	13.0	
Other Cash Compensation (\$000)	1	8 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	37 *	125.9	124.0	92.8	111.8	120.0	137.8	154.0	
Adjusted Total Cash Compensation (\$000)	6	37 *	137.4	134.4	100.4	114.6	126.5	159.8	178.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	37 *	86.4	84.5	74.0	80.4	80.5	90.8	98.3	
Salary Range Midpoint (\$000)	6	37 *	117.1	113.0	104.9	104.9	106.8	124.9	130.7	
Salary Range Maximum (\$000)	6	37 *	147.8	141.4	129.3	129.3	133.1	157.2	165.8	

\*More than 30% of sample supplied by one organization.

## Position: 0761 Examiner IV (Senior Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>SAN FRANCISCO-OAKLAND-SAN JOSE, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	39 *	3,997	4,423	1,626	3,513	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	39 *	128.4	129.9	94.1	110.1	133.1	150.7	157.5	
Adjusted Annual Base Salary (\$000)	5	39 *	157.5	162.3	94.1	145.1	158.9	191.9	209.1	
Locality Pay or Geographic Differential (0.0%)	3	25 *	37.0	38.8	33.0	33.0	43.0	43.0	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	8 *								
Short-Term Incentive/Bonus (\$000)	4	17 *	5.0	5.9	0.4	0.9	3.5	10.0	16.4	
Other Cash Compensation (\$000)	3	17 *	4.6	3.7	0.5	0.6	1.5	6.3	12.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	39 *	133.1	134.1	101.9	111.1	136.5	153.3	167.0	
Adjusted Total Cash Compensation (\$000)	5	39 *	162.3	166.5	108.6	149.7	167.0	193.4	209.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	39 *	89.5	89.2	72.2	80.4	86.6	95.6	105.8	
Salary Range Midpoint (\$000)	5	39 *	120.9	120.6	100.6	106.8	123.7	126.5	137.4	
Salary Range Maximum (\$000)	5	39 *	152.2	152.0	129.0	133.1	157.2	160.8	169.0	
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	205 *	2,924	2,397	543	1,231	1,231	4,203	5,001	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	205 *	130.5	114.5	69.7	92.7	111.0	141.4	157.6	
Adjusted Annual Base Salary (\$000)	8	205 *	148.9	133.5	89.4	107.9	129.2	161.7	179.8	
Locality Pay or Geographic Differential (0.0%)	6	149 *	19.2	25.3	16.3	21.3	24.2	30.8	36.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	57 *	6.5	4.2	0.8	1.3	4.6	5.6	6.8	
Other Cash Compensation (\$000)	4	115 *	2.0	4.0	1.4	4.3	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	205 *	133.2	117.9	73.5	96.3	113.5	143.3	164.2	
Adjusted Total Cash Compensation (\$000)	8	205 *	151.6	136.9	92.8	111.2	133.5	165.6	183.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	201 *	93.9	84.3	63.0	63.0	74.0	102.4	115.4	
Salary Range Midpoint (\$000)	8	201 *	122.7	108.9	81.0	81.0	94.1	126.5	155.8	
Salary Range Maximum (\$000)	8	201 *	151.4	133.5	98.9	98.9	114.2	157.3	196.1	

\*More than 30% of sample supplied by one organization.

## Position: 0762 Examiner III (Full Performance)

### 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	19	2,109	*	2,015	4,080	1,170	1,491	3,803	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	19	2,109	*	92.8	87.2	65.7	74.9	83.7	98.3	111.9
Adjusted Annual Base Salary (\$000)	19	2,109	*	95.2	94.6	72.8	80.1	91.1	105.9	121.8
Locality Pay or Geographic Differential (0.0%)	5	1,313	*	14.1	14.8	6.0	6.0	13.0	19.1	32.8
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	63	*	7.5	7.4	7.0	7.0	7.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	13	495		6.1	5.9	2.0	3.0	5.0	8.4	10.7
Other Cash Compensation (\$000)	9	1,234	*	4.3	1.9	0.3	0.4	0.8	3.5	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	19	2,109	*	97.1	89.6	67.3	76.2	85.9	101.6	115.3
Adjusted Total Cash Compensation (\$000)	19	2,109	*	99.6	97.0	75.9	82.6	93.5	108.4	124.6
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	19	2,109	*	73.3	67.8	56.6	62.6	69.5	69.5	73.7
Salary Range Midpoint (\$000)	19	2,109	*	95.3	89.8	77.7	86.7	90.7	95.4	95.9
Salary Range Maximum (\$000)	19	2,109	*	117.4	111.7	93.2	108.0	111.9	117.9	124.7

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
19	2,109	0.5	91.7	7.7	19	2,109	99.3	0.7

\*More than 30% of sample supplied by one organization.

## Position: 0762 Examiner III (Full Performance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	18	2,027 *	1,932	4,103	1,122	1,491	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	18	2,027 *	93.6	87.6	65.6	75.0	84.7	99.1	111.9	
Adjusted Annual Base Salary (\$000)	18	2,027 *	96.2	95.3	73.0	81.2	92.0	106.9	122.7	
Locality Pay or Geographic Differential (0.0%)	5	1,313 *	14.1	14.8	6.0	6.0	13.0	19.1	32.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	63 *	7.5	7.4	7.0	7.0	7.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	12	428	5.8	5.3	2.0	3.0	4.6	7.2	10.0	
Other Cash Compensation (\$000)	9	1,234 *	4.3	1.9	0.3	0.4	0.8	3.5	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	18	2,027 *	97.8	89.8	67.0	76.0	86.1	102.5	115.4	
Adjusted Total Cash Compensation (\$000)	18	2,027 *	100.4	97.6	76.0	83.0	94.3	109.5	125.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	18	2,027 *	74.0	68.1	55.4	67.0	69.5	69.5	76.3	
Salary Range Midpoint (\$000)	18	2,027 *	96.0	90.0	70.0	88.0	90.7	95.9	95.9	
Salary Range Maximum (\$000)	18	2,027 *	117.9	111.9	85.5	108.3	111.9	120.2	124.7	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	294 *	2,344	4,237	1,047	1,498	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	294 *	93.9	87.2	65.5	75.2	81.8	103.9	111.9	
Adjusted Annual Base Salary (\$000)	10	294 *	100.4	100.4	76.7	82.7	98.8	113.9	132.6	
Locality Pay or Geographic Differential (0.0%)	4	186 *	22.0	25.6	8.8	16.9	27.6	33.7	36.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	26 *								
Short-Term Incentive/Bonus (\$000)	8	87 *	7.1	8.5	4.2	5.0	8.5	10.5	14.1	
Other Cash Compensation (\$000)	4	153 *	3.5	1.8	0.3	0.5	0.8	3.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	294 *	98.8	90.6	65.9	76.6	86.3	106.2	117.6	
Adjusted Total Cash Compensation (\$000)	10	294 *	105.2	103.8	80.4	87.7	100.6	118.9	135.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	294 *	76.9	69.4	58.3	62.4	69.5	69.5	86.5	
Salary Range Midpoint (\$000)	10	294 *	101.2	92.0	79.1	86.7	90.7	95.9	108.2	
Salary Range Maximum (\$000)	10	294 *	125.6	114.6	96.9	111.0	111.9	124.7	129.8	

\*More than 30% of sample supplied by one organization.

## Position: 0762 Examiner III (Full Performance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	525 *	2,704	3,849	1,231	1,498	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	525 *	90.0	85.7	61.1	74.0	83.7	96.9	111.8	
Adjusted Annual Base Salary (\$000)	9	525 *	94.8	91.4	70.7	79.2	89.5	99.5	118.6	
Locality Pay or Geographic Differential (0.0%)	4	337 *	14.1	11.9	3.0	6.0	8.2	16.3	24.1	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	156 *	5.4	5.6	2.4	3.3	5.0	7.3	10.0	
Other Cash Compensation (\$000)	4	281 *	1.6	1.9	0.2	0.4	1.0	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	525 *	93.2	88.4	64.9	74.8	85.3	100.4	114.2	
Adjusted Total Cash Compensation (\$000)	9	525 *	98.0	94.1	74.1	81.5	91.1	103.3	120.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	525 *	70.5	67.7	54.5	61.2	69.5	70.0	78.3	
Salary Range Midpoint (\$000)	9	525 *	92.6	88.8	70.0	79.1	90.7	90.9	100.4	
Salary Range Maximum (\$000)	9	525 *	114.7	109.9	85.5	97.8	111.9	111.9	124.7	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	700 *	2,370	4,158	1,122	1,491	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	700 *	87.0	87.7	69.5	76.6	85.6	95.7	111.9	
Adjusted Annual Base Salary (\$000)	11	700 *	89.1	91.9	71.3	79.4	90.0	99.9	118.6	
Locality Pay or Geographic Differential (0.0%)	3	379 *	9.9	8.7	6.0	6.0	6.0	13.0	16.3	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	6	181 *	5.1	5.2	2.0	3.0	4.0	7.0	9.8	
Other Cash Compensation (\$000)	5	347 *	2.3	1.5	0.2	0.4	0.7	1.9	4.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	700 *	89.9	89.8	72.1	77.9	86.9	99.9	113.8	
Adjusted Total Cash Compensation (\$000)	11	700 *	92.0	94.0	75.0	81.1	91.6	103.2	120.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	700 *	70.1	67.3	58.6	67.0	67.7	69.5	70.9	
Salary Range Midpoint (\$000)	11	700 *	91.4	89.5	78.9	88.0	90.7	92.2	95.9	
Salary Range Maximum (\$000)	11	700 *	112.6	111.6	98.9	108.3	111.9	114.5	124.7	

\*More than 30% of sample supplied by one organization.



## Position: 0762 Examiner III (Full Performance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	422 *	2,914	3,785	1,170	1,231	3,803	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	422 *	83.4	85.5	60.6	72.3	81.2	97.0	118.2	118.2
Adjusted Annual Base Salary (\$000)	8	422 *	88.5	93.2	72.2	79.3	88.0	104.7	124.7	124.7
Locality Pay or Geographic Differential (0.0%)	4	287 *	14.6	15.0	6.0	6.0	13.0	16.8	32.1	32.1
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	31 *	5.0	3.7	0.5	2.0	3.0	4.4	9.3	9.3
Other Cash Compensation (\$000)	6	351 *	3.1	2.4	0.3	0.5	1.2	4.3	4.5	4.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	422 *	86.8	87.8	64.9	75.0	83.5	100.1	118.2	118.2
Adjusted Total Cash Compensation (\$000)	8	422 *	91.8	95.5	75.5	81.5	90.0	105.8	127.1	127.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	422 *	64.7	65.7	54.5	59.8	67.0	69.5	71.5	71.5
Salary Range Midpoint (\$000)	8	422 *	84.7	87.3	70.0	78.9	90.7	95.9	95.9	95.9
Salary Range Maximum (\$000)	8	422 *	104.7	108.9	85.5	96.9	111.9	124.7	124.7	124.7
<b>WEST COAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	168 *	2,767	4,943	1,626	1,626	6,842	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	168 *	95.2	93.1	73.4	77.5	90.4	108.8	117.8	117.8
Adjusted Annual Base Salary (\$000)	6	168 *	105.1	108.8	84.3	92.9	106.0	123.6	136.2	136.2
Locality Pay or Geographic Differential (0.0%)	3	124 *	22.2	24.4	18.0	18.5	24.1	24.1	43.0	43.0
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	37 *								
Short-Term Incentive/Bonus (\$000)	3	40 *	6.2	5.8	1.6	2.1	4.6	8.9	12.5	12.5
Other Cash Compensation (\$000)	4	102 *	3.1	1.4	0.3	0.4	0.6	1.2	4.0	4.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	168 *	98.7	95.3	73.9	78.1	91.4	110.9	122.3	122.3
Adjusted Total Cash Compensation (\$000)	6	168 *	108.6	111.0	86.8	94.1	108.1	126.9	140.6	140.6
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	168 *	75.9	72.7	61.2	67.0	69.5	71.5	93.4	93.4
Salary Range Midpoint (\$000)	6	168 *	102.1	96.1	82.0	90.7	90.7	95.9	121.5	121.5
Salary Range Maximum (\$000)	6	168 *	128.3	119.4	105.3	111.9	111.9	124.7	149.6	149.6

\*More than 30% of sample supplied by one organization.

## Position: 0762 Examiner III (Full Performance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>ATLANTA-SANDY SPRINGS-GAINESVILLE, GA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	150 *	3,224	2,752	1,231	1,231	1,633	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	150 *	87.1	82.6	58.4	68.3	83.2	94.4	102.4	
Adjusted Annual Base Salary (\$000)	7	150 *	90.9	87.8	69.8	75.2	89.2	95.3	105.1	
Locality Pay or Geographic Differential (0.0%)	3	74 *	12.4	15.6	3.0	15.6	16.0	16.3	21.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	4	68 *	5.7	6.9	3.0	4.9	6.0	9.5	10.9	
Other Cash Compensation (\$000)	3	65 *	2.2	2.8	0.5	0.8	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	150 *	90.8	86.9	62.3	71.0	87.3	100.2	109.0	
Adjusted Total Cash Compensation (\$000)	7	150 *	94.7	92.2	72.4	81.2	92.1	100.6	110.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	150 *	69.1	65.7	54.5	55.2	69.5	70.0	70.0	
Salary Range Midpoint (\$000)	7	150 *	90.8	85.7	70.0	70.0	90.9	90.9	90.9	
Salary Range Maximum (\$000)	7	150 *	112.3	105.7	85.5	85.5	111.8	111.8	111.9	
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	152 *	4,130	2,950	1,491	1,491	1,491	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	152 *	84.7	83.7	66.5	74.1	81.2	90.1	103.5	
Adjusted Annual Base Salary (\$000)	5	152 *	90.7	88.5	66.7	76.7	84.9	96.1	122.8	
Locality Pay or Geographic Differential (0.0%)	2	48 *	16.0	16.3	13.0	13.0	18.9	19.0	19.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	82 *	5.0	5.1	2.0	3.0	4.9	6.8	9.4	
Other Cash Compensation (\$000)	2	22 *	1.2	1.3	0.2	0.6	0.8	1.9	3.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	152 *	87.4	86.6	69.0	77.7	84.4	94.8	107.0	
Adjusted Total Cash Compensation (\$000)	5	152 *	93.4	91.4	69.9	79.6	87.0	98.8	123.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	152 *	67.3	64.1	58.1	58.1	67.0	67.3	69.5	
Salary Range Midpoint (\$000)	5	152 *	88.2	86.6	78.5	78.5	90.7	90.9	95.9	
Salary Range Maximum (\$000)	5	152 *	109.0	109.0	98.9	98.9	111.9	114.5	124.7	

\*More than 30% of sample supplied by one organization.

## Position: 0762 Examiner III (Full Performance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>DENVER-BOULDER-FORT COLLINS-GREELEY, CO</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	57 *	3,181	2,921	272	1,477	1,477	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	57 *	85.6	88.3	69.9	79.5	89.6	96.3	106.0	
Adjusted Annual Base Salary (\$000)	5	57 *	92.0	94.9	77.2	84.2	92.8	103.2	116.7	
Locality Pay or Geographic Differential (0.0%)	3	34 *	12.3	12.8	8.0	8.0	13.0	15.9	15.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	1	3 *								
Other Cash Compensation (\$000)	4	49 *	1.9	2.5	0.3	0.5	1.0	3.8	7.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	57 *	89.2	91.0	72.7	82.7	91.0	100.9	108.5	
Adjusted Total Cash Compensation (\$000)	5	57 *	95.6	97.6	80.5	87.3	97.9	106.0	117.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	57 *	68.0	71.0	61.2	67.0	70.5	80.2	80.2	
Salary Range Midpoint (\$000)	5	57 *	90.9	93.1	79.1	88.1	94.7	100.2	100.2	
Salary Range Maximum (\$000)	5	57 *	113.7	115.1	101.1	105.7	117.9	120.2	124.7	
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	98 *	2,741	2,364	543	1,231	1,231	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	98 *	88.6	80.3	55.2	60.6	74.4	87.2	127.8	
Adjusted Annual Base Salary (\$000)	7	98 *	98.5	92.2	70.5	77.6	86.0	98.7	128.6	
Locality Pay or Geographic Differential (0.0%)	5	76 *	17.9	22.8	16.3	18.0	22.2	24.6	34.1	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	15 *	3.4	3.9	1.4	3.4	4.4	4.9	5.5	
Other Cash Compensation (\$000)	4	64 *	1.5	3.3	0.4	1.2	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	98 *	90.2	83.0	59.5	64.9	75.6	89.5	130.4	
Adjusted Total Cash Compensation (\$000)	7	98 *	100.1	94.9	74.8	81.3	88.8	100.2	132.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	98 *	72.7	66.7	54.5	54.5	55.4	74.5	98.9	
Salary Range Midpoint (\$000)	7	98 *	95.0	86.7	70.0	70.0	70.0	95.9	133.5	
Salary Range Maximum (\$000)	7	98 *	117.2	106.8	85.5	85.5	85.5	124.7	168.1	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	20	944	2,331	3,446	1,231	1,446	3,513	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	20	944	75.8	85.2	54.5	59.0	68.3	102.3	152.9
Adjusted Annual Base Salary (\$000)	20	944	78.9	94.5	60.7	64.3	73.3	110.6	165.7
Locality Pay or Geographic Differential (0.0%)	6	605 *	15.0	16.1	3.0	6.0	13.0	23.0	33.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	155 *	6.0	3.5	3.0	3.0	3.0	3.0	7.0
Short-Term Incentive/Bonus (\$000)	13	370 *	3.8	3.6	1.6	2.2	2.6	4.0	6.8
Other Cash Compensation (\$000)	6	344 *	1.8	1.6	0.3	0.4	1.0	2.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	20	944	78.3	87.3	57.2	60.0	71.1	104.2	154.2
Adjusted Total Cash Compensation (\$000)	20	944	81.3	96.5	62.4	66.7	75.9	113.6	167.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	19	943	61.0	62.3	47.5	47.5	54.3	86.6	86.6
Salary Range Midpoint (\$000)	19	943	79.5	84.2	62.4	62.4	77.2	123.7	123.7
Salary Range Maximum (\$000)	19	943	98.0	106.0	75.9	77.2	95.0	160.8	160.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
20	944	1.2	97.9	1.0	20	944	91.4	8.6

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	18	820	1,886	3,153	1,231	1,446	1,626	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	18	820	76.2	87.5	53.5	59.0	68.5	121.8	157.2	
Adjusted Annual Base Salary (\$000)	18	820	79.5	98.1	60.5	64.3	75.2	138.4	172.4	
Locality Pay or Geographic Differential (0.0%)	6	605 *	15.0	16.1	3.0	6.0	13.0	23.0	33.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	155 *	6.0	3.5	3.0	3.0	3.0	3.0	3.0	7.0
Short-Term Incentive/Bonus (\$000)	12	296 *	3.5	2.7	1.5	2.1	2.4	3.0	4.0	
Other Cash Compensation (\$000)	6	344 *	1.8	1.6	0.3	0.4	1.0	2.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	18	820	78.5	89.2	57.0	59.4	70.8	122.8	157.4	
Adjusted Total Cash Compensation (\$000)	18	820	81.9	99.8	61.7	66.1	77.5	139.1	172.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	17	819	62.0	63.8	47.5	47.5	62.6	86.6	86.6	
Salary Range Midpoint (\$000)	17	819	80.0	85.7	59.5	62.4	80.3	123.7	123.7	
Salary Range Maximum (\$000)	17	819	98.0	107.5	74.1	77.2	95.0	160.8	160.8	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	246 *	2,434	3,216	1,231	1,446	3,513	3,803	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	246 *	80.1	90.7	53.9	63.0	68.5	128.6	152.3	
Adjusted Annual Base Salary (\$000)	10	246 *	87.6	105.4	63.0	66.3	81.4	152.7	180.9	
Locality Pay or Geographic Differential (0.0%)	5	152 *	20.2	24.6	13.0	16.3	29.7	33.0	33.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	44 *	5.5	4.0	3.0	3.0	3.0	3.0	3.0	8.0
Short-Term Incentive/Bonus (\$000)	8	119 *	4.3	5.0	2.0	2.4	4.2	6.5	8.5	
Other Cash Compensation (\$000)	3	77 *	2.2	2.0	0.3	0.5	1.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	246 *	83.6	93.8	57.8	65.9	75.8	128.6	152.8	
Adjusted Total Cash Compensation (\$000)	10	246 *	91.0	108.5	66.5	70.8	86.4	152.7	182.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	246 *	65.1	66.4	47.5	53.4	65.5	86.6	86.6	
Salary Range Midpoint (\$000)	10	246 *	85.0	90.8	62.4	70.4	80.3	123.7	123.7	
Salary Range Maximum (\$000)	10	246 *	104.9	115.2	77.2	92.6	95.5	160.8	160.8	

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Region (continued)</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	197	3,312	4,679	1,403	1,498	3,803	6,842	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	197	78.7	85.4	57.0	59.7	72.1	96.2	149.4
Adjusted Annual Base Salary (\$000)	9	197	83.2	89.9	62.5	64.5	75.3	96.8	154.8
Locality Pay or Geographic Differential (0.0%)	5	121 *	12.4	9.3	3.0	3.0	6.0	16.3	18.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	29 *							
Short-Term Incentive/Bonus (\$000)	4	63 *	2.6	2.6	1.5	2.1	2.3	3.0	3.9
Other Cash Compensation (\$000)	4	61 *	1.6	1.5	0.2	0.4	0.8	2.4	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	197	80.1	86.7	57.8	61.2	73.7	96.2	150.0
Adjusted Total Cash Compensation (\$000)	9	197	84.6	91.2	62.6	66.1	77.5	97.8	154.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	197	60.8	61.8	47.5	47.5	51.5	78.3	86.6
Salary Range Midpoint (\$000)	9	197	80.8	84.3	62.4	62.4	77.2	100.4	123.7
Salary Range Maximum (\$000)	9	197	100.8	106.8	77.2	77.2	97.8	122.4	160.8
<b>NORTH CENTRAL</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	278	2,046	2,885	1,122	1,446	1,491	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	278	71.1	81.4	55.2	59.0	66.0	84.1	158.7
Adjusted Annual Base Salary (\$000)	11	278	73.9	85.7	56.0	62.0	68.2	89.9	160.8
Locality Pay or Geographic Differential (0.0%)	4	155 *	9.9	8.8	3.0	6.0	8.0	13.0	13.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	41 *							
Short-Term Incentive/Bonus (\$000)	7	117 *	3.3	2.9	1.2	1.9	2.4	3.0	6.0
Other Cash Compensation (\$000)	5	82 *	1.2	1.2	0.2	0.4	1.0	1.5	2.5
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	278	73.1	83.0	56.0	59.2	68.6	86.3	158.9
Adjusted Total Cash Compensation (\$000)	11	278	75.9	87.3	57.1	62.6	70.6	90.7	163.5
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	277	56.3	60.1	47.5	48.1	51.9	65.5	86.6
Salary Range Midpoint (\$000)	10	277	73.8	80.3	62.4	63.3	68.8	80.3	123.7
Salary Range Maximum (\$000)	10	277	91.4	100.4	75.9	77.2	85.7	95.0	160.8

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Region (continued)</b>									
<b>SOUTH CENTRAL</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	134	2,655	3,178	1,231	1,231	1,477	4,563	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	134	75.0	76.8	52.9	55.6	62.1	71.2	152.8
Adjusted Annual Base Salary (\$000)	7	134	80.9	83.9	60.9	63.6	70.0	78.6	160.8
Locality Pay or Geographic Differential (0.0%)	5	100 *	13.7	14.9	6.0	8.0	12.0	16.8	32.5
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	17 *							
Short-Term Incentive/Bonus (\$000)	3	34 *	4.4	3.5	2.1	2.1	2.5	3.9	6.8
Other Cash Compensation (\$000)	5	89 *	1.8	2.2	0.3	0.7	2.0	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	134	77.6	79.1	55.2	59.0	63.6	72.3	153.8
Adjusted Total Cash Compensation (\$000)	7	134	83.5	86.2	62.3	65.9	72.3	82.7	163.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	134	57.6	57.4	42.6	47.5	48.6	65.5	86.6
Salary Range Midpoint (\$000)	7	134	76.4	76.0	54.7	62.4	67.6	80.3	123.7
Salary Range Maximum (\$000)	7	134	95.2	94.6	66.8	77.2	78.9	95.0	160.8
<b>WEST COAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	6	89 *	2,917	3,510	1,446	1,446	3,803	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	6	89 *	81.4	94.4	59.0	62.6	76.1	139.5	160.8
Adjusted Annual Base Salary (\$000)	6	89 *	95.8	117.5	70.2	75.2	86.6	173.6	197.8
Locality Pay or Geographic Differential (0.0%)	4	77 *	24.2	26.7	18.0	21.1	23.0	33.0	35.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	24 *	5.0	4.2	3.0	3.0	3.0	7.0	7.0
Short-Term Incentive/Bonus (\$000)	4	37 *	3.9	3.3	2.3	2.5	2.7	3.5	5.3
Other Cash Compensation (\$000)	3	35 *	0.9	1.0	0.3	0.4	0.7	1.3	2.1
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	6	89 *	83.6	96.2	59.3	63.9	79.7	139.9	163.9
Adjusted Total Cash Compensation (\$000)	6	89 *	98.0	119.3	70.8	78.4	89.2	173.8	202.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	6	89 *	62.5	66.6	47.5	48.1	65.5	86.6	86.6
Salary Range Midpoint (\$000)	6	89 *	83.7	90.1	62.4	70.4	80.3	123.7	123.7
Salary Range Maximum (\$000)	6	89 *	104.9	113.6	77.2	92.6	95.0	160.8	160.8

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>BOSTON-WORCESTER-MANCHESTER-PROVIDENCE, MA-NH-RI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	33 *	3,330	3,069	1,047	1,047	3,513	3,803	5,626	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	33 *	82.7	97.9	59.0	66.0	90.0	131.2	157.2	
Adjusted Annual Base Salary (\$000)	5	33 *	93.3	110.0	64.0	75.3	92.0	154.8	185.6	
Locality Pay or Geographic Differential (0.0%)	3	19 *	21.2	19.5	18.0	18.0	18.0	18.0	27.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	12 *	5.5	6.8	3.0	4.3	8.0	8.0	8.0	
Short-Term Incentive/Bonus (\$000)	4	18 *	3.6	3.9	1.9	2.6	4.1	5.0	6.1	
Other Cash Compensation (\$000)	2	10 *	1.3	1.2	0.3	0.5	0.9	2.1	2.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	33 *	85.4	100.4	60.7	70.7	92.0	131.2	159.1	
Adjusted Total Cash Compensation (\$000)	5	33 *	96.0	112.5	68.8	77.2	92.0	154.8	187.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	33 *	65.6	73.8	47.7	54.3	79.7	86.6	86.6	
Salary Range Midpoint (\$000)	5	33 *	87.5	99.9	65.6	74.9	99.7	123.7	123.7	
Salary Range Maximum (\$000)	5	33 *	109.5	126.0	83.4	95.5	119.6	160.8	160.8	
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	100 *	2,938	2,252	1,446	1,446	1,491	3,513	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	100 *	78.1	80.5	53.0	60.6	68.1	83.6	158.0	
Adjusted Annual Base Salary (\$000)	6	100 *	84.6	87.4	55.3	62.6	72.8	94.4	178.5	
Locality Pay or Geographic Differential (0.0%)	3	55 *	15.0	13.5	13.0	13.0	13.0	13.0	15.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	26 *								
Short-Term Incentive/Bonus (\$000)	5	58 *	3.4	2.7	1.2	1.7	2.3	2.9	4.0	
Other Cash Compensation (\$000)	2	13 *	1.2	1.1	0.4	0.5	0.8	1.7	2.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	100 *	80.4	82.2	53.0	62.5	70.8	85.7	158.0	
Adjusted Total Cash Compensation (\$000)	6	100 *	87.0	89.1	57.0	64.0	74.0	96.6	178.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	99 *	58.9	60.1	44.9	49.1	51.9	65.5	86.6	
Salary Range Midpoint (\$000)	5	99 *	79.7	80.4	59.5	68.8	70.4	80.3	123.7	
Salary Range Maximum (\$000)	5	99 *	100.4	100.6	74.1	85.7	92.6	95.0	160.8	

\*More than 30% of sample supplied by one organization.



## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>DENVER-BOULDER-FORT COLLINS-GREELEY, CO</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	27 *	2,892	1,931	272	1,446	1,477	1,477	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	27 *	81.7	73.0	54.3	61.2	68.0	72.0	100.3	
Adjusted Annual Base Salary (\$000)	6	27 *	88.0	76.9	59.1	64.0	68.3	77.0	108.2	
Locality Pay or Geographic Differential (0.0%)	4	14 *	11.2	9.6	8.0	8.0	8.0	13.0	14.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	6 *								
Short-Term Incentive/Bonus (\$000)	3	10 *	4.2	3.7	0.7	2.2	2.6	6.7	6.8	
Other Cash Compensation (\$000)	4	12 *	1.1	1.2	0.3	0.8	1.4	1.5	1.9	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	27 *	84.0	74.9	55.2	62.6	70.5	73.6	102.7	
Adjusted Total Cash Compensation (\$000)	6	27 *	90.3	78.8	59.4	64.0	71.2	79.3	110.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	27 *	58.8	58.3	47.7	49.1	56.3	65.5	69.7	
Salary Range Midpoint (\$000)	6	27 *	78.6	75.7	61.9	67.6	70.4	80.3	91.0	
Salary Range Maximum (\$000)	6	27 *	98.3	93.1	75.7	78.9	92.6	95.0	114.6	
<b>LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	27 *	3,446	2,738	1,446	1,446	1,626	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	27 *	84.1	84.2	58.6	66.6	71.5	80.5	160.8	
Adjusted Annual Base Salary (\$000)	5	27 *	96.9	99.3	69.4	73.2	81.9	99.0	197.8	
Locality Pay or Geographic Differential (0.0%)	3	20 *	23.4	23.2	23.0	23.0	23.0	23.0	24.1	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	10 *	5.0	4.6	3.0	3.0	3.0	7.0	7.0	
Short-Term Incentive/Bonus (\$000)	4	15 *	4.1	3.6	2.4	2.5	2.8	4.0	6.3	
Other Cash Compensation (\$000)	2	7 *	0.6	0.7		0.3	0.6	1.0		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	27 *	86.6	86.3	58.8	69.1	75.2	81.1	164.8	
Adjusted Total Cash Compensation (\$000)	5	27 *	99.4	101.4	70.6	75.2	84.4	99.0	201.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	27 *	61.5	62.3	47.5	48.1	60.9	65.5	86.6	
Salary Range Midpoint (\$000)	5	27 *	83.0	83.5	62.4	70.4	77.7	80.3	123.7	
Salary Range Maximum (\$000)	5	27 *	104.4	104.7	77.2	92.6	95.0	95.5	160.8	

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	24 *	2,683	2,890	272	1,051	3,803	3,803	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	24 *	79.3	96.5	51.9	61.4	72.1	143.4	160.8	
Adjusted Annual Base Salary (\$000)	5	24 *	86.5	104.6	52.6	67.0	77.8	154.9	173.7	
Locality Pay or Geographic Differential (0.0%)	4	20 *	11.5	10.1	8.0	8.0	8.0	13.7	16.3	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	4 *								
Short-Term Incentive/Bonus (\$000)	2	6 *	2.3	2.3		2.1	2.3	2.5		
Other Cash Compensation (\$000)	4	13 *	1.4	1.3	0.1	0.3	1.2	2.1	3.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	24 *	80.6	97.8	53.9	63.5	74.5	143.8	161.9	
Adjusted Total Cash Compensation (\$000)	5	24 *	87.8	105.9	55.4	67.5	80.2	155.2	174.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	24 *	60.9	67.8	46.7	47.5	65.5	86.6	86.6	
Salary Range Midpoint (\$000)	5	24 *	81.0	92.4	58.4	62.4	82.8	123.7	123.7	
Salary Range Maximum (\$000)	5	24 *	101.1	117.0	70.1	77.2	103.1	160.8	160.8	
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	125 *	3,739	3,279	1,446	3,513	3,513	3,803	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	125 *	86.5	91.4	60.2	65.6	68.1	125.0	149.6	
Adjusted Annual Base Salary (\$000)	5	125 *	103.6	111.4	64.0	66.3	88.6	166.2	199.1	
Locality Pay or Geographic Differential (0.0%)	3	70 *	33.2	33.0	33.0	33.0	33.0	33.0	33.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	22 *								
Short-Term Incentive/Bonus (\$000)	4	76 *	4.7	5.6	2.0	2.6	5.1	7.5	10.8	
Other Cash Compensation (\$000)	2	26 *	0.8	0.9	0.3	0.5	0.8	1.3	1.7	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	125 *	89.8	95.0	62.3	69.5	76.0	125.3	150.5	
Adjusted Total Cash Compensation (\$000)	5	125 *	106.9	115.0	67.7	72.3	91.3	166.5	199.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	125 *	66.6	67.5	54.3	54.3	65.5	86.6	86.6	
Salary Range Midpoint (\$000)	5	125 *	89.7	93.2	74.9	74.9	80.3	123.7	123.7	
Salary Range Maximum (\$000)	5	125 *	112.7	118.9	95.0	95.5	95.5	160.8	160.8	

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area (continued)</b>									
<b>PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	5	34	3,303	3,406	912	1,446	3,513	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	5	34	84.4	88.3	59.0	60.1	69.2	130.1	144.0
Adjusted Annual Base Salary (\$000)	5	34	91.8	97.3	61.0	69.0	77.8	147.0	162.7
Locality Pay or Geographic Differential (0.0%)	3	24 *	14.3	14.1	13.0	13.0	13.0	16.9	16.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	7 *							
Short-Term Incentive/Bonus (\$000)	4	17 *	4.8	4.6	2.1	2.4	4.1	6.5	8.2
Other Cash Compensation (\$000)	2	7 *	1.1	1.0		0.3	0.5	2.0	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	5	34	87.4	90.8	59.3	63.8	71.6	130.1	144.3
Adjusted Total Cash Compensation (\$000)	5	34	94.9	99.8	65.5	70.2	80.6	147.0	163.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	5	34	63.2	64.8	47.5	48.1	65.5	86.6	86.6
Salary Range Midpoint (\$000)	5	34	84.3	87.1	62.4	68.1	80.3	123.7	123.7
Salary Range Maximum (\$000)	5	34	105.4	109.3	77.2	87.1	95.0	160.8	160.8
<b>SAN FRANCISCO-OAKLAND-SAN JOSE, CA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	5	40 *	3,446	3,745	1,446	2,098	3,803	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	5	40 *	85.2	108.1	59.0	69.1	101.4	147.8	160.8
Adjusted Annual Base Salary (\$000)	5	40 *	104.4	141.5	78.9	84.4	134.8	196.6	213.9
Locality Pay or Geographic Differential (0.0%)	3	35 *	35.9	34.7	33.0	33.0	33.0	33.0	43.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	9 *	5.0	4.3		3.0	3.0	7.0	
Short-Term Incentive/Bonus (\$000)	4	16 *	3.8	3.3	1.9	2.5	2.8	3.5	5.8
Other Cash Compensation (\$000)	2	16 *	0.9	1.0	0.3	0.3	0.7	1.2	2.8
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	5	40 *	87.9	109.8	59.3	72.2	101.4	148.8	164.3
Adjusted Total Cash Compensation (\$000)	5	40 *	107.1	143.2	81.1	84.8	134.8	197.7	217.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	5	40 *	64.1	73.0	47.5	65.5	86.6	86.6	86.6
Salary Range Midpoint (\$000)	5	40 *	85.2	100.0	62.4	80.3	123.7	123.7	123.7
Salary Range Maximum (\$000)	5	40 *	106.3	127.1	77.2	95.0	160.8	160.8	160.8

\*More than 30% of sample supplied by one organization.

## Position: 0763 Examiner II

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	78 *	3,312	6,073	1,231	1,485	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	78 *	78.2	81.7	59.0	66.7	77.5	88.5	109.8	109.8
Adjusted Annual Base Salary (\$000)	9	78 *	87.0	87.8	65.0	72.0	79.7	92.7	128.5	128.5
Locality Pay or Geographic Differential (0.0%)	6	31	18.0	19.0	16.6	18.0	18.0	18.4	29.3	29.3
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	8 *								
Short-Term Incentive/Bonus (\$000)	4	13 *	2.4	2.4	1.4	2.3	2.3	2.6	3.7	3.7
Other Cash Compensation (\$000)	4	17 *	1.8	1.8	0.2	0.4	1.1	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	78 *	79.7	82.5	59.2	68.1	77.5	89.0	109.9	109.9
Adjusted Total Cash Compensation (\$000)	9	78 *	88.5	88.6	65.3	72.5	80.9	94.2	128.9	128.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	78 *	61.6	57.6	46.4	51.5	51.5	65.5	86.6	86.6
Salary Range Midpoint (\$000)	9	78 *	81.8	80.9	54.7	77.2	77.2	80.3	123.7	123.7
Salary Range Maximum (\$000)	9	78 *	101.9	104.1	66.8	95.0	102.9	102.9	160.8	160.8

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	408	*	1,962	4,958	1,170	1,633	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	408	*	55.6	52.5	48.5	48.5	50.1	55.0	62.5
Adjusted Annual Base Salary (\$000)	17	408	*	58.8	58.3	51.4	53.0	56.6	61.9	67.5
Locality Pay or Geographic Differential (0.0%)	6	311	*	17.6	15.1	6.0	6.0	10.9	22.5	32.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	14	*	5.3	6.8	5.3	7.0	7.0	7.0	7.0
Short-Term Incentive/Bonus (\$000)	10	72	*	2.5	2.6	0.6	2.0	2.5	3.3	4.0
Other Cash Compensation (\$000)	7	124	*	1.7	1.2	0.2	0.2	0.3	1.5	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	408	*	57.1	53.3	48.5	48.5	50.1	56.5	64.2
Adjusted Total Cash Compensation (\$000)	17	408	*	60.2	59.2	51.4	53.2	57.0	63.3	69.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	406	*	45.1	41.7	39.4	39.4	39.4	42.3	49.8
Salary Range Midpoint (\$000)	16	406	*	58.7	54.3	50.9	51.3	51.3	55.3	64.9
Salary Range Maximum (\$000)	16	406	*	72.2	66.9	62.0	63.1	63.1	68.8	81.7

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	408		100.0		17	408	98.8	1.2

\*More than 30% of sample supplied by one organization.

## Position: 0764 Examiner I (Entry Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	379 *	1,865	5,068	1,170	1,626	6,842	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	379 *	55.5	52.1	48.5	48.5	50.1	52.0	62.5	
Adjusted Annual Base Salary (\$000)	16	379 *	58.9	58.4	51.4	53.0	56.2	62.1	69.2	
Locality Pay or Geographic Differential (0.0%)	6	311 *	17.6	15.1	6.0	6.0	10.9	22.5	32.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	14 *	5.3	6.8	5.3	7.0	7.0	7.0	7.0	
Short-Term Incentive/Bonus (\$000)	9	47 *	2.5	2.5	0.5	1.1	2.5	3.0	5.5	
Other Cash Compensation (\$000)	7	124 *	1.7	1.2	0.2	0.2	0.3	1.5	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	379 *	56.9	52.8	48.5	48.5	50.1	52.3	64.6	
Adjusted Total Cash Compensation (\$000)	16	379 *	60.2	59.1	51.4	53.2	56.7	63.6	69.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	377 *	45.1	41.3	39.4	39.4	39.4	39.4	49.8	
Salary Range Midpoint (\$000)	15	377 *	58.3	53.6	50.5	51.3	51.3	51.3	62.3	
Salary Range Maximum (\$000)	15	377 *	71.5	65.7	61.4	63.1	63.1	63.1	75.9	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	85 *	3,447	5,119	1,446	3,513	6,842	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	85 *	54.2	52.7	46.8	48.5	50.1	56.7	59.8	
Adjusted Annual Base Salary (\$000)	5	85 *	65.9	61.5	53.2	56.7	59.6	63.9	66.9	
Locality Pay or Geographic Differential (0.0%)	4	60 *	26.9	24.3	6.3	16.9	27.6	30.7	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	1	23 *								
Other Cash Compensation (\$000)	2	24 *	2.3	1.5	0.1	0.2	0.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	85 *	55.6	53.9	48.5	48.5	50.1	58.9	62.4	
Adjusted Total Cash Compensation (\$000)	5	85 *	67.3	62.6	54.3	58.7	61.2	64.0	66.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	85 *	43.0	42.2	37.8	39.4	39.4	46.9	46.9	
Salary Range Midpoint (\$000)	5	85 *	57.1	56.1	51.1	51.3	51.3	64.9	64.9	
Salary Range Maximum (\$000)	5	85 *	71.2	69.9	63.1	63.1	63.1	82.8	82.8	

\*More than 30% of sample supplied by one organization.

## Position: 0764 Examiner I (Entry Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	95 *	2,615	5,210	1,498	3,513	6,842	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	95 *	55.4	52.8	48.5	48.5	50.1	53.2	62.5	62.5
Adjusted Annual Base Salary (\$000)	9	95 *	59.8	57.1	51.4	53.0	53.2	58.0	69.2	69.2
Locality Pay or Geographic Differential (0.0%)	5	77 *	16.2	10.0	6.0	6.0	6.0	15.0	19.5	19.5
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	15 *	2.9	3.1	0.4	1.0	3.0	5.5	6.3	6.3
Other Cash Compensation (\$000)	4	32 *	2.5	1.0	0.2	0.2	0.3	1.2	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	95 *	57.2	53.7	48.5	48.7	50.3	54.8	64.7	64.7
Adjusted Total Cash Compensation (\$000)	9	95 *	61.6	57.9	51.4	53.0	54.0	58.3	71.1	71.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	95 *	46.3	42.3	39.4	39.4	39.4	41.7	50.8	50.8
Salary Range Midpoint (\$000)	9	95 *	61.2	55.1	51.3	51.3	51.3	55.3	66.0	66.0
Salary Range Maximum (\$000)	9	95 *	76.0	67.8	63.1	63.1	63.1	68.8	81.2	81.2
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	12	112 *	2,183	4,765	1,122	1,446	6,842	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	12	112 *	54.8	52.1	48.5	48.5	50.1	53.9	61.9	61.9
Adjusted Annual Base Salary (\$000)	12	112 *	57.8	55.2	49.0	51.4	53.2	58.1	62.4	62.4
Locality Pay or Geographic Differential (0.0%)	5	79 *	13.0	8.6	6.0	6.0	6.0	8.6	16.3	16.3
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	5	20 *	2.3	2.6	1.4	2.2	2.5	3.0	3.5	3.5
Other Cash Compensation (\$000)	4	21 *	0.6	0.5	0.2	0.2	0.3	0.5	1.5	1.5
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	12	112 *	55.6	52.7	48.5	48.7	50.1	54.4	64.2	64.2
Adjusted Total Cash Compensation (\$000)	12	112 *	58.6	55.8	50.6	51.5	53.2	58.5	65.0	65.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	110 *	43.7	41.5	39.4	39.4	39.4	41.2	49.8	49.8
Salary Range Midpoint (\$000)	11	110 *	57.2	53.6	50.5	51.3	51.3	51.3	62.3	62.3
Salary Range Maximum (\$000)	11	110 *	70.5	65.6	62.0	63.1	63.1	63.1	74.7	74.7

\*More than 30% of sample supplied by one organization.

## Position: 0764 Examiner I (Entry Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	68 *	2,673	4,562	1,080	1,231	6,842	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	68 *	51.9	50.6	42.9	48.5	49.6	51.4	62.1	62.1
Adjusted Annual Base Salary (\$000)	7	68 *	56.8	56.2	50.0	51.7	54.0	59.1	66.3	66.3
Locality Pay or Geographic Differential (0.0%)	4	60 *	17.4	13.3	6.0	6.0	10.9	16.3	30.3	30.3
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	2 *	1.2	1.2			1.2			
Other Cash Compensation (\$000)	4	36 *	1.6	1.9	0.2	0.3	1.2	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	68 *	52.9	51.6	47.2	48.5	49.6	51.5	63.3	63.3
Adjusted Total Cash Compensation (\$000)	7	68 *	57.8	57.3	51.4	53.2	54.3	60.5	67.3	67.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	68 *	42.4	39.9	34.5	39.4	39.4	39.5	47.5	47.5
Salary Range Midpoint (\$000)	7	68 *	55.0	51.9	44.3	51.3	51.3	51.3	61.7	61.7
Salary Range Maximum (\$000)	7	68 *	67.5	63.8	54.1	63.1	63.1	63.1	75.9	75.9
<b>Consolidated Metropolitan Area</b>										
<b>ATLANTA-SANDY SPRINGS-GAINESVILLE, GA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	18 *	3,538	3,568	1,593	1,633	2,573	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	18 *	50.4	55.4	44.0	48.5	51.9	61.1	74.6	74.6
Adjusted Annual Base Salary (\$000)	6	18 *	54.9	59.2	50.6	53.9	57.9	63.8	74.6	74.6
Locality Pay or Geographic Differential (0.0%)	4	9 *	13.6	15.1		15.6	15.6	17.8		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	8 *	3.6	4.6		3.0	4.8	6.2		
Other Cash Compensation (\$000)	2	2 *	2.3	2.3			2.3			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	18 *	52.5	57.7	47.5	48.9	53.5	67.4	78.7	78.7
Adjusted Total Cash Compensation (\$000)	6	18 *	57.0	61.5	50.8	56.1	58.7	69.2	78.7	78.7
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	18 *	43.2	45.9	38.3	39.4	49.6	50.8	51.6	51.6
Salary Range Midpoint (\$000)	6	18 *	57.0	59.9	50.6	51.3	63.6	66.0	67.1	67.1
Salary Range Maximum (\$000)	6	18 *	70.7	73.9	62.2	63.1	78.2	81.2	82.7	82.7

\*More than 30% of sample supplied by one organization.



## Position: 0764 Examiner I (Entry Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area (continued)</b>									
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	14	3,119	3,191	533	1,446	2,502	4,863	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	14	52.1	53.3	37.4	48.5	52.5	58.3	70.7
Adjusted Annual Base Salary (\$000)	7	14	57.4	58.9	42.2	51.5	57.7	61.4	85.9
Locality Pay or Geographic Differential (0.0%)	4	8 *	17.6	18.4		13.0	19.0	24.0	
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)									
Short-Term Incentive/Bonus (\$000)	1	2 *							
Other Cash Compensation (\$000)									
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	14	52.6	53.8	37.4	48.5	52.5	60.0	72.7
Adjusted Total Cash Compensation (\$000)	7	14	57.9	59.5	42.2	51.5	57.7	63.1	85.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	6	12	39.2	39.7	31.1	37.9	38.7	39.5	53.7
Salary Range Midpoint (\$000)	6	12	52.2	52.5	41.5	50.0	51.1	51.3	71.8
Salary Range Maximum (\$000)	6	12	65.1	65.2	51.5	62.0	63.1	64.3	89.8
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	6	11	2,816	2,461	272	272	1,231	4,203	6,314
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	6	11	55.1	55.6	33.4	43.3	47.4	67.9	89.2
Adjusted Annual Base Salary (\$000)	6	11	64.0	66.3	39.6	56.1	56.7	84.3	106.6
Locality Pay or Geographic Differential (0.0%)	5	10	21.7	21.9	18.0	18.4	21.3	24.2	30.2
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)									
Short-Term Incentive/Bonus (\$000)	1	1 *							
Other Cash Compensation (\$000)	3	5 *	3.2	2.8		0.2	4.3	4.7	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	6	11	56.6	57.2	34.2	47.4	47.7	67.9	93.9
Adjusted Total Cash Compensation (\$000)	6	11	65.6	67.9	40.5	56.1	59.2	84.3	111.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	6	11	46.1	46.5	29.5	34.5	41.7	58.4	71.0
Salary Range Midpoint (\$000)	6	11	61.1	61.4	39.3	44.3	55.3	77.3	95.5
Salary Range Maximum (\$000)	6	11	76.0	76.4	49.2	54.1	68.8	96.1	120.0

\*More than 30% of sample supplied by one organization.

## Position: 0767 Sr 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	826	*	2,703	4,313	1,477	4,203	4,203	4,203	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	826	*	125.6	133.2	104.7	123.2	134.1	147.0	157.3
Adjusted Annual Base Salary (\$000)	8	826	*	140.0	163.0	123.7	143.3	166.6	183.2	195.7
Locality Pay or Geographic Differential (0.0%)	5	804	*	18.9	22.6	6.0	19.3	24.2	29.3	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	70	*							
Short-Term Incentive/Bonus (\$000)	5	330	*	3.7	2.0	0.7	1.0	1.3	2.8	3.9
Other Cash Compensation (\$000)	5	161	*	4.2	1.9	0.3	0.5	1.0	2.0	4.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	826	*	129.6	134.4	105.8	125.3	136.1	147.5	157.3
Adjusted Total Cash Compensation (\$000)	8	826	*	144.0	164.1	125.9	145.6	167.5	184.1	197.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	826	*	93.4	93.2	80.4	92.7	95.6	95.6	95.6
Salary Range Midpoint (\$000)	8	826	*	122.8	123.9	106.8	126.1	126.5	126.5	126.5
Salary Range Maximum (\$000)	8	826	*	152.1	154.5	133.1	157.3	157.3	157.3	160.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
8	826	67.9	32.1		8	826	99.4	0.6

\*More than 30% of sample supplied by one organization.

## Position: 0767 Sr Examiner (Compliance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	826 *	2,703	4,313	1,477	4,203	4,203	4,203	4,203	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	826 *	125.6	133.2	104.7	123.2	134.1	147.0	157.3	157.3
Adjusted Annual Base Salary (\$000)	8	826 *	140.0	163.0	123.7	143.3	166.6	183.2	195.7	195.7
Locality Pay or Geographic Differential (0.0%)	5	804 *	18.9	22.6	6.0	19.3	24.2	29.3	30.7	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	70 *								
Short-Term Incentive/Bonus (\$000)	5	330 *	3.7	2.0	0.7	1.0	1.3	2.8	3.9	3.9
Other Cash Compensation (\$000)	5	161 *	4.2	1.9	0.3	0.5	1.0	2.0	4.6	4.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	826 *	129.6	134.4	105.8	125.3	136.1	147.5	157.3	157.3
Adjusted Total Cash Compensation (\$000)	8	826 *	144.0	164.1	125.9	145.6	167.5	184.1	197.0	197.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	826 *	93.4	93.2	80.4	92.7	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	8	826 *	122.8	123.9	106.8	126.1	126.5	126.5	126.5	126.5
Salary Range Maximum (\$000)	8	826 *	152.1	154.5	133.1	157.3	157.3	157.3	157.3	160.8
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	293 *	3,171	4,299	3,803	4,203	4,203	4,203	4,203	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	293 *	127.8	134.7	110.5	126.4	135.7	148.5	157.3	157.3
Adjusted Annual Base Salary (\$000)	6	293 *	142.7	162.3	127.2	149.3	166.0	179.2	195.4	195.4
Locality Pay or Geographic Differential (0.0%)	5	289 *	14.5	20.5	6.0	19.3	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	20 *								
Short-Term Incentive/Bonus (\$000)	4	117 *	2.8	1.7	0.8	0.8	1.3	2.5	3.8	3.8
Other Cash Compensation (\$000)	4	40 *	2.6	1.6	0.3	0.5	1.0	2.0	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	293 *	130.3	135.6	112.2	126.4	136.7	148.6	157.3	157.3
Adjusted Total Cash Compensation (\$000)	6	293 *	145.2	163.2	127.8	150.1	166.6	180.1	195.4	195.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	293 *	91.1	94.2	88.2	95.6	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	6	293 *	121.2	125.0	111.2	126.5	126.5	126.5	126.5	126.5
Salary Range Maximum (\$000)	6	293 *	151.2	155.6	134.1	157.3	157.3	157.3	157.3	157.3

\*More than 30% of sample supplied by one organization.

## Position: 0767 Sr Examiner (Compliance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	125 *	3,149	4,527	1,446	3,803	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	125 *	126.7	126.7	97.5	112.5	128.3	140.3	156.2	
Adjusted Annual Base Salary (\$000)	6	125 *	136.9	143.8	105.7	123.7	142.6	161.8	179.8	
Locality Pay or Geographic Differential (0.0%)	4	113 *	12.2	14.8	3.0	6.0	13.0	25.6	25.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	14 *								
Short-Term Incentive/Bonus (\$000)	4	44 *	3.5	2.6	0.8	1.0	2.0	3.7	5.0	
Other Cash Compensation (\$000)	3	54 *	4.2	2.1	0.3	0.5	1.0	2.1	5.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	125 *	130.5	128.5	98.2	115.0	129.6	141.3	157.3	
Adjusted Total Cash Compensation (\$000)	6	125 *	140.7	145.6	106.9	125.4	145.2	162.5	181.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	125 *	93.0	90.3	80.4	83.5	95.0	95.6	95.6	
Salary Range Midpoint (\$000)	6	125 *	123.0	120.3	106.8	109.0	126.1	126.5	126.5	
Salary Range Maximum (\$000)	6	125 *	153.0	150.2	133.1	133.6	157.3	157.3	160.8	
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	70 *	3,554	4,449	1,446	3,803	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	70 *	127.9	130.3	100.6	116.5	132.0	146.6	157.3	
Adjusted Annual Base Salary (\$000)	5	70 *	139.1	148.4	109.9	126.5	148.4	169.5	189.3	
Locality Pay or Geographic Differential (0.0%)	4	66 *	11.2	14.3	5.1	6.0	16.8	20.7	22.5	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	10 *								
Short-Term Incentive/Bonus (\$000)	3	30 *	2.9	2.0	0.5	0.7	1.4	3.5	3.9	
Other Cash Compensation (\$000)	3	28 *	4.8	2.4	0.3	0.5	1.0	3.7	7.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	70 *	131.6	132.1	100.9	119.6	135.0	147.1	157.8	
Adjusted Total Cash Compensation (\$000)	5	70 *	142.9	150.3	113.0	129.3	151.0	170.3	189.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	70 *	91.7	91.1	80.4	86.6	95.0	95.6	95.6	
Salary Range Midpoint (\$000)	5	70 *	122.1	121.5	106.8	111.2	126.5	126.5	126.5	
Salary Range Maximum (\$000)	5	70 *	152.5	151.9	133.1	134.1	157.3	157.3	160.8	

\*More than 30% of sample supplied by one organization.

## Position: 0767 Sr Examiner (Compliance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	210 *	3,505	4,233	4,203	4,203	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	210 *	132.0	137.2	117.7	128.3	137.1	147.8	157.3	157.3
Adjusted Annual Base Salary (\$000)	5	210 *	159.9	170.0	146.1	159.4	170.3	183.0	195.4	195.4
Locality Pay or Geographic Differential (0.0%)	5	210 *	21.2	23.9	24.2	24.2	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	5 *								
Short-Term Incentive/Bonus (\$000)	2	80 *	2.8	1.4	0.8	0.8	1.3	1.6	2.5	2.5
Other Cash Compensation (\$000)	3	9 *	3.5	3.2		1.3	3.5	4.7		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	210 *	134.1	137.9	118.7	129.2	137.8	148.6	157.3	157.3
Adjusted Total Cash Compensation (\$000)	5	210 *	162.0	170.7	146.3	160.1	170.4	184.1	195.4	195.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	210 *	91.5	95.6	95.6	95.6	95.6	95.6	95.6	95.6
Salary Range Midpoint (\$000)	5	210 *	122.8	126.5	126.5	126.5	126.5	126.5	126.5	126.5
Salary Range Maximum (\$000)	5	210 *	154.2	157.4	157.3	157.3	157.3	157.3	157.3	157.3

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	400	*	2,597	4,707	1,446	1,477	4,203	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	400	*	94.3	93.5	75.7	81.4	91.1	106.4	111.9
Adjusted Annual Base Salary (\$000)	8	400	*	107.2	107.2	80.3	89.6	105.4	118.6	137.0
Locality Pay or Geographic Differential (0.0%)	6	376	*	18.3	15.3	6.0	6.0	13.0	24.1	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	81	*							
Short-Term Incentive/Bonus (\$000)	3	119	*	2.9	2.5	1.0	1.8	2.6	3.1	3.5
Other Cash Compensation (\$000)	6	177	*	2.9	1.5	0.2	0.3	0.7	2.3	3.7
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	400	*	96.7	94.9	76.6	82.6	92.5	106.8	115.4
Adjusted Total Cash Compensation (\$000)	8	400	*	109.6	108.6	82.4	90.5	107.1	121.1	138.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	400	*	74.5	72.6	61.2	69.5	69.5	76.5	83.3
Salary Range Midpoint (\$000)	8	400	*	97.0	93.8	79.1	90.7	90.7	93.7	110.2
Salary Range Maximum (\$000)	8	400	*	119.5	114.9	96.9	110.9	111.9	114.5	137.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
8	400		87.3	12.8	8	400	98.5	1.5

\*More than 30% of sample supplied by one organization.

## Position: 0768 Examiner (Compliance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	400 *	2,597	4,707	1,446	1,477	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	400 *	94.3	93.5	75.7	81.4	91.1	106.4	111.9	
Adjusted Annual Base Salary (\$000)	8	400 *	107.2	107.2	80.3	89.6	105.4	118.6	137.0	
Locality Pay or Geographic Differential (0.0%)	6	376 *	18.3	15.3	6.0	6.0	13.0	24.1	30.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	81 *								
Short-Term Incentive/Bonus (\$000)	3	119 *	2.9	2.5	1.0	1.8	2.6	3.1	3.5	
Other Cash Compensation (\$000)	6	177 *	2.9	1.5	0.2	0.3	0.7	2.3	3.7	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	400 *	96.7	94.9	76.6	82.6	92.5	106.8	115.4	
Adjusted Total Cash Compensation (\$000)	8	400 *	109.6	108.6	82.4	90.5	107.1	121.1	138.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	400 *	74.5	72.6	61.2	69.5	69.5	76.5	83.3	
Salary Range Midpoint (\$000)	8	400 *	97.0	93.8	79.1	90.7	90.7	93.7	110.2	
Salary Range Maximum (\$000)	8	400 *	119.5	114.9	96.9	110.9	111.9	114.5	137.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	88 *	2,756	4,162	1,446	1,446	4,203	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	88 *	98.6	95.8	77.8	83.9	92.6	110.1	112.4	
Adjusted Annual Base Salary (\$000)	7	88 *	112.0	107.0	80.1	90.4	105.2	118.6	134.3	
Locality Pay or Geographic Differential (0.0%)	6	83 *	15.5	11.9	3.0	6.0	6.0	19.3	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	21 *								
Short-Term Incentive/Bonus (\$000)	3	35 *	2.8	2.6	1.1	2.1	2.4	2.9	4.1	
Other Cash Compensation (\$000)	4	37 *	2.9	2.0	0.3	0.4	2.0	3.5	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	88 *	100.7	97.7	80.1	86.4	95.4	110.9	115.9	
Adjusted Total Cash Compensation (\$000)	7	88 *	114.0	108.8	82.5	92.0	107.3	121.7	135.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	88 *	74.8	73.6	61.2	69.5	72.7	76.5	83.3	
Salary Range Midpoint (\$000)	7	88 *	98.0	94.6	79.1	90.7	93.5	93.7	110.2	
Salary Range Maximum (\$000)	7	88 *	121.1	115.7	96.9	110.9	111.9	115.2	137.0	

\*More than 30% of sample supplied by one organization.

## Position: 0768 Examiner (Compliance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	143 *	3,554	5,422	1,446	4,203	6,842	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	143 *	94.1	92.3	72.3	80.0	88.5	105.1	111.9	111.9
Adjusted Annual Base Salary (\$000)	5	143 *	103.6	101.8	76.8	86.7	97.5	117.1	128.9	128.9
Locality Pay or Geographic Differential (0.0%)	4	132 *	12.1	10.8	6.0	6.0	6.5	15.9	25.6	25.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	14 *								
Short-Term Incentive/Bonus (\$000)	2	23 *	1.7	2.0	0.5	0.5	2.4	2.8	3.3	3.3
Other Cash Compensation (\$000)	3	84 *	2.7	1.5	0.2	0.3	0.5	1.9	3.6	3.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	143 *	96.2	93.4	72.6	81.8	88.8	106.5	114.7	114.7
Adjusted Total Cash Compensation (\$000)	5	143 *	105.6	103.0	78.3	86.7	98.2	117.1	130.5	130.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	143 *	74.0	71.0	61.2	69.5	69.5	76.3	83.3	83.3
Salary Range Midpoint (\$000)	5	143 *	96.6	92.2	79.1	90.7	90.7	93.7	110.2	110.2
Salary Range Maximum (\$000)	5	143 *	119.2	113.4	96.9	110.9	111.9	111.9	137.0	137.0
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	51 *	3,554	4,674	1,446	1,446	6,842	6,842	6,842	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	51 *	98.2	92.8	75.8	80.0	93.0	108.7	111.9	111.9
Adjusted Annual Base Salary (\$000)	5	51 *	107.7	101.5	79.5	84.0	100.2	118.0	123.0	123.0
Locality Pay or Geographic Differential (0.0%)	4	45 *	11.8	10.4	6.0	6.0	8.0	16.3	20.2	20.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	12 *								
Short-Term Incentive/Bonus (\$000)	2	15 *	1.9	2.4	0.9	2.2	2.5	2.9	3.4	3.4
Other Cash Compensation (\$000)	3	28 *	1.9	1.4	0.2	0.3	0.8	2.3	4.0	4.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	51 *	99.6	94.3	76.8	80.3	95.4	108.7	114.4	114.4
Adjusted Total Cash Compensation (\$000)	5	51 *	109.2	103.0	80.0	86.4	102.1	118.9	123.4	123.4
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	51 *	74.4	71.7	62.9	69.5	69.5	76.5	76.5	76.5
Salary Range Midpoint (\$000)	5	51 *	97.2	91.9	80.9	90.7	90.7	93.7	103.1	103.1
Salary Range Maximum (\$000)	5	51 *	120.0	112.0	98.7	110.9	111.9	111.9	132.0	132.0

\*More than 30% of sample supplied by one organization.



## Position: 0768 Examiner (Compliance)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	21 *	2,799	2,909	1,231	1,231	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	21 *	92.5	97.7	81.6	85.6	95.3	111.3	120.7	120.7
Adjusted Annual Base Salary (\$000)	5	21 *	112.9	120.4	97.9	104.5	112.5	136.3	153.2	153.2
Locality Pay or Geographic Differential (0.0%)	5	21 *	21.8	23.1	16.6	18.0	24.2	24.2	30.7	30.7
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	4 *								
Short-Term Incentive/Bonus (\$000)	2	8 *	2.1	2.1		1.1	2.3	2.9		
Other Cash Compensation (\$000)	3	7 *	3.4	3.9		4.3	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	21 *	94.3	99.8	83.2	86.7	97.8	113.5	122.5	122.5
Adjusted Total Cash Compensation (\$000)	5	21 *	114.7	122.5	101.5	106.0	115.8	136.3	156.2	156.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	21 *	72.2	76.0	70.0	72.1	76.5	83.3	83.3	83.3
Salary Range Midpoint (\$000)	5	21 *	93.2	98.3	92.6	93.5	93.7	110.2	110.2	110.2
Salary Range Maximum (\$000)	5	21 *	114.1	120.7	110.9	112.6	115.2	137.0	137.0	137.0

\*More than 30% of sample supplied by one organization.

## Position: 0769 Capital Markets Specialist

### Position Description:

Serves as a senior staff member and provides advice to senior management, staff, other government agencies and the banking industry on all pertinent matters relating to capital market risk in financial institutions including interest rate risk, market risk, trading activities, derivatives, investment securities activities, asset securitization, liquidity and funding. Analyzes supervisory issues, identifies risks, recommends and develops new or revised agency policy and/or regulatory guidance for banks and examiners with the goal of initiating new or modified supervisory policies and procedures.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	154	*	2,343	2,894	543	1,231	3,092	3,092	6,842
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	154	*	139.1	147.0	107.6	131.2	150.2	169.0	181.9
Adjusted Annual Base Salary (\$000)	10	154	*	151.9	159.7	128.4	143.4	160.9	176.8	185.0
Locality Pay or Geographic Differential (0.0%)	5	66	*	21.1	23.6	14.0	16.3	24.2	30.8	34.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	79	*	7.2	10.5	3.3	5.3	11.0	14.0	17.0
Other Cash Compensation (\$000)	6	54	*	4.9	3.7	0.7	1.6	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	154	*	144.9	153.7	111.9	133.4	157.2	177.4	187.9
Adjusted Total Cash Compensation (\$000)	10	154	*	157.7	166.4	132.5	151.2	168.2	182.7	197.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	154	*	99.8	107.0	83.9	93.5	108.1	119.7	134.8
Salary Range Midpoint (\$000)	10	154	*	131.0	139.8	107.9	124.5	144.6	155.6	175.3
Salary Range Maximum (\$000)	10	154	*	162.2	172.6	131.8	154.3	180.8	191.5	215.7

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
10	154		98.1	1.9	10	154	93.5	6.5

\*More than 30% of sample supplied by one organization.

## Position: 0769 Capital Markets Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	154 *	2,343	2,894	543	1,231	3,092	3,092	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	154 *	139.1	147.0	107.6	131.2	150.2	169.0	181.9	
Adjusted Annual Base Salary (\$000)	10	154 *	151.9	159.7	128.4	143.4	160.9	176.8	185.0	
Locality Pay or Geographic Differential (0.0%)	5	66 *	21.1	23.6	14.0	16.3	24.2	30.8	34.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	5	79 *	7.2	10.5	3.3	5.3	11.0	14.0	17.0	
Other Cash Compensation (\$000)	6	54 *	4.9	3.7	0.7	1.6	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	154 *	144.9	153.7	111.9	133.4	157.2	177.4	187.9	
Adjusted Total Cash Compensation (\$000)	10	154 *	157.7	166.4	132.5	151.2	168.2	182.7	197.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	154 *	99.8	107.0	83.9	93.5	108.1	119.7	134.8	
Salary Range Midpoint (\$000)	10	154 *	131.0	139.8	107.9	124.5	144.6	155.6	175.3	
Salary Range Maximum (\$000)	10	154 *	162.2	172.6	131.8	154.3	180.8	191.5	215.7	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	82 *	3,256	3,034	3,092	3,092	3,092	3,092	3,092	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	82 *	137.4	157.5	132.8	144.0	160.5	175.4	184.0	
Adjusted Annual Base Salary (\$000)	5	82 *	160.2	160.8	135.7	146.5	162.3	179.7	185.0	
Locality Pay or Geographic Differential (0.0%)	3	9 *	28.3	26.7		16.3	29.3	33.8		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	63 *	12.7	12.2	5.8	10.0	12.0	15.6	18.4	
Other Cash Compensation (\$000)	2	8 *	2.7	3.5		2.0	4.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	82 *	143.2	167.1	137.8	154.7	172.2	184.8	195.4	
Adjusted Total Cash Compensation (\$000)	5	82 *	166.0	170.5	142.1	160.1	175.5	185.0	197.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	82 *	97.0	117.3	95.2	106.2	119.7	134.8	134.8	
Salary Range Midpoint (\$000)	5	82 *	126.9	152.5	126.1	138.1	155.6	175.3	175.3	
Salary Range Maximum (\$000)	5	82 *	156.8	187.6	157.2	169.9	191.5	215.7	215.7	

\*More than 30% of sample supplied by one organization.

## Position: 0769 Capital Markets Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	44 *	3,324	2,963	543	1,231	1,231	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	44 *	147.8	140.8	95.4	123.3	142.5	166.4	178.6	
Adjusted Annual Base Salary (\$000)	5	44 *	170.0	165.4	121.2	150.8	164.1	179.8	211.8	
Locality Pay or Geographic Differential (0.0%)	4	34 *	22.5	24.3	16.3	22.2	24.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	3	15 *	3.5	3.7	1.4	1.9	4.2	5.0	6.2	
Other Cash Compensation (\$000)	3	25 *	2.8	3.6	1.4	1.8	4.3	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	44 *	151.3	144.1	99.6	125.9	144.8	171.2	182.7	
Adjusted Total Cash Compensation (\$000)	5	44 *	173.4	168.7	125.5	154.1	167.9	183.0	214.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	44 *	97.3	96.8	83.3	83.9	96.3	111.8	115.4	
Salary Range Midpoint (\$000)	5	44 *	130.8	128.2	107.9	110.2	125.4	148.4	155.8	
Salary Range Maximum (\$000)	5	44 *	164.1	159.5	131.8	137.0	157.3	185.0	196.1	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	8	2,037	2,444		670	1,264	5,501		
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	8	132.6	127.8		114.3	123.4	142.9		
Adjusted Annual Base Salary (\$000)	5	8	139.5	133.9		117.7	131.2	152.0		
Locality Pay or Geographic Differential (0.0%)	2	3 *	13.1	12.9			13.7			
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	1	1 *								
Other Cash Compensation (\$000)	4	5 *	5.8	7.4		1.3	6.8	13.8		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	8	137.4	133.1		115.4	131.7	146.9		
Adjusted Total Cash Compensation (\$000)	5	8	144.3	139.2		119.2	139.3	158.7		
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	8	103.6	102.5		97.1	103.5	106.2		
Salary Range Midpoint (\$000)	5	8	134.8	132.4		126.9	129.4	138.7		
Salary Range Maximum (\$000)	5	8	166.0	162.2		155.3	156.3	171.8		

\*More than 30% of sample supplied by one organization.

## Position: 0769 Capital Markets Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	5	37	3,324	3,088	543	1,231	1,231	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	5	37	146.8	141.2	92.5	123.4	144.3	165.8	179.9
Adjusted Annual Base Salary (\$000)	5	37	172.7	167.3	119.8	151.5	164.7	184.9	216.2
Locality Pay or Geographic Differential (0.0%)	4	29 *	23.4	25.3	18.0	22.2	24.2	30.9	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)									
Short-Term Incentive/Bonus (\$000)	3	13 *	3.3	3.5	1.2	1.9	3.9	4.9	5.7
Other Cash Compensation (\$000)	3	20 *	2.8	3.5	1.2	1.6	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	5	37	150.3	144.3	96.2	126.5	145.1	170.5	183.9
Adjusted Total Cash Compensation (\$000)	5	37	176.2	170.4	123.5	154.2	169.0	187.1	217.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	5	37	97.5	98.3	83.3	83.9	97.0	111.8	115.4
Salary Range Midpoint (\$000)	5	37	130.9	130.2	107.9	110.2	126.5	148.4	155.8
Salary Range Maximum (\$000)	5	37	164.2	161.9	131.8	137.0	157.3	185.0	196.1

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	189 *	1,996	2,918	272	1,446	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	189 *	132.3	123.7	85.8	99.6	120.0	142.8	169.0	169.0
Adjusted Annual Base Salary (\$000)	11	189 *	147.4	145.6	106.0	121.4	139.5	163.2	195.0	195.0
Locality Pay or Geographic Differential (0.0%)	6	156 *	21.8	22.5	18.0	18.0	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	31 *	6.5	3.9	3.0	3.0	3.0	3.0	3.0	10.0
Short-Term Incentive/Bonus (\$000)	7	124 *	6.9	3.9	0.9	1.3	3.2	5.1	7.7	7.7
Other Cash Compensation (\$000)	5	29 *	4.2	3.7	0.1	0.5	3.0	6.7	8.3	8.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	189 *	138.2	126.8	86.8	101.5	124.2	145.1	174.7	174.7
Adjusted Total Cash Compensation (\$000)	11	189 *	153.3	148.7	107.1	124.1	143.4	166.4	199.0	199.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	189 *	98.6	95.2	70.0	83.3	95.6	111.8	115.4	115.4
Salary Range Midpoint (\$000)	11	189 *	130.0	126.5	92.6	110.2	126.5	148.4	155.8	155.8
Salary Range Maximum (\$000)	11	189 *	161.4	157.8	115.2	137.0	157.3	182.0	196.1	196.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	189	2.1	91.0	6.9	11	189	97.9	2.1

\*More than 30% of sample supplied by one organization.

## Position: 0771 Senior Policy Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	189 *	1,996	2,918	272	1,446	4,203	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	189 *	132.3	123.7	85.8	99.6	120.0	142.8	169.0	
Adjusted Annual Base Salary (\$000)	11	189 *	147.4	145.6	106.0	121.4	139.5	163.2	195.0	
Locality Pay or Geographic Differential (0.0%)	6	156 *	21.8	22.5	18.0	18.0	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	31 *	6.5	3.9	3.0	3.0	3.0	3.0	10.0	
Short-Term Incentive/Bonus (\$000)	7	124 *	6.9	3.9	0.9	1.3	3.2	5.1	7.7	
Other Cash Compensation (\$000)	5	29 *	4.2	3.7	0.1	0.5	3.0	6.7	8.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	189 *	138.2	126.8	86.8	101.5	124.2	145.1	174.7	
Adjusted Total Cash Compensation (\$000)	11	189 *	153.3	148.7	107.1	124.1	143.4	166.4	199.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	189 *	98.6	95.2	70.0	83.3	95.6	111.8	115.4	
Salary Range Midpoint (\$000)	11	189 *	130.0	126.5	92.6	110.2	126.5	148.4	155.8	
Salary Range Maximum (\$000)	11	189 *	161.4	157.8	115.2	137.0	157.3	182.0	196.1	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	171 *	2,048	2,936	272	1,446	4,203	4,203	4,203	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	171 *	135.2	125.2	85.8	100.1	123.5	145.5	169.2	
Adjusted Annual Base Salary (\$000)	10	171 *	152.0	146.8	106.6	122.9	141.0	164.2	198.6	
Locality Pay or Geographic Differential (0.0%)	6	140 *	21.5	22.1	18.0	18.0	24.2	24.2	24.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	26 *	6.5	4.1	3.0	3.0	3.0	3.0	10.0	
Short-Term Incentive/Bonus (\$000)	7	111 *	6.9	4.1	0.8	1.4	3.6	5.1	10.2	
Other Cash Compensation (\$000)	4	26 *	2.7	3.2	0.1	0.5	2.3	6.1	8.2	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	171 *	140.8	128.4	86.8	101.6	126.0	151.0	174.8	
Adjusted Total Cash Compensation (\$000)	10	171 *	157.6	150.0	107.2	125.0	144.2	168.3	201.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	171 *	100.1	95.9	70.0	83.3	95.6	111.8	115.4	
Salary Range Midpoint (\$000)	10	171 *	132.8	127.7	92.6	110.2	126.5	148.4	155.8	
Salary Range Maximum (\$000)	10	171 *	165.3	159.4	115.2	137.0	157.3	185.0	196.1	

\*More than 30% of sample supplied by one organization.

## Position: 0771 Senior Policy Analyst

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	160 *	2,168	3,029	272	1,231	4,203	4,203	4,203	4,203
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	160 *	136.2	124.7	85.8	99.0	120.9	145.4	169.2	169.2
Adjusted Annual Base Salary (\$000)	8	160 *	157.2	147.7	106.6	122.9	142.7	166.5	199.4	199.4
Locality Pay or Geographic Differential (0.0%)	6	140 *	21.5	22.1	18.0	18.0	24.2	24.2	24.2	24.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	26 *	6.5	4.1	3.0	3.0	3.0	3.0	3.0	10.0
Short-Term Incentive/Bonus (\$000)	5	100 *	4.7	3.2	0.8	1.3	2.9	5.0	6.0	6.0
Other Cash Compensation (\$000)	4	26 *	2.7	3.2	0.1	0.5	2.3	6.1	8.2	8.2
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	160 *	140.0	127.2	86.4	100.3	123.6	149.4	174.8	174.8
Adjusted Total Cash Compensation (\$000)	8	160 *	161.0	150.2	106.8	124.3	144.5	169.1	204.9	204.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	160 *	100.1	95.5	70.0	83.3	95.6	111.8	115.4	115.4
Salary Range Midpoint (\$000)	8	160 *	134.1	127.6	92.6	110.2	126.5	148.4	155.8	155.8
Salary Range Maximum (\$000)	8	160 *	168.1	159.6	115.2	137.0	157.3	185.0	196.1	196.1

\*More than 30% of sample supplied by one organization.



## Position: 0812 RAD Director

### Position Description:

Serves as senior manager and/or director in Credit, Market, Compliance or Enterprise Risk Analysis. Plans, organizes, implements and directs activities associated with delivering expertise on quantitative economic modeling to bank examiners and policy makers within the organization. Models, develops and supervises risk simulation scenarios, quantitative modeling exam support, research projects, and analyses in area of expertise. Participates in the implementation of risk valuation models and conceives and implements regulations and supervisory requirements to limit and manage risk.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	18 *	2,538	3,040	516	543	2,517	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	18 *	169.2	179.6	149.1	162.9	180.9	197.9	207.2	
Adjusted Annual Base Salary (\$000)	5	18 *	196.7	200.5	159.8	181.8	198.4	221.1	244.4	
Locality Pay or Geographic Differential (0.0%)	4	11 *	21.6	19.6	8.4	18.0	18.4	22.2	29.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	10 *	4.4	4.9	2.7	2.8	4.7	6.7	8.5	
Other Cash Compensation (\$000)	4	8 *	2.8	2.4		1.8	2.1	3.4		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	18 *	172.7	183.4	154.1	164.8	184.8	201.6	213.8	
Adjusted Total Cash Compensation (\$000)	5	18 *	200.2	204.3	164.2	185.4	200.6	221.1	249.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	18 *	110.6	119.8	104.7	111.4	117.5	133.3	133.3	
Salary Range Midpoint (\$000)	5	18 *	149.9	163.8	138.4	159.3	160.3	180.0	180.0	
Salary Range Maximum (\$000)	5	18 *	189.0	207.7	172.1	203.1	207.1	226.6	226.6	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
5	18		94.4	5.6	5	18	100.0	

\*More than 30% of sample supplied by one organization.

## Position: 0812 RAD Director

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	18 *	2,538	3,040	516	543	2,517	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	18 *	169.2	179.6	149.1	162.9	180.9	197.9	207.2	
Adjusted Annual Base Salary (\$000)	5	18 *	196.7	200.5	159.8	181.8	198.4	221.1	244.4	
Locality Pay or Geographic Differential (0.0%)	4	11 *	21.6	19.6	8.4	18.0	18.4	22.2	29.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	10 *	4.4	4.9	2.7	2.8	4.7	6.7	8.5	
Other Cash Compensation (\$000)	4	8 *	2.8	2.4		1.8	2.1	3.4		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	18 *	172.7	183.4	154.1	164.8	184.8	201.6	213.8	
Adjusted Total Cash Compensation (\$000)	5	18 *	200.2	204.3	164.2	185.4	200.6	221.1	249.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	18 *	110.6	119.8	104.7	111.4	117.5	133.3	133.3	
Salary Range Midpoint (\$000)	5	18 *	149.9	163.8	138.4	159.3	160.3	180.0	180.0	
Salary Range Maximum (\$000)	5	18 *	189.0	207.7	172.1	203.1	207.1	226.6	226.6	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	17 *	2,538	2,817	489	543	1,231	5,323	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	17 *	169.6	180.7	146.2	165.1	183.3	201.0	207.4	
Adjusted Annual Base Salary (\$000)	5	17 *	198.2	202.3	159.0	185.6	198.8	224.0	244.4	
Locality Pay or Geographic Differential (0.0%)	4	10 *	22.4	21.0	18.0	18.0	20.3	22.2	30.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	10 *	4.4	4.9	2.7	2.8	4.7	6.7	8.5	
Other Cash Compensation (\$000)	4	7 *	2.8	2.4		1.7	2.0	3.7		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	17 *	173.1	184.7	151.1	167.4	186.1	204.8	214.2	
Adjusted Total Cash Compensation (\$000)	5	17 *	201.7	206.2	163.4	188.5	200.7	224.0	249.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	17 *	110.6	120.0	102.4	111.4	117.5	133.3	133.3	
Salary Range Midpoint (\$000)	5	17 *	149.9	164.0	135.0	159.3	160.3	180.0	180.0	
Salary Range Maximum (\$000)	5	17 *	189.0	208.0	167.6	203.1	207.1	226.6	226.6	

\*More than 30% of sample supplied by one organization.

## Position: 0812 RAD Director

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	17 *	2,538	2,817	489	543	1,231	5,323	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	17 *	169.6	180.7	146.2	165.1	183.3	201.0	207.4	
Adjusted Annual Base Salary (\$000)	5	17 *	198.2	202.3	159.0	185.6	198.8	224.0	244.4	
Locality Pay or Geographic Differential (0.0%)	4	10 *	22.4	21.0	18.0	18.0	20.3	22.2	30.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)										
Short-Term Incentive/Bonus (\$000)	2	10 *	4.4	4.9	2.7	2.8	4.7	6.7	8.5	
Other Cash Compensation (\$000)	4	7 *	2.8	2.4		1.7	2.0	3.7		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	17 *	173.1	184.7	151.1	167.4	186.1	204.8	214.2	
Adjusted Total Cash Compensation (\$000)	5	17 *	201.7	206.2	163.4	188.5	200.7	224.0	249.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	17 *	110.6	120.0	102.4	111.4	117.5	133.3	133.3	
Salary Range Midpoint (\$000)	5	17 *	149.9	164.0	135.0	159.3	160.3	180.0	180.0	
Salary Range Maximum (\$000)	5	17 *	189.0	208.0	167.6	203.1	207.1	226.6	226.6	

\*More than 30% of sample supplied by one organization.

## Position: 0772 Risk Specialist

### Position Description:

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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	75 *	2,586	2,133	1,498	1,626	1,626	1,626	1,626	3,803
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	75 *	127.7	140.3	113.7	122.4	143.5	158.2	163.0	163.0
Adjusted Annual Base Salary (\$000)	6	75 *	142.6	145.9	113.7	123.5	146.3	159.6	179.5	179.5
Locality Pay or Geographic Differential (0.0%)	3	14 *	21.3	20.7	18.0	18.0	18.0	22.2	32.6	32.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	53 *								
Short-Term Incentive/Bonus (\$000)	3	41 *	3.6	3.8	1.0	1.5	3.0	5.5	8.5	8.5
Other Cash Compensation (\$000)	5	38 *	3.6	7.4	1.0	3.9	9.0	10.4	11.0	11.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	75 *	130.7	146.1	117.9	128.0	150.2	161.0	175.9	175.9
Adjusted Total Cash Compensation (\$000)	6	75 *	145.6	151.7	117.9	130.3	152.4	170.6	188.1	188.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	75 *	93.4	100.0	83.9	86.6	100.6	105.8	121.3	121.3
Salary Range Midpoint (\$000)	6	75 *	123.1	131.2	108.5	121.5	129.2	137.4	157.6	157.6
Salary Range Maximum (\$000)	6	75 *	152.9	162.4	134.3	149.6	160.8	169.0	193.9	193.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
6	75		100.0		6	75	100.0	

\*More than 30% of sample supplied by one organization.

## Position: 0772 Risk Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	75 *	2,586	2,133	1,498	1,626	1,626	1,626	3,803	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	75 *	127.7	140.3	113.7	122.4	143.5	158.2	163.0	
Adjusted Annual Base Salary (\$000)	6	75 *	142.6	145.9	113.7	123.5	146.3	159.6	179.5	
Locality Pay or Geographic Differential (0.0%)	3	14 *	21.3	20.7	18.0	18.0	18.0	22.2	32.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	53 *								
Short-Term Incentive/Bonus (\$000)	3	41 *	3.6	3.8	1.0	1.5	3.0	5.5	8.5	
Other Cash Compensation (\$000)	5	38 *	3.6	7.4	1.0	3.9	9.0	10.4	11.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	75 *	130.7	146.1	117.9	128.0	150.2	161.0	175.9	
Adjusted Total Cash Compensation (\$000)	6	75 *	145.6	151.7	117.9	130.3	152.4	170.6	188.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	75 *	93.4	100.0	83.9	86.6	100.6	105.8	121.3	
Salary Range Midpoint (\$000)	6	75 *	123.1	131.2	108.5	121.5	129.2	137.4	157.6	
Salary Range Maximum (\$000)	6	75 *	152.9	162.4	134.3	149.6	160.8	169.0	193.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	148	*	3,205	7,327	1,498	6,842	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	148	*	120.9	127.4	90.8	98.0	126.6	148.8	174.1
Adjusted Annual Base Salary (\$000)	11	148	*	132.0	135.1	93.1	109.4	132.6	160.8	182.2
Locality Pay or Geographic Differential (0.0%)	5	46	*	19.8	20.9	16.8	18.0	22.2	22.2	22.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	11	*	6.0	4.9	3.0	3.0	5.0	5.0	9.0
Short-Term Incentive/Bonus (\$000)	7	20	*	5.0	4.9	2.6	3.4	4.9	6.0	7.6
Other Cash Compensation (\$000)	2	28	*	1.3	1.9	0.3	0.5	1.1	2.5	6.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	148	*	123.7	128.4	91.3	98.6	127.3	148.8	174.1
Adjusted Total Cash Compensation (\$000)	11	148	*	134.9	136.1	95.6	110.7	132.9	161.0	182.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	148	*	91.5	95.0	71.4	80.4	95.0	97.8	137.1
Salary Range Midpoint (\$000)	11	148	*	122.5	135.7	95.9	107.3	126.1	146.0	204.0
Salary Range Maximum (\$000)	11	148	*	153.4	176.3	124.7	134.0	157.2	194.2	270.8

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	148	23.6	62.2	14.2	11	148	33.8	66.2

\*More than 30% of sample supplied by one organization.

## Position: 0776 Training Developer

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	64 *	2,608	4,905	1,446	1,498	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	64 *	119.1	112.7	86.2	91.7	105.1	132.2	152.9	
Adjusted Annual Base Salary (\$000)	10	64 *	131.4	130.6	91.4	105.3	123.0	159.4	182.5	
Locality Pay or Geographic Differential (0.0%)	5	46 *	19.8	20.9	16.8	18.0	22.2	22.2	22.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	11 *	6.0	4.9	3.0	3.0	5.0	5.0	9.0	
Short-Term Incentive/Bonus (\$000)	7	20 *	5.0	4.9	2.6	3.4	4.9	6.0	7.6	
Other Cash Compensation (\$000)	2	28 *	1.3	1.9	0.3	0.5	1.1	2.5	6.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	64 *	122.2	115.1	88.3	95.9	109.8	133.2	153.2	
Adjusted Total Cash Compensation (\$000)	10	64 *	134.5	132.9	95.9	106.9	124.1	160.1	185.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	64 *	90.4	84.4	67.4	78.5	80.4	95.0	95.0	
Salary Range Midpoint (\$000)	10	64 *	119.4	111.9	93.0	101.6	106.8	126.1	130.9	
Salary Range Maximum (\$000)	10	64 *	148.3	139.3	115.6	126.8	133.1	157.2	169.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	137 *	3,434	7,415	1,498	6,842	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	137 *	124.5	129.2	90.9	100.7	127.6	152.9	176.4	
Adjusted Annual Base Salary (\$000)	10	137 *	136.9	136.6	94.6	110.8	133.6	161.8	182.4	
Locality Pay or Geographic Differential (0.0%)	5	40 *	20.2	21.2	18.0	18.1	22.2	22.2	22.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	7 *	6.0	4.9		3.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	6	15 *	5.0	4.9	2.8	3.2	4.7	6.0	7.5	
Other Cash Compensation (\$000)	2	22 *	1.2	1.8	0.3	0.4	0.9	3.1	5.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	137 *	127.1	130.1	91.3	101.6	127.6	153.2	176.4	
Adjusted Total Cash Compensation (\$000)	10	137 *	139.5	137.4	95.5	111.0	135.9	163.1	182.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	137 *	94.1	96.4	71.4	80.4	97.8	97.8	137.1	
Salary Range Midpoint (\$000)	10	137 *	126.6	138.2	106.8	107.3	134.2	146.0	204.0	
Salary Range Maximum (\$000)	10	137 *	159.0	180.1	133.1	143.1	169.6	194.2	270.8	

\*More than 30% of sample supplied by one organization.

## Position: 0776 Training Developer

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	129 *	3,649	7,782	3,803	6,842	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	129 *	128.5	131.8	92.5	106.0	130.1	154.3	176.7	176.7
Adjusted Annual Base Salary (\$000)	9	129 *	142.3	139.6	98.1	112.7	137.9	162.6	182.7	182.7
Locality Pay or Geographic Differential (0.0%)	5	40 *	20.2	21.2	18.0	18.1	22.2	22.2	22.2	22.2
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	7 *	6.0	4.9		3.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	5	8 *	5.1	4.8		3.1	4.4	6.3		
Other Cash Compensation (\$000)	2	22 *	1.2	1.8	0.3	0.4	0.9	3.1	5.6	5.6
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	129 *	130.9	132.4	92.8	107.2	130.1	154.4	176.7	176.7
Adjusted Total Cash Compensation (\$000)	9	129 *	144.7	140.2	98.1	113.0	138.3	164.1	184.8	184.8
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	129 *	96.5	97.9	71.4	80.4	97.8	97.8	137.1	137.1
Salary Range Midpoint (\$000)	9	129 *	130.4	141.1	106.8	107.3	146.0	146.0	204.0	204.0
Salary Range Maximum (\$000)	9	129 *	164.2	184.3	133.1	143.1	194.2	194.2	270.8	270.8

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	48	*	3,250	5,998	1,471	3,803	6,842	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	48	*	76.0	75.5	56.5	69.0	75.4	81.4	96.7
Adjusted Annual Base Salary (\$000)	11	48	*	83.9	81.6	65.5	73.9	79.0	85.4	101.1
Locality Pay or Geographic Differential (0.0%)	5	23	*	21.9	18.1	8.0	13.0	18.0	22.2	23.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	7	*	5.7	5.3		5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	6	9	*	3.4	3.7		2.9	3.5	5.0	
Other Cash Compensation (\$000)	4	20	*	1.9	1.5	0.3	0.5	1.2	2.1	3.0
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	48	*	78.3	76.8	58.0	70.1	76.8	84.1	96.8
Adjusted Total Cash Compensation (\$000)	11	48	*	86.2	82.9	66.4	75.1	80.8	88.3	102.7
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	48	*	58.2	51.4	44.8	48.2	50.3	51.5	57.4
Salary Range Midpoint (\$000)	11	48	*	77.0	71.8	57.4	64.5	69.0	77.2	77.2
Salary Range Maximum (\$000)	11	48	*	95.8	92.1	69.9	80.3	89.3	102.9	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	48		97.9	2.1	11	48	60.4	39.6

\*More than 30% of sample supplied by one organization.

## Position: 0779 Training Technician

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	32 *	2,658	4,411	890	2,908	3,803	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	32 *	75.3	71.7	54.2	64.5	69.9	79.3	89.0	
Adjusted Annual Base Salary (\$000)	10	32 *	84.0	80.9	62.1	70.6	81.2	85.4	100.8	
Locality Pay or Geographic Differential (0.0%)	5	23 *	21.9	18.1	8.0	13.0	18.0	22.2	23.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	7 *	5.7	5.3		5.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	6	9 *	3.4	3.7		2.9	3.5	5.0		
Other Cash Compensation (\$000)	4	20 *	1.9	1.5	0.3	0.5	1.2	2.1	3.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	32 *	77.8	73.7	55.2	66.8	72.3	81.0	91.0	
Adjusted Total Cash Compensation (\$000)	10	32 *	86.6	82.9	64.6	70.8	82.9	88.3	102.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	32 *	58.9	51.4	44.8	45.1	48.2	52.7	68.3	
Salary Range Midpoint (\$000)	10	32 *	77.0	69.1	57.4	57.4	68.8	69.0	88.3	
Salary Range Maximum (\$000)	10	32 *	95.1	86.6	69.9	69.9	89.3	89.3	108.4	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	38 *	3,412	6,443	1,182	3,803	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	38 *	75.5	74.9	54.5	66.7	74.4	82.0	102.4	
Adjusted Annual Base Salary (\$000)	10	38 *	84.5	81.1	63.8	72.4	78.8	85.4	102.8	
Locality Pay or Geographic Differential (0.0%)	5	16 *	22.7	21.3	18.0	18.0	22.2	22.2	26.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	5.0	5.0		5.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	4	5 *	3.7	3.6		3.0	3.5	4.2		
Other Cash Compensation (\$000)	4	13 *	1.9	1.6	0.3	0.5	1.9	2.4	3.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	38 *	77.6	75.9	56.5	69.1	74.4	83.6	102.8	
Adjusted Total Cash Compensation (\$000)	10	38 *	86.5	82.1	65.5	72.6	78.8	88.1	102.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	38 *	58.2	51.8	44.8	47.7	51.5	51.5	58.5	
Salary Range Midpoint (\$000)	10	38 *	77.4	72.3	57.4	61.6	76.6	77.2	78.8	
Salary Range Maximum (\$000)	10	38 *	96.7	92.9	69.9	75.2	99.0	102.9	104.0	

\*More than 30% of sample supplied by one organization.

## Position: 0779 Training Technician

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	37 *	3,625	6,576	1,134	3,803	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	37 *	76.8	75.2	54.5	68.0	75.2	82.4	102.4	
Adjusted Annual Base Salary (\$000)	9	37 *	86.7	81.5	64.7	73.2	79.0	85.4	103.0	
Locality Pay or Geographic Differential (0.0%)	5	16 *	22.7	21.3	18.0	18.0	22.2	22.2	26.2	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	5.0	5.0		5.0	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	3	4 *	3.3	3.2		2.9	3.3	3.5		
Other Cash Compensation (\$000)	4	13 *	1.9	1.6	0.3	0.5	1.9	2.4	3.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	37 *	78.5	76.1	56.3	69.6	75.2	83.8	103.0	
Adjusted Total Cash Compensation (\$000)	9	37 *	88.4	82.4	65.3	73.3	79.0	88.2	103.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	37 *	58.7	51.7	44.8	47.1	51.5	51.5	59.9	
Salary Range Midpoint (\$000)	9	37 *	78.4	72.4	57.4	60.2	77.2	77.2	80.5	
Salary Range Maximum (\$000)	9	37 *	98.0	93.1	69.9	73.5	102.9	102.9	105.2	

\*More than 30% of sample supplied by one organization.

## Position: 0781 Human Resources Director

### Position Description:

Reports directly to Chief Human Resources Officer/Top Human Resources Executive and 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	19	154 *	2,489	6,303	1,231	2,609	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	19	154 *	173.1	199.4	143.4	166.9	184.8	224.1	285.3	
Adjusted Annual Base Salary (\$000)	19	154 *	184.2	204.1	149.3	172.5	193.6	229.4	285.3	
Locality Pay or Geographic Differential (0.0%)	6	21	21.2	21.4	16.2	18.0	18.0	27.6	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	35 *	15.3	18.7	3.0	10.0	10.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	11	52	21.8	23.6	5.4	7.1	10.0	45.5	60.4	
Other Cash Compensation (\$000)	5	14 *	6.2	4.7	0.4	1.6	4.3	4.9	13.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	19	154 *	186.8	207.7	152.0	174.1	200.1	236.9	285.3	
Adjusted Total Cash Compensation (\$000)	19	154 *	197.9	212.5	159.0	177.6	203.2	237.1	285.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	149 *	128.6	140.0	98.8	117.5	137.1	138.6	192.2	
Salary Range Midpoint (\$000)	16	149 *	169.7	200.8	134.2	160.3	204.0	204.0	290.1	
Salary Range Maximum (\$000)	16	149 *	210.8	261.5	169.6	207.1	270.8	270.8	387.9	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
19	154	18.2	74.0	7.8	19	154	44.2	55.8

\*More than 30% of sample supplied by one organization.

## Position: 0781 Human Resources Director

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	63	2,132	3,332	543	1,231	2,609	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	63	164.6	165.6	133.4	145.8	168.7	182.0	197.9	
Adjusted Annual Base Salary (\$000)	14	63	179.6	177.1	138.7	155.0	177.0	197.0	207.7	
Locality Pay or Geographic Differential (0.0%)	6	21	21.2	21.4	16.2	18.0	18.0	27.6	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	35 *	15.3	18.7	3.0	10.0	10.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	9	46 *	21.8	23.8	5.2	6.7	10.0	50.1	61.0	
Other Cash Compensation (\$000)	5	14 *	6.2	4.7	0.4	1.6	4.3	4.9	13.8	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	63	180.1	184.1	140.0	153.1	181.8	207.3	232.1	
Adjusted Total Cash Compensation (\$000)	14	63	195.1	195.6	142.8	176.7	200.7	220.2	237.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	59	120.7	116.7	97.0	107.0	111.8	132.0	133.3	
Salary Range Midpoint (\$000)	12	59	158.3	157.7	124.7	141.8	159.3	179.0	180.0	
Salary Range Maximum (\$000)	12	59	195.8	198.6	152.3	175.0	202.5	226.0	226.6	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	141 *	2,881	6,597	1,446	2,609	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	141 *	176.5	202.9	146.0	170.3	192.1	231.2	290.3	
Adjusted Annual Base Salary (\$000)	14	141 *	192.1	207.8	153.5	175.0	196.3	233.5	290.3	
Locality Pay or Geographic Differential (0.0%)	6	19	21.7	22.3	18.0	18.0	18.4	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	30 *	16.0	18.0	3.0	10.0	10.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	6	42 *	16.0	20.9	5.1	6.5	8.3	31.8	61.6	
Other Cash Compensation (\$000)	4	11 *	3.0	3.7	0.3	1.8	4.3	4.3	8.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	141 *	184.2	209.4	151.3	174.6	200.7	238.8	290.3	
Adjusted Total Cash Compensation (\$000)	14	141 *	199.8	214.3	158.2	179.5	205.0	240.7	290.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	140 *	131.5	141.7	99.6	132.0	137.1	153.3	192.2	
Salary Range Midpoint (\$000)	13	140 *	173.8	203.8	135.0	173.2	204.0	204.0	290.1	
Salary Range Maximum (\$000)	13	140 *	216.0	265.8	170.1	221.7	270.8	270.8	387.9	

\*More than 30% of sample supplied by one organization.

## Position: 0781 Human Resources Director

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	139 *	3,025	6,700	1,446	2,609	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	139 *	177.3	204.1	148.5	171.8	192.5	232.7	291.5	
Adjusted Annual Base Salary (\$000)	14	139 *	192.9	209.0	157.6	175.2	197.0	233.8	291.5	
Locality Pay or Geographic Differential (0.0%)	6	19	21.7	22.3	18.0	18.0	18.4	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	30 *	16.0	18.0	3.0	10.0	10.0	35.0	35.0	
Short-Term Incentive/Bonus (\$000)	6	40 *	20.0	22.7	5.0	6.6	8.7	45.1	61.9	
Other Cash Compensation (\$000)	4	11 *	3.0	3.7	0.3	1.8	4.3	4.3	8.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	139 *	186.7	210.9	155.2	174.8	201.2	240.3	291.5	
Adjusted Total Cash Compensation (\$000)	14	139 *	202.3	215.8	165.4	181.3	205.0	241.1	291.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	138 *	130.9	142.3	107.2	132.0	137.1	156.4	192.2	
Salary Range Midpoint (\$000)	13	138 *	173.9	205.0	147.7	178.7	204.0	208.0	290.1	
Salary Range Maximum (\$000)	13	138 *	216.9	267.7	176.4	226.0	270.8	270.8	387.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	18	373	2,605	4,831	1,231	2,609	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	18	373	110.6	109.5	80.6	91.9	106.5	124.7	144.2
Adjusted Annual Base Salary (\$000)	18	373	120.7	122.1	89.2	98.7	122.7	142.9	155.2
Locality Pay or Geographic Differential (0.0%)	8	199 *	21.2	22.0	16.7	18.0	22.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	127 *	5.9	6.0	3.0	5.0	5.0	7.0	8.0
Short-Term Incentive/Bonus (\$000)	11	172 *	5.4	5.4	0.8	2.0	3.9	6.5	11.1
Other Cash Compensation (\$000)	5	97 *	2.5	1.9	0.3	0.5	1.0	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	18	373	113.8	112.5	82.4	94.1	109.0	127.5	147.6
Adjusted Total Cash Compensation (\$000)	18	373	124.0	125.1	91.5	102.9	126.2	145.4	162.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	16	370	89.0	82.6	67.0	70.0	80.4	92.7	101.9
Salary Range Midpoint (\$000)	16	370	116.9	111.3	90.7	94.7	107.3	126.5	146.0
Salary Range Maximum (\$000)	16	370	144.8	139.9	111.9	115.9	134.1	157.3	187.3

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
18	373	12.9	86.3	0.8	18	373	80.4	19.6

\*More than 30% of sample supplied by one organization.

## Position: 0782 Human Resources Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	14	314	2,354	4,342	1,231	1,626	4,203	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	14	314	105.8	107.2	79.4	91.0	105.2	121.7	139.9
Adjusted Annual Base Salary (\$000)	14	314	118.9	122.2	88.4	100.0	122.0	143.0	156.2
Locality Pay or Geographic Differential (0.0%)	8	199 *	21.2	22.0	16.7	18.0	22.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	127 *	5.9	6.0	3.0	5.0	5.0	7.0	8.0
Short-Term Incentive/Bonus (\$000)	10	171 *	5.5	5.4	0.8	2.0	3.9	6.5	11.1
Other Cash Compensation (\$000)	5	97 *	2.5	1.9	0.3	0.5	1.0	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	14	314	109.8	110.8	79.9	92.9	108.2	124.7	145.8
Adjusted Total Cash Compensation (\$000)	14	314	122.9	125.7	91.4	104.3	126.6	146.0	164.3
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	13	312	85.1	81.3	67.0	69.5	80.4	90.0	101.4
Salary Range Midpoint (\$000)	13	312	111.2	107.8	86.2	93.0	106.8	122.0	133.2
Salary Range Maximum (\$000)	13	312	137.4	134.3	106.0	114.2	133.1	154.0	169.0
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	16	317	2,796	4,812	1,231	2,609	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	16	317	112.7	111.1	82.2	92.6	108.3	127.6	146.8
Adjusted Annual Base Salary (\$000)	16	317	124.4	123.8	88.5	102.1	126.0	144.4	157.1
Locality Pay or Geographic Differential (0.0%)	8	164 *	21.5	22.5	18.0	18.0	24.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	108 *	5.5	5.7	3.0	5.0	5.0	5.8	8.0
Short-Term Incentive/Bonus (\$000)	9	153 *	4.6	5.0	0.8	1.8	3.7	6.5	10.0
Other Cash Compensation (\$000)	4	63 *	2.1	2.2	0.3	0.6	1.1	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	16	317	115.2	113.9	84.5	95.0	110.0	129.8	150.1
Adjusted Total Cash Compensation (\$000)	16	317	126.9	126.6	91.0	104.6	127.6	147.2	165.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	15	316	90.0	84.0	67.0	71.4	83.3	93.3	102.0
Salary Range Midpoint (\$000)	15	316	118.4	113.6	90.7	95.9	109.3	126.5	146.0
Salary Range Maximum (\$000)	15	316	146.7	143.0	111.7	124.5	137.0	157.3	194.2

\*More than 30% of sample supplied by one organization.



## Position: 0782 Human Resources Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	15	306	2,882	4,844	1,231	2,609	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	15	306	114.0	111.6	82.2	93.0	109.4	128.1	147.1
Adjusted Annual Base Salary (\$000)	15	306	126.5	124.4	89.6	103.6	126.7	144.8	157.6
Locality Pay or Geographic Differential (0.0%)	8	159 *	21.7	22.7	18.0	18.0	24.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	108 *	5.5	5.7	3.0	5.0	5.0	5.8	8.0
Short-Term Incentive/Bonus (\$000)	8	149 *	4.3	5.0	0.8	1.8	3.7	6.2	10.0
Other Cash Compensation (\$000)	4	58 *	2.2	2.3	0.3	0.7	1.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	15	306	116.3	114.4	84.5	95.1	110.7	130.6	150.6
Adjusted Total Cash Compensation (\$000)	15	306	128.9	127.3	91.3	106.2	128.2	147.5	166.1
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	14	305	91.2	84.5	67.0	71.4	83.3	95.6	104.4
Salary Range Midpoint (\$000)	14	305	120.2	114.3	90.7	95.9	110.2	126.5	146.0
Salary Range Maximum (\$000)	14	305	149.1	144.0	111.3	124.7	137.0	157.3	194.2

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	18	95	2,553	4,918	1,231	2,615	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	18	95	61.6	62.3	49.5	52.9	59.0	69.9	79.3
Adjusted Annual Base Salary (\$000)	18	95	67.5	67.2	51.7	57.0	65.8	76.2	82.6
Locality Pay or Geographic Differential (0.0%)	8	38	20.9	21.0	14.8	18.0	22.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	5	24 *	4.6	5.0	3.0	5.0	5.0	5.0	6.5
Short-Term Incentive/Bonus (\$000)	12	27	2.2	2.2	0.6	1.0	2.0	3.5	3.9
Other Cash Compensation (\$000)	5	19 *	1.7	1.8	0.2	0.5	1.5	2.5	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	18	95	63.3	63.3	49.6	53.5	61.1	70.6	81.1
Adjusted Total Cash Compensation (\$000)	18	95	69.2	68.2	51.7	57.8	66.9	76.9	83.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	16	93	49.7	45.4	38.6	39.5	44.8	48.2	51.5
Salary Range Midpoint (\$000)	16	93	64.9	61.9	49.5	51.3	59.3	68.8	77.2
Salary Range Maximum (\$000)	16	93	80.1	78.3	59.5	63.1	77.0	89.3	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
18	95	21.1	78.9		18	95	65.3	34.7

\*More than 30% of sample supplied by one organization.

## Position: 0783 Human Resources Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	16	66	2,135	4,242	684	1,594	4,203	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	16	66	61.0	59.8	48.6	51.8	56.8	66.1	75.8
Adjusted Annual Base Salary (\$000)	16	66	67.7	66.8	51.5	58.3	65.7	72.8	79.4
Locality Pay or Geographic Differential (0.0%)	8	38	20.9	21.0	14.8	18.0	22.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	5	24 *	4.6	5.0	3.0	5.0	5.0	5.0	6.5
Short-Term Incentive/Bonus (\$000)	12	27	2.2	2.2	0.6	1.0	2.0	3.5	3.9
Other Cash Compensation (\$000)	5	19 *	1.7	1.8	0.2	0.5	1.5	2.5	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	16	66	62.9	61.2	48.7	52.2	59.4	67.8	78.1
Adjusted Total Cash Compensation (\$000)	16	66	69.6	68.2	51.5	59.9	67.3	75.2	82.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	14	64	50.4	45.2	38.0	39.4	46.5	48.2	49.0
Salary Range Midpoint (\$000)	14	64	64.7	59.1	49.1	50.0	57.8	63.0	69.6
Salary Range Maximum (\$000)	14	64	78.9	73.1	59.4	62.0	69.0	79.0	89.3
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	14	82	3,042	5,074	1,231	2,615	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	14	82	62.9	62.8	49.5	52.2	58.3	74.5	80.3
Adjusted Annual Base Salary (\$000)	14	82	70.8	67.8	51.6	57.0	66.6	77.4	85.3
Locality Pay or Geographic Differential (0.0%)	8	31 *	21.6	22.7	18.0	18.0	24.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	20 *	4.4	4.9	3.2	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	8	21	2.0	2.0	0.6	1.0	2.0	2.8	3.9
Other Cash Compensation (\$000)	4	12 *	1.8	2.2	0.1	0.6	2.1	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	14	82	64.2	63.6	49.6	53.4	59.8	74.7	82.1
Adjusted Total Cash Compensation (\$000)	14	82	72.1	68.6	51.6	57.1	66.7	78.2	86.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	14	82	50.4	45.6	38.0	39.5	43.9	49.0	51.5
Salary Range Midpoint (\$000)	14	82	66.2	62.3	49.5	51.3	63.0	68.8	77.2
Salary Range Maximum (\$000)	14	82	81.9	78.9	59.5	63.1	77.0	89.3	102.9

\*More than 30% of sample supplied by one organization.

## Position: 0783 Human Resources Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	13	79	3,161	5,142	1,231	2,615	4,203	7,408	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	13	79	64.0	63.2	49.6	53.0	58.7	74.6	80.7
Adjusted Annual Base Salary (\$000)	13	79	72.6	68.2	51.8	57.1	66.9	78.2	85.4
Locality Pay or Geographic Differential (0.0%)	8	30 *	21.7	22.9	18.0	18.0	24.2	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	20 *	4.4	4.9	3.2	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	7	20	2.2	2.1	0.6	1.0	2.1	2.9	3.9
Other Cash Compensation (\$000)	4	11 *	1.7	2.2	0.1	0.5	2.1	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	13	79	65.4	64.0	50.0	53.8	59.8	75.4	82.5
Adjusted Total Cash Compensation (\$000)	13	79	73.9	69.1	51.8	57.8	66.9	78.3	86.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	13	79	51.4	45.8	39.4	40.9	46.0	49.0	51.5
Salary Range Midpoint (\$000)	13	79	67.5	62.8	49.5	54.7	63.0	68.8	77.2
Salary Range Maximum (\$000)	13	79	83.6	79.6	59.5	66.8	77.0	89.3	102.9

\*More than 30% of sample supplied 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. This is the highest level security position in the organization.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	10	2,080	1,863	534	543	1,339	2,074	6,538
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	10	145.4	144.9	105.5	123.9	140.5	169.3	185.2
Adjusted Annual Base Salary (\$000)	8	10	166.4	164.2	115.2	137.8	165.8	186.8	217.3
Locality Pay or Geographic Differential (0.0%)	5	6 *	22.7	21.9		18.0	20.1	25.9	
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	2 *							
Short-Term Incentive/Bonus (\$000)	4	5 *	15.4	13.2		4.8	5.3	25.7	
Other Cash Compensation (\$000)	1	1 *							
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	10	153.3	151.9	107.2	131.5	145.3	170.2	212.8
Adjusted Total Cash Compensation (\$000)	8	10	174.3	171.3	130.9	141.2	170.6	205.2	218.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	9	112.4	108.7		92.7	98.9	122.5	
Salary Range Midpoint (\$000)	7	9	149.7	145.8		130.9	133.5	159.8	
Salary Range Maximum (\$000)	7	9	186.9	182.8		168.1	169.0	205.1	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
8	10	10.0	70.0	20.0	8	10	70.0	30.0

\*More than 30% of sample supplied by one organization.

## Position: 0784 Security Director

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	10	2,080	1,863	534	543	1,339	2,074	6,538
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	10	145.4	144.9	105.5	123.9	140.5	169.3	185.2
Adjusted Annual Base Salary (\$000)	8	10	166.4	164.2	115.2	137.8	165.8	186.8	217.3
Locality Pay or Geographic Differential (0.0%)	5	6 *	22.7	21.9		18.0	20.1	25.9	
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	2 *							
Short-Term Incentive/Bonus (\$000)	4	5 *	15.4	13.2		4.8	5.3	25.7	
Other Cash Compensation (\$000)	1	1 *							
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	10	153.3	151.9	107.2	131.5	145.3	170.2	212.8
Adjusted Total Cash Compensation (\$000)	8	10	174.3	171.3	130.9	141.2	170.6	205.2	218.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	9	112.4	108.7		92.7	98.9	122.5	
Salary Range Midpoint (\$000)	7	9	149.7	145.8		130.9	133.5	159.8	
Salary Range Maximum (\$000)	7	9	186.9	182.8		168.1	169.0	205.1	
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	9	2,301	2,011		644	1,446	2,651	
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	9	150.0	148.4		132.3	140.7	173.5	
Adjusted Annual Base Salary (\$000)	7	9	174.1	169.9		145.6	166.0	191.8	
Locality Pay or Geographic Differential (0.0%)	5	6 *	22.7	21.9		18.0	20.1	25.9	
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	2 *							
Short-Term Incentive/Bonus (\$000)	3	4 *	14.7	12.2		4.8	5.1	26.8	
Other Cash Compensation (\$000)	1	1 *							
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	9	156.6	154.3		137.1	145.5	175.4	
Adjusted Total Cash Compensation (\$000)	7	9	180.6	175.8		147.7	170.8	208.8	
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	9	112.4	108.7		92.7	98.9	122.5	
Salary Range Midpoint (\$000)	7	9	149.7	145.8		130.9	133.5	159.8	
Salary Range Maximum (\$000)	7	9	186.9	182.8		168.1	169.0	205.1	

\*More than 30% of sample supplied by one organization.

## Position: 0784 Security Director

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted				
				Avg	10th Pctl	25th Pctl	Median	75th Pctl
<b>Consolidated Metropolitan Area</b>								
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>								
<b>Organization Scope Data</b>								
Total U.S. FTEs	6	8	2,435	2,075		593	1,339	3,214
<b>Annual Base Salary</b>								
Annual Base Salary (\$000)	6	8	144.8	144.3		129.9	140.5	162.1
Adjusted Annual Base Salary (\$000)	6	8	172.8	168.4		141.9	165.8	193.0
Locality Pay or Geographic Differential (0.0%)	5	6 *	22.7	21.9		18.0	20.1	25.9
<b>Variable Pay</b>								
Target Short-Term Incentive/Bonus (0.0%)	1	2 *						
Short-Term Incentive/Bonus (\$000)	2	3 *	5.1	5.0			4.8	
Other Cash Compensation (\$000)	1	1 *						
<b>Total Cash Compensation</b>								
Total Cash Compensation (\$000)	6	8	146.7	146.7		134.5	145.3	162.1
Adjusted Total Cash Compensation (\$000)	6	8	174.7	170.8		144.9	170.6	194.1
<b>Salary Range Data</b>								
Salary Range Minimum (\$000)	6	8	105.3	102.9		92.7	98.9	116.0
Salary Range Midpoint (\$000)	6	8	141.6	139.2		130.9	133.5	158.8
Salary Range Maximum (\$000)	6	8	177.7	175.4		168.1	169.0	199.2

\*More than 30% of sample supplied by one organization.

## Position: 0810 Security Specialist

### Position Description:

Manages and implements security processes and controls in one or more specialty areas, such as: Electronic Security, Physical Security, Emergency Management or Continuity of Operations. May work/liase with all levels of staff and outside contractors. Maintains awareness of current physical security systems, software upgrades, field equipment, and industry trends. Makes recommendations regarding new programs, technology, and techniques to enhance security and/or resolve problems. May perform or assist in performing periodic vulnerability assessments of the physical security operations of the facility to determine specific weaknesses/vulnerabilities.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	43	*	3,662	5,699	1,231	1,446	6,842	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	43	*	108.5	118.9	85.4	94.8	109.7	145.6	156.9
Adjusted Annual Base Salary (\$000)	10	43	*	124.3	130.2	101.6	109.7	129.5	150.1	156.9
Locality Pay or Geographic Differential (0.0%)	7	21		22.3	23.5	18.0	18.0	24.2	27.6	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	10	*	4.0	4.0	3.0	3.0	4.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	4	13	*	9.4	5.1	0.6	1.5	3.2	4.4	20.4
Other Cash Compensation (\$000)	4	10	*	1.5	2.4	0.1	0.5	2.7	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	43	*	112.8	121.0	88.0	96.1	114.2	145.6	156.9
Adjusted Total Cash Compensation (\$000)	10	43	*	128.6	132.3	102.6	112.9	131.5	150.5	156.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	43	*	86.0	87.0	70.0	76.5	88.2	97.8	97.8
Salary Range Midpoint (\$000)	10	43	*	113.8	120.2	92.6	93.7	111.2	146.0	146.0
Salary Range Maximum (\$000)	10	43	*	141.7	153.3	110.9	115.2	137.0	194.2	194.2

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
10	43	4.7	93.0	2.3	10	43	60.5	39.5

\*More than 30% of sample supplied by one organization.



# Position: 0810 Security Specialist

## Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	27	3,050	3,640	1,134	1,231	3,803	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	27	104.1	101.2	82.8	90.9	96.8	108.9	124.3	
Adjusted Annual Base Salary (\$000)	9	27	121.6	119.3	97.8	104.7	117.1	127.5	150.4	
Locality Pay or Geographic Differential (0.0%)	7	21	22.3	23.5	18.0	18.0	24.2	27.6	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	10 *	4.0	4.0	3.0	3.0	4.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	4	13 *	9.4	5.1	0.6	1.5	3.2	4.4	20.4	
Other Cash Compensation (\$000)	4	10 *	1.5	2.4	0.1	0.5	2.7	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	27	108.8	104.6	83.6	92.1	100.8	113.2	125.5	
Adjusted Total Cash Compensation (\$000)	9	27	126.3	122.7	101.4	105.8	117.1	131.2	152.6	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	27	84.6	80.6	66.1	70.0	80.0	83.9	97.6	
Salary Range Midpoint (\$000)	9	27	110.2	104.9	90.6	93.5	107.9	110.2	127.5	
Salary Range Maximum (\$000)	9	27	135.8	129.1	109.3	114.2	131.8	136.0	157.5	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	42 *	3,662	5,658	1,231	1,446	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	42 *	108.6	119.3	84.9	94.7	112.2	146.0	157.0	
Adjusted Annual Base Salary (\$000)	10	42 *	124.4	130.9	101.9	112.1	130.5	150.2	157.0	
Locality Pay or Geographic Differential (0.0%)	7	21	22.3	23.5	18.0	18.0	24.2	27.6	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	9 *	4.0	3.9		3.0	3.0	5.0		
Short-Term Incentive/Bonus (\$000)	4	12 *	9.6	5.3	0.6	1.4	3.5	4.5	22.6	
Other Cash Compensation (\$000)	4	10 *	1.5	2.4	0.1	0.5	2.7	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	42 *	112.9	121.4	87.7	96.0	116.6	146.0	157.0	
Adjusted Total Cash Compensation (\$000)	10	42 *	128.6	133.0	102.4	113.3	132.3	150.9	157.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	42 *	85.9	87.2	70.0	75.6	88.2	97.8	97.8	
Salary Range Midpoint (\$000)	10	42 *	113.7	120.5	92.6	93.7	111.2	146.0	146.0	
Salary Range Maximum (\$000)	10	42 *	141.6	153.7	110.9	115.2	137.0	194.2	194.2	

\*More than 30% of sample supplied by one organization.

## Position: 0810 Security Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	41 *	3,902	5,759	1,231	1,446	6,842	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	41 *	103.2	118.4	84.3	94.6	109.7	145.5	155.7	
Adjusted Annual Base Salary (\$000)	9	41 *	120.7	130.3	101.7	111.3	129.5	149.0	155.7	
Locality Pay or Geographic Differential (0.0%)	7	21	22.3	23.5	18.0	18.0	24.2	27.6	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	9 *	4.0	3.9		3.0	3.0	5.0		
Short-Term Incentive/Bonus (\$000)	3	11 *	3.1	3.1	0.6	1.4	3.2	4.3	6.9	
Other Cash Compensation (\$000)	4	10 *	1.5	2.4	0.1	0.5	2.7	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	41 *	104.7	119.8	87.4	96.0	114.2	145.5	155.7	
Adjusted Total Cash Compensation (\$000)	9	41 *	122.2	131.7	102.2	113.2	131.5	150.4	155.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	41 *	81.1	86.1	70.0	74.6	88.2	97.8	97.8	
Salary Range Midpoint (\$000)	9	41 *	108.0	119.4	92.6	93.7	111.2	146.0	146.0	
Salary Range Maximum (\$000)	9	41 *	134.9	152.6	110.9	115.2	137.0	194.2	194.2	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL ORGANIZATIONS</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	12	41	2,385	2,870	1,047	1,498	2,609	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	12	41	89.3	96.5	67.9	85.6	97.4	106.6	126.5
Adjusted Annual Base Salary (\$000)	12	41	99.8	104.2	71.1	87.5	102.0	123.5	134.5
Locality Pay or Geographic Differential (0.0%)	6	14 *	22.9	22.6	18.0	21.2	22.2	24.2	27.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	16 *	6.4	7.4	5.1	7.3	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	7	23 *	4.4	4.5	0.8	2.3	4.5	6.3	9.2
Other Cash Compensation (\$000)	4	6 *	3.1	2.6		1.0	2.7	4.4	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	12	41	92.2	99.4	71.0	88.6	101.4	107.1	126.9
Adjusted Total Cash Compensation (\$000)	12	41	102.7	107.1	74.3	91.4	106.1	124.2	136.9
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	12	41	71.6	72.5	64.3	66.8	69.5	78.4	83.3
Salary Range Midpoint (\$000)	12	41	93.2	96.0	80.4	90.7	99.8	101.5	110.2
Salary Range Maximum (\$000)	12	41	114.7	119.4	96.1	111.9	124.5	132.7	137.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
12	41	4.9	87.8	7.3	12	41	73.2	26.8

\*More than 30% of sample supplied by one organization.

## Position: 0785 Librarian

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted				
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	11	34	2,364	2,923	1,002	1,392	2,609	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	11	34	87.0	92.9	67.1	74.3	95.2	102.0	115.5
Adjusted Annual Base Salary (\$000)	11	34	98.5	102.1	70.4	84.6	97.2	123.2	135.7
Locality Pay or Geographic Differential (0.0%)	6	14 *	22.9	22.6	18.0	21.2	22.2	24.2	27.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	16 *	6.4	7.4	5.1	7.3	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	7	23 *	4.4	4.5	0.8	2.3	4.5	6.3	9.2
Other Cash Compensation (\$000)	4	6 *	3.1	2.6		1.0	2.7	4.4	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	11	34	90.2	96.4	70.5	78.1	100.0	106.4	119.4
Adjusted Total Cash Compensation (\$000)	11	34	101.7	105.6	72.2	87.8	104.1	124.1	138.1
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	11	34	72.1	73.7	64.2	66.6	74.4	78.4	83.3
Salary Range Midpoint (\$000)	11	34	92.6	95.2	80.2	85.7	94.8	101.5	110.2
Salary Range Maximum (\$000)	11	34	113.1	116.7	95.9	103.9	115.2	124.7	137.0
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	33	2,777	3,283	1,467	2,609	2,615	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	33	91.5	99.9	71.8	89.5	100.7	110.2	128.0
Adjusted Annual Base Salary (\$000)	9	33	105.6	109.5	80.6	90.2	107.0	125.9	135.7
Locality Pay or Geographic Differential (0.0%)	6	14 *	22.9	22.6	18.0	21.2	22.2	24.2	27.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	10 *	5.4	7.3	3.3	7.5	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	4	17 *	3.4	4.1	0.8	1.8	3.6	5.4	8.5
Other Cash Compensation (\$000)	3	5 *	2.6	2.2		0.7	2.3	3.7	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	33	93.8	102.4	76.2	91.6	102.0	111.2	128.0
Adjusted Total Cash Compensation (\$000)	9	33	107.8	111.9	83.3	94.2	107.0	126.3	138.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	33	72.4	73.2	65.5	66.8	69.5	78.4	83.3
Salary Range Midpoint (\$000)	9	33	95.1	98.1	83.0	90.7	99.8	101.5	110.2
Salary Range Maximum (\$000)	9	33	117.8	122.9	101.3	111.9	124.5	132.7	137.0

\*More than 30% of sample supplied by one organization.

## Position: 0785 Librarian

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	8	30	2,937	3,461	1,562	2,609	2,615	4,203	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	8	30	91.5	100.8	72.2	91.1	101.1	109.7	128.3
Adjusted Annual Base Salary (\$000)	8	30	107.3	111.3	85.2	95.5	107.7	127.7	135.9
Locality Pay or Geographic Differential (0.0%)	6	14 *	22.9	22.6	18.0	21.2	22.2	24.2	27.6
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	10 *	5.4	7.3	3.3	7.5	8.0	8.0	8.0
Short-Term Incentive/Bonus (\$000)	3	14 *	2.9	3.9	0.8	1.2	3.6	5.1	9.5
Other Cash Compensation (\$000)	3	5 *	2.6	2.2		0.7	2.3	3.7	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	8	30	93.4	103.0	75.3	93.1	102.2	110.6	128.3
Adjusted Total Cash Compensation (\$000)	8	30	109.2	113.5	88.3	100.2	107.8	127.7	138.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	8	30	72.6	73.5	66.8	66.8	69.5	78.4	83.3
Salary Range Midpoint (\$000)	8	30	95.8	98.9	86.7	90.7	99.8	101.5	110.2
Salary Range Maximum (\$000)	8	30	118.9	124.2	105.2	111.9	124.6	132.7	137.0

\*More than 30% of sample supplied by one organization.

## Position: 0813 Public Affairs Specialist (Full Performance Level)

### Position Description:

Focuses on the external communications and support for internal and community programs for the organization. Writes, edits, and manages external media materials, talking points, media outreach, press releases, public service announcements, fact sheets, and other material for distribution. Collaborates with other public affairs staff to coordinate draft material and responses to inquiries. Researches, prepares, and presents analysis of media coverage, news release, and public service program effectiveness and impact. Coordinates the posting of news releases to organizations web sites, e-mail distribution, and news release distribution services.

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	86	*	2,687	4,986	1,446	2,615	6,842	6,842	7,408
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	86	*	136.3	122.1	92.6	103.7	118.8	133.2	157.2
Adjusted Annual Base Salary (\$000)	10	86	*	153.4	135.7	103.5	108.8	126.9	152.9	188.5
Locality Pay or Geographic Differential (0.0%)	6	50	*	20.8	18.9	6.0	15.6	18.5	22.2	30.6
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	19	*	4.0	4.4	3.0	3.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	3	16	*	5.7	5.5	2.7	3.6	5.0	7.4	8.9
Other Cash Compensation (\$000)	2	28	*	3.1	2.1	0.3	0.5	0.8	4.3	5.7
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	86	*	138.1	123.8	93.5	103.9	119.2	135.7	162.1
Adjusted Total Cash Compensation (\$000)	10	86	*	155.1	137.4	103.7	110.1	128.0	152.9	190.0
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	86	*	102.7	91.0	80.4	80.4	88.5	95.0	121.9
Salary Range Midpoint (\$000)	10	86	*	133.2	120.4	106.8	106.8	120.1	126.1	141.9
Salary Range Maximum (\$000)	10	86	*	163.7	149.7	133.1	133.1	151.7	157.2	169.0

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
10	86	3.5	58.1	38.4	10	86	65.1	34.9

\*More than 30% of sample supplied by one organization.

## Position: 0813 Public Affairs Specialist (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	65 *	2,786	5,802	1,360	6,842	6,842	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	65 *	138.7	123.1	91.0	98.6	120.2	134.4	157.2	
Adjusted Annual Base Salary (\$000)	8	65 *	160.0	141.0	103.5	109.3	130.7	168.9	192.7	
Locality Pay or Geographic Differential (0.0%)	6	50 *	20.8	18.9	6.0	15.6	18.5	22.2	30.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	19 *	4.0	4.4	3.0	3.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	3	16 *	5.7	5.5	2.7	3.6	5.0	7.4	8.9	
Other Cash Compensation (\$000)	2	28 *	3.1	2.1	0.3	0.5	0.8	4.3	5.7	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	65 *	140.8	125.4	93.1	102.0	121.0	137.9	163.4	
Adjusted Total Cash Compensation (\$000)	8	65 *	162.2	143.3	103.9	114.6	133.8	169.9	197.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	8	65 *	102.1	89.3	71.4	80.4	90.0	95.0	99.8	
Salary Range Midpoint (\$000)	8	65 *	133.8	118.8	95.9	106.8	122.0	126.1	135.3	
Salary Range Maximum (\$000)	8	65 *	165.4	148.3	124.7	133.1	154.0	157.2	172.0	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	62	2,687	4,355	1,296	1,965	2,615	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	62	136.6	123.9	96.1	104.4	117.9	133.6	157.2	
Adjusted Annual Base Salary (\$000)	10	62	153.4	133.8	103.8	109.3	125.8	142.5	192.1	
Locality Pay or Geographic Differential (0.0%)	6	26 *	20.3	18.6	6.0	17.4	18.2	22.2	22.8	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	18 *	4.0	4.4	3.0	3.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	3	15 *	5.6	5.6	2.6	3.6	5.0	7.5	9.0	
Other Cash Compensation (\$000)	2	15 *	3.3	2.6	0.5	0.8	0.9	4.3	6.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	62	138.4	125.8	97.9	106.5	118.3	137.1	163.7	
Adjusted Total Cash Compensation (\$000)	10	62	155.1	135.8	104.0	115.3	125.8	146.0	197.9	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	62	102.9	93.7	75.0	88.5	90.0	95.0	121.9	
Salary Range Midpoint (\$000)	10	62	133.3	123.7	99.2	120.1	122.0	126.1	141.9	
Salary Range Maximum (\$000)	10	62	163.7	153.6	127.2	151.7	154.0	157.2	174.3	

\*More than 30% of sample supplied by one organization.

## Position: 0813 Public Affairs Specialist (Full Performance Level)

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area</b>									
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	10	57	2,687	4,137	1,231	1,965	2,615	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	10	57	137.0	124.2	95.5	104.3	117.5	135.2	159.2
Adjusted Annual Base Salary (\$000)	10	57	154.3	134.1	103.7	109.2	125.6	143.4	193.3
Locality Pay or Geographic Differential (0.0%)	6	21 *	21.0	21.0	18.0	18.0	22.2	22.2	23.8
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	18 *	4.0	4.4	3.0	3.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	3	15 *	5.6	5.6	2.6	3.6	5.0	7.5	9.0
Other Cash Compensation (\$000)	2	11 *	3.5	3.0	0.7	0.8	1.7	5.7	6.7
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	10	57	138.8	126.2	97.0	105.8	118.4	139.1	164.7
Adjusted Total Cash Compensation (\$000)	10	57	156.1	136.1	103.9	114.5	125.7	146.6	198.2
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	57	103.1	94.8	78.9	88.5	90.0	95.0	121.9
Salary Range Midpoint (\$000)	10	57	133.6	125.1	104.6	120.1	122.0	128.5	143.2
Salary Range Maximum (\$000)	10	57	164.1	155.4	131.4	151.7	154.0	159.5	178.3

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	52	2,422	3,492	543	1,446	2,609	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	52	103.2	101.6	72.4	86.9	103.0	114.5	131.9	
Adjusted Annual Base Salary (\$000)	15	52	115.1	107.5	78.9	87.3	104.1	123.7	147.1	
Locality Pay or Geographic Differential (0.0%)	8	15	21.4	20.3	17.5	18.0	18.0	24.2	26.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	21	*	5.6	5.1	3.0	5.0	5.0	5.0	8.0
Short-Term Incentive/Bonus (\$000)	8	34	*	4.8	4.7	1.9	3.5	4.4	5.6	7.7
Other Cash Compensation (\$000)	3	4	*	2.8	2.9		1.2	3.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	52	106.1	105.0	72.4	90.1	106.4	117.7	136.2	
Adjusted Total Cash Compensation (\$000)	15	52	118.0	110.8	79.9	90.9	110.5	124.5	150.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	52	84.7	82.2	63.1	67.5	80.0	95.0	99.9	
Salary Range Midpoint (\$000)	15	52	109.6	107.1	81.4	91.4	108.0	112.8	131.4	
Salary Range Maximum (\$000)	15	52	134.5	131.9	99.6	116.0	134.1	137.4	164.9	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
15	52	3.8	92.3	3.8	15	52	86.5	13.5

\*More than 30% of sample supplied by one organization.

## Position: 0786 Public Affairs Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Avg	Incumbent Weighted					
					10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	42 *	2,443	3,763	353	1,392	2,609	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	42 *	103.4	102.4	70.5	87.8	104.1	112.8	131.9	
Adjusted Annual Base Salary (\$000)	13	42 *	117.2	109.7	80.6	89.3	104.6	125.3	151.8	
Locality Pay or Geographic Differential (0.0%)	8	15	21.4	20.3	17.5	18.0	18.0	24.2	26.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	21 *	5.6	5.1	3.0	5.0	5.0	5.0	8.0	
Short-Term Incentive/Bonus (\$000)	8	34 *	4.8	4.7	1.9	3.5	4.4	5.6	7.7	
Other Cash Compensation (\$000)	3	4 *	2.8	2.9		1.2	3.3	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	42 *	106.8	106.6	72.2	91.3	108.1	117.2	136.7	
Adjusted Total Cash Compensation (\$000)	13	42 *	120.5	113.8	82.8	93.4	112.3	128.7	156.5	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	42 *	85.3	83.2	62.0	78.2	80.0	95.6	103.2	
Salary Range Midpoint (\$000)	13	42 *	111.1	109.2	80.3	101.0	108.0	124.8	133.5	
Salary Range Maximum (\$000)	13	42 *	136.9	135.1	95.6	123.7	136.0	147.9	168.1	
<b>Region</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	49	2,527	3,528	543	1,472	2,609	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	49	102.7	101.4	71.4	86.9	102.9	115.4	132.2	
Adjusted Annual Base Salary (\$000)	14	49	115.6	107.2	78.6	87.0	104.1	122.7	151.6	
Locality Pay or Geographic Differential (0.0%)	8	14	21.7	20.6	18.0	18.0	18.0	24.2	27.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	21 *	5.6	5.1	3.0	5.0	5.0	5.0	8.0	
Short-Term Incentive/Bonus (\$000)	7	32 *	4.0	4.3	1.9	3.4	4.3	5.4	6.8	
Other Cash Compensation (\$000)	3	3 *	3.1	3.1			4.3			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	49	105.1	104.4	71.4	89.3	105.5	119.3	136.6	
Adjusted Total Cash Compensation (\$000)	14	49	118.0	110.3	79.5	90.2	108.4	124.3	156.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	49	83.3	81.7	62.0	66.8	80.0	95.0	98.9	
Salary Range Midpoint (\$000)	14	49	108.1	106.7	80.3	91.4	108.0	110.2	133.5	
Salary Range Maximum (\$000)	14	49	132.8	131.5	96.9	116.0	133.3	136.0	168.1	

\*More than 30% of sample supplied by one organization.

## Position: 0786 Public Affairs Specialist

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	43 *	2,606	3,811	380	1,446	2,615	7,408	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	43 *	102.9	101.6	69.0	85.3	102.9	115.6	133.9	
Adjusted Annual Base Salary (\$000)	13	43 *	116.7	108.2	77.8	86.9	104.5	124.7	151.8	
Locality Pay or Geographic Differential (0.0%)	8	14	21.7	20.6	18.0	18.0	18.0	24.2	27.6	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	21 *	5.6	5.1	3.0	5.0	5.0	5.0	8.0	
Short-Term Incentive/Bonus (\$000)	6	26 *	3.8	4.2	1.8	2.9	4.2	5.1	6.4	
Other Cash Compensation (\$000)	3	3 *	3.1	3.1			4.3			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	43 *	105.1	104.3	69.9	88.4	105.5	120.7	137.0	
Adjusted Total Cash Compensation (\$000)	13	43 *	118.9	111.0	79.3	88.6	109.6	128.0	156.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	43 *	83.3	81.6	62.0	66.8	80.0	95.0	102.3	
Salary Range Midpoint (\$000)	13	43 *	108.3	106.7	80.3	91.4	108.0	112.0	133.5	
Salary Range Maximum (\$000)	13	43 *	133.1	131.9	95.8	116.0	136.0	136.0	168.1	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	22	431	*	2,426	4,783	1,231	2,615	2,615	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	22	431	*	82.8	83.8	67.0	74.1	83.2	93.7	102.9
Adjusted Annual Base Salary (\$000)	22	431	*	88.2	86.4	69.5	76.3	84.2	95.5	104.6
Locality Pay or Geographic Differential (0.0%)	7	62		20.8	21.8	18.0	18.0	18.4	24.2	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	6	55	*	4.3	4.8	3.0	3.0	5.0	6.0	6.0
Short-Term Incentive/Bonus (\$000)	15	85		5.1	5.2	1.9	2.5	4.0	6.0	10.4
Other Cash Compensation (\$000)	5	35	*	2.7	3.0	0.4	1.7	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	22	431	*	86.4	85.1	68.0	75.5	84.2	94.5	102.9
Adjusted Total Cash Compensation (\$000)	22	431	*	91.7	87.7	70.0	77.6	85.1	96.7	106.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	19	421	*	59.1	54.3	51.4	51.4	51.5	51.5	68.0
Salary Range Midpoint (\$000)	19	421	*	77.0	74.2	68.9	68.9	76.0	77.2	82.5
Salary Range Maximum (\$000)	19	421	*	94.8	94.1	86.3	86.3	92.6	102.9	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
22	431	0.9	96.8	2.3	22	431	33.2	66.8

\*More than 30% of sample supplied by one organization.

## Position: 0787 Staff Assistant to an Executive

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	17	126	2,113	2,766	455	1,231	1,498	3,903	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	17	126	81.4	80.5	61.6	68.9	80.0	89.4	100.5
Adjusted Annual Base Salary (\$000)	17	126	88.3	89.2	67.4	76.3	85.0	101.5	117.7
Locality Pay or Geographic Differential (0.0%)	7	62	20.8	21.8	18.0	18.0	18.4	24.2	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	6	55 *	4.3	4.8	3.0	3.0	5.0	6.0	6.0
Short-Term Incentive/Bonus (\$000)	13	76	4.3	4.3	1.9	2.5	4.0	5.2	8.2
Other Cash Compensation (\$000)	5	35 *	2.7	3.0	0.4	1.7	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	17	126	84.8	83.9	63.1	71.5	84.2	93.4	105.2
Adjusted Total Cash Compensation (\$000)	17	126	91.8	92.7	69.7	79.4	89.3	105.1	118.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	15	118	59.9	58.9	47.5	48.2	57.4	64.1	76.5
Salary Range Midpoint (\$000)	15	118	77.6	76.1	58.1	68.4	73.2	84.6	95.2
Salary Range Maximum (\$000)	15	118	95.2	93.3	68.0	84.4	90.1	104.4	115.2
<b>Region</b>									
<b>NORTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	6	10	2,593	2,454	912	1,013	1,339	3,513	7,019
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	6	10	72.6	73.8	57.7	66.9	71.8	79.3	94.7
Adjusted Annual Base Salary (\$000)	6	10	78.3	77.3	57.7	69.0	76.5	88.1	95.1
Locality Pay or Geographic Differential (0.0%)	2	2 *	24.7	24.7			24.7		
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	3 *	3.4	2.8			1.7		
Short-Term Incentive/Bonus (\$000)	4	8 *	8.2	10.6		2.6	6.5	21.1	
Other Cash Compensation (\$000)	1	1 *							
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	6	10	78.8	82.7	60.8	67.9	77.8	91.7	123.0
Adjusted Total Cash Compensation (\$000)	6	10	84.5	86.2	60.8	70.9	84.5	96.0	123.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	6	10	54.2	52.9	42.0	47.3	54.3	57.0	62.4
Salary Range Midpoint (\$000)	6	10	70.5	69.2	52.5	64.2	71.3	75.2	80.5
Salary Range Maximum (\$000)	6	10	86.8	85.5	63.0	79.8	86.4	95.5	98.6

\*More than 30% of sample supplied by one organization.

## Position: 0787 Staff Assistant to an Executive

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	16	404 *	2,969	4,999	1,498	2,615	2,615	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	16	404 *	82.9	83.9	67.1	74.3	83.4	93.8	102.9	
Adjusted Annual Base Salary (\$000)	16	404 *	90.6	86.4	69.7	76.3	84.2	95.5	104.2	
Locality Pay or Geographic Differential (0.0%)	7	55	21.3	22.1	18.0	18.0	22.2	24.2	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	46 *	4.7	5.0	3.0	4.5	5.0	6.0	6.0	
Short-Term Incentive/Bonus (\$000)	10	66 *	5.0	4.5	1.8	2.5	4.0	5.0	7.3	
Other Cash Compensation (\$000)	4	28 *	2.2	2.7	0.3	1.0	2.7	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	16	404 *	86.0	84.8	68.0	75.4	84.1	94.4	102.9	
Adjusted Total Cash Compensation (\$000)	16	404 *	93.7	87.3	70.1	77.4	84.9	96.5	105.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	402 *	58.5	54.0	51.4	51.4	51.5	51.5	66.5	
Salary Range Midpoint (\$000)	15	402 *	76.4	74.1	68.9	68.9	76.0	77.2	82.5	
Salary Range Maximum (\$000)	15	402 *	94.3	94.1	86.3	86.3	92.6	102.9	102.9	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	396 *	3,067	5,075	1,965	2,615	2,615	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	396 *	84.5	84.4	68.0	75.2	83.5	93.9	102.9	
Adjusted Annual Base Salary (\$000)	15	396 *	92.6	86.8	70.8	76.9	84.5	95.6	104.2	
Locality Pay or Geographic Differential (0.0%)	7	54	21.4	22.0	18.0	18.0	20.3	24.2	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	46 *	4.7	5.0	3.0	4.5	5.0	6.0	6.0	
Short-Term Incentive/Bonus (\$000)	9	62 *	5.4	4.8	1.8	2.7	4.0	5.0	9.4	
Other Cash Compensation (\$000)	4	27 *	2.2	2.6	0.3	0.8	2.7	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	396 *	87.7	85.3	69.0	76.2	84.3	94.7	102.9	
Adjusted Total Cash Compensation (\$000)	15	396 *	95.9	87.7	70.9	78.0	85.1	96.7	105.8	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	394 *	59.3	54.1	51.4	51.4	51.5	51.5	68.0	
Salary Range Midpoint (\$000)	14	394 *	77.5	74.3	68.9	68.9	76.0	77.2	82.5	
Salary Range Maximum (\$000)	14	394 *	95.6	94.4	86.3	86.3	92.6	102.9	102.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	649	*	2,866	5,558	1,626	2,615	6,842	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	649	*	70.8	75.2	56.2	64.0	73.3	85.4	96.7
Adjusted Annual Base Salary (\$000)	17	649	*	78.0	78.3	58.4	66.0	77.9	87.5	100.4
Locality Pay or Geographic Differential (0.0%)	8	124	*	21.3	23.3	15.6	18.0	22.2	30.9	33.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	104	*	5.0	5.1	5.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	11	163		3.2	4.7	1.6	2.5	3.6	6.0	9.8
Other Cash Compensation (\$000)	4	95	*	2.3	2.7	0.5	1.3	2.9	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	649	*	73.1	76.8	57.8	65.1	75.6	86.8	97.6
Adjusted Total Cash Compensation (\$000)	17	649	*	80.3	79.9	59.2	67.9	79.2	88.7	101.9
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	646	*	54.6	49.9	44.8	45.9	49.0	51.5	56.7
Salary Range Midpoint (\$000)	16	646	*	70.4	68.2	57.4	57.4	66.9	77.2	77.2
Salary Range Maximum (\$000)	16	646	*	86.1	86.5	68.9	69.9	79.0	102.9	102.9

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	649	3.1	96.9		17	649	49.5	50.5

\*More than 30% of sample supplied by one organization.

## Position: 0788 Senior Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	13	239	2,420	4,104	1,231	1,446	3,803	6,842	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	13	239	70.2	69.4	54.1	60.1	69.9	75.0	87.5
Adjusted Annual Base Salary (\$000)	13	239	79.6	77.8	59.3	65.7	74.1	84.0	99.9
Locality Pay or Geographic Differential (0.0%)	8	124 *	21.3	23.3	15.6	18.0	22.2	30.9	33.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	4	104 *	5.0	5.1	5.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	9	114 *	2.8	3.3	1.5	2.3	3.0	4.0	5.5
Other Cash Compensation (\$000)	4	95 *	2.3	2.7	0.5	1.3	2.9	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	13	239	72.5	72.1	56.1	64.4	72.0	78.2	89.8
Adjusted Total Cash Compensation (\$000)	13	239	82.0	80.5	61.9	68.7	77.1	85.8	104.4
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	12	236	56.2	49.4	42.6	44.8	47.0	49.0	63.0
Salary Range Midpoint (\$000)	12	236	71.8	64.5	54.8	57.4	63.0	68.8	81.0
Salary Range Maximum (\$000)	12	236	87.4	79.4	65.9	69.9	77.0	85.5	98.9
<b>Region</b>									
<b>NORTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	43 *	3,963	3,666	1,231	3,513	3,513	3,513	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	43 *	65.8	69.4	53.9	59.1	70.2	77.6	84.6
Adjusted Annual Base Salary (\$000)	7	43 *	79.1	74.3	56.3	62.6	73.5	81.4	93.4
Locality Pay or Geographic Differential (0.0%)	5	12 *	26.4	25.9	16.3	16.3	28.2	33.5	33.7
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	1 *							
Short-Term Incentive/Bonus (\$000)	3	32 *	4.8	8.2	3.7	6.2	8.0	10.7	13.7
Other Cash Compensation (\$000)	3	10 *	2.8	3.2	1.0	2.4	3.2	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	43 *	69.0	76.2	57.6	64.4	78.5	85.4	93.0
Adjusted Total Cash Compensation (\$000)	7	43 *	82.3	81.2	62.2	70.4	81.4	91.0	100.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	43 *	48.0	45.3	40.1	42.7	46.9	46.9	47.0
Salary Range Midpoint (\$000)	7	43 *	63.0	61.6	51.4	59.0	64.9	64.9	64.9
Salary Range Maximum (\$000)	7	43 *	77.9	77.8	62.4	75.2	82.8	82.8	82.8

\*More than 30% of sample supplied by one organization.



## Position: 0788 Senior Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	538 *	3,105	5,908	1,965	2,615	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	538 *	70.1	76.5	57.3	64.7	75.6	87.0	98.5	
Adjusted Annual Base Salary (\$000)	15	538 *	78.4	78.9	58.5	66.5	78.6	88.2	101.1	
Locality Pay or Geographic Differential (0.0%)	8	77 *	21.5	23.8	18.0	18.0	22.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	84 *	4.3	4.9	5.0	5.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	9	94 *	3.3	3.5	1.2	2.3	3.0	4.0	5.5	
Other Cash Compensation (\$000)	4	54 *	1.8	2.7	0.4	1.0	2.9	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	538 *	72.1	77.4	58.4	65.4	77.2	87.6	100.1	
Adjusted Total Cash Compensation (\$000)	15	538 *	80.4	79.8	59.2	67.7	79.2	88.6	101.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	538 *	53.9	50.5	45.9	47.0	51.5	51.5	56.7	
Salary Range Midpoint (\$000)	15	538 *	69.5	69.4	57.4	59.0	68.8	77.2	77.2	
Salary Range Maximum (\$000)	15	538 *	85.0	88.2	68.9	74.9	89.3	102.9	102.9	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	12	3,796	3,736	350	533	3,658	6,842	7,238	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	12	63.5	63.1	46.1	51.6	65.3	69.9	84.1	
Adjusted Annual Base Salary (\$000)	7	12	68.9	67.5	48.1	55.8	65.3	74.1	95.6	
Locality Pay or Geographic Differential (0.0%)	4	6 *	15.7	13.9		6.0	13.4	20.6		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	5	8 *	3.5	3.9		1.9	3.4	6.5		
Other Cash Compensation (\$000)	3	5 *	2.2	2.3		1.9	2.4	2.8		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	12	66.9	66.7	51.0	53.9	70.5	73.9	87.6	
Adjusted Total Cash Compensation (\$000)	7	12	72.3	71.1	54.1	58.1	71.5	76.9	98.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	9 *	43.8	43.9		42.7	44.8	45.9		
Salary Range Midpoint (\$000)	6	9 *	58.6	58.4		56.1	57.4	61.0		
Salary Range Maximum (\$000)	6	9 *	73.3	72.7		67.9	69.9	77.1		

\*More than 30% of sample supplied by one organization.

## Position: 0788 Senior Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Region (continued)</b>									
<b>SOUTH CENTRAL</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	7	31	3,896	4,301	464	1,231	3,803	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	7	31	62.2	64.9	47.9	59.4	64.9	69.9	73.8
Adjusted Annual Base Salary (\$000)	7	31	68.9	71.7	54.7	59.4	71.7	78.2	83.5
Locality Pay or Geographic Differential (0.0%)	5	20 *	15.5	16.3	8.5	14.6	16.5	16.7	22.7
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	8 *							
Short-Term Incentive/Bonus (\$000)	3	12 *	3.4	3.8	1.5	2.5	3.5	5.4	7.1
Other Cash Compensation (\$000)	4	19 *	2.4	3.0	0.7	1.5	3.4	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	7	31	65.0	68.3	49.1	64.4	66.7	73.7	78.1
Adjusted Total Cash Compensation (\$000)	7	31	71.7	75.0	56.7	66.0	75.1	80.0	85.7
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	7	31	44.6	45.2	38.3	41.7	44.8	47.0	53.2
Salary Range Midpoint (\$000)	7	31	59.3	59.7	49.2	55.3	59.0	63.0	69.8
Salary Range Maximum (\$000)	7	31	74.0	74.2	60.1	68.8	75.2	79.0	88.5
<b>WEST COAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	6	25 *	3,977	3,714	1,626	1,626	3,513	6,842	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	6	25 *	70.4	76.0	57.5	68.6	74.3	86.0	93.0
Adjusted Annual Base Salary (\$000)	6	25 *	79.8	84.7	67.4	77.5	84.4	94.1	99.9
Locality Pay or Geographic Differential (0.0%)	3	9 *	30.3	37.5		31.8	43.0	43.0	
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	10 *	6.0	6.8	5.2	7.0	7.0	7.0	7.0
Short-Term Incentive/Bonus (\$000)	3	17 *	4.9	5.7	1.8	3.5	5.0	7.9	10.6
Other Cash Compensation (\$000)	2	7 *	2.0	2.1		1.0	2.3	2.7	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	6	25 *	73.5	80.5	58.5	71.7	80.5	92.5	98.9
Adjusted Total Cash Compensation (\$000)	6	25 *	83.0	89.2	72.1	81.9	90.1	98.7	104.0
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	6	25 *	48.7	52.9	44.4	44.8	46.9	66.6	66.6
Salary Range Midpoint (\$000)	6	25 *	63.7	68.9	56.6	57.4	64.9	84.9	84.9
Salary Range Maximum (\$000)	6	25 *	78.7	84.9	69.5	69.9	82.8	103.2	103.2

\*More than 30% of sample supplied by one organization.

## Position: 0788 Senior Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	8 *	4,384	3,421		533	3,658	6,182		
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	8 *	64.3	62.9		51.6	60.6	71.6		
Adjusted Annual Base Salary (\$000)	6	8 *	70.5	67.6		55.8	64.1	80.4		
Locality Pay or Geographic Differential (0.0%)	3	3 *	19.2	19.2			18.9			
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	5	7 *	3.4	3.2		1.8	3.3	3.6		
Other Cash Compensation (\$000)	2	2 *	1.9	1.9			1.9			
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	8 *	67.7	66.2		53.9	63.9	74.8		
Adjusted Total Cash Compensation (\$000)	6	8 *	73.9	70.9		58.1	66.3	83.0		
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	5	45.3	45.3		43.2	44.8	47.6		
Salary Range Midpoint (\$000)	5	5	60.6	60.6		56.1	59.0	65.9		
Salary Range Maximum (\$000)	5	5	75.9	75.9		67.9	75.2	84.2		
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	15	538 *	3,105	5,889	1,965	2,615	7,408	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	15	538 *	70.1	76.4	57.3	64.5	75.4	87.0	98.5	
Adjusted Annual Base Salary (\$000)	15	538 *	78.5	78.8	58.5	65.9	78.5	88.2	101.1	
Locality Pay or Geographic Differential (0.0%)	8	70	21.9	24.4	18.0	18.0	23.2	30.9	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	83 *	4.3	4.9	5.0	5.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	9	100 *	3.2	3.9	1.2	2.4	3.1	4.5	7.7	
Other Cash Compensation (\$000)	4	47 *	1.7	2.6	0.4	0.8	2.2	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	15	538 *	71.9	77.4	58.4	65.4	77.2	87.6	100.1	
Adjusted Total Cash Compensation (\$000)	15	538 *	80.4	79.7	59.1	67.7	79.1	88.6	101.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	15	538 *	54.1	50.6	45.9	46.7	51.5	51.5	56.7	
Salary Range Midpoint (\$000)	15	538 *	69.7	69.5	57.4	59.0	68.8	77.2	77.2	
Salary Range Maximum (\$000)	15	538 *	85.4	88.4	68.9	75.2	89.3	102.9	102.9	

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	17	1,232	*	2,932	7,149	1,965	4,203	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	17	1,232	*	58.0	62.6	49.6	54.7	62.0	68.5	77.3
Adjusted Annual Base Salary (\$000)	17	1,232	*	62.0	65.2	52.8	58.0	65.1	71.7	78.5
Locality Pay or Geographic Differential (0.0%)	7	329	*	18.6	17.7	6.0	8.0	18.0	24.2	33.0
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	98	*	4.6	4.9	3.0	3.0	5.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	13	152		2.4	2.4	0.6	1.3	2.0	3.0	5.0
Other Cash Compensation (\$000)	4	224	*	2.4	1.8	0.3	0.7	1.6	2.5	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	17	1,232	*	59.8	63.2	50.4	56.6	62.6	68.9	77.4
Adjusted Total Cash Compensation (\$000)	17	1,232	*	63.8	65.8	53.6	59.0	65.5	72.2	79.2
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	16	1,230	*	45.0	41.8	34.7	39.5	43.0	43.0	43.0
Salary Range Midpoint (\$000)	16	1,230	*	57.7	59.0	44.7	52.3	64.1	64.1	64.1
Salary Range Maximum (\$000)	16	1,230	*	70.4	76.1	54.7	65.9	85.1	85.1	85.1

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
17	1,232	0.2	99.8		17	1,232	37.7	62.3

\*More than 30% of sample supplied by one organization.

## Position: 0791 Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	457 *	2,506	4,597	1,231	2,609	3,803	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	457 *	58.3	56.5	46.5	52.0	54.7	62.4	65.9	
Adjusted Annual Base Salary (\$000)	13	457 *	63.6	63.5	51.3	57.3	63.3	69.9	75.7	
Locality Pay or Geographic Differential (0.0%)	7	329 *	18.6	17.7	6.0	8.0	18.0	24.2	33.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	5	98 *	4.6	4.9	3.0	3.0	5.0	5.0	7.0	
Short-Term Incentive/Bonus (\$000)	11	135	2.3	2.2	0.6	1.1	2.0	2.9	4.5	
Other Cash Compensation (\$000)	4	224 *	2.4	1.8	0.3	0.7	1.6	2.5	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	457 *	60.3	58.0	47.5	53.1	57.0	64.3	68.2	
Adjusted Total Cash Compensation (\$000)	13	457 *	65.6	65.0	52.2	58.3	64.8	71.6	77.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	12	455 *	45.7	39.7	34.7	34.7	38.7	42.0	42.6	
Salary Range Midpoint (\$000)	12	455 *	58.0	51.7	44.7	44.7	52.3	53.5	56.0	
Salary Range Maximum (\$000)	12	455 *	70.3	63.6	54.7	54.7	64.7	65.9	70.0	
<b>Region</b>										
<b>NORTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	10	73 *	3,106	4,503	1,467	3,513	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	10	73 *	54.9	55.6	47.2	52.9	54.7	59.5	64.5	
Adjusted Annual Base Salary (\$000)	10	73 *	63.9	66.0	52.1	58.0	68.0	73.2	77.8	
Locality Pay or Geographic Differential (0.0%)	7	53 *	24.2	25.9	7.1	19.9	30.7	33.0	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	4.0	4.5		3.5	5.0	5.0		
Short-Term Incentive/Bonus (\$000)	6	20 *	2.6	3.3	0.7	1.4	2.8	5.0	6.2	
Other Cash Compensation (\$000)	3	30 *	2.3	1.8	0.3	1.1	1.7	2.5	3.0	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	10	73 *	56.8	57.2	47.9	53.9	56.9	60.1	66.9	
Adjusted Total Cash Compensation (\$000)	10	73 *	65.8	67.6	54.0	59.6	70.0	75.6	78.7	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	10	73 *	44.0	39.0	34.7	34.7	38.7	39.5	42.6	
Salary Range Midpoint (\$000)	10	73 *	56.3	51.2	44.7	44.7	52.3	52.8	56.0	
Salary Range Maximum (\$000)	10	73 *	68.5	63.3	54.7	54.7	65.9	66.4	70.0	

\*More than 30% of sample supplied by one organization.

## Position: 0791 Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTHEAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	13	966 *	3,349	7,816	2,615	7,408	9,172	9,172	9,172	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	13	966 *	58.0	64.2	51.5	57.3	63.5	70.9	78.7	
Adjusted Annual Base Salary (\$000)	13	966 *	63.2	65.7	53.6	58.9	65.2	72.0	79.2	
Locality Pay or Geographic Differential (0.0%)	6	141 *	19.7	18.3	6.0	15.6	18.0	24.2	30.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	57 *	4.3	4.4	3.0	3.0	5.0	5.0	5.0	
Short-Term Incentive/Bonus (\$000)	9	71	1.8	2.3	0.8	1.5	2.0	3.0	3.9	
Other Cash Compensation (\$000)	3	75 *	2.2	2.3	0.3	0.7	2.1	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	13	966 *	59.3	64.6	52.4	57.6	63.7	71.1	78.8	
Adjusted Total Cash Compensation (\$000)	13	966 *	64.4	66.0	54.5	59.1	65.5	72.2	79.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	13	966 *	44.6	42.4	39.4	43.0	43.0	43.0	43.0	
Salary Range Midpoint (\$000)	13	966 *	57.3	61.0	51.2	57.6	64.1	64.1	64.1	
Salary Range Maximum (\$000)	13	966 *	69.9	79.5	61.4	70.0	85.1	85.1	85.1	
<b>NORTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	90 *	4,602	5,409	3,803	3,803	6,842	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	90 *	53.8	54.3	44.2	48.5	54.7	61.6	65.9	
Adjusted Annual Base Salary (\$000)	5	90 *	56.9	58.6	45.6	52.6	58.0	65.8	67.8	
Locality Pay or Geographic Differential (0.0%)	3	74 *	10.6	9.7	3.0	6.0	6.0	13.0	18.9	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	4 *	4.0	3.5		3.0	3.0	4.5		
Short-Term Incentive/Bonus (\$000)	3	19 *	2.4	1.7	0.2	1.0	1.6	1.6	4.6	
Other Cash Compensation (\$000)	2	62 *	1.0	1.2	0.3	0.5	1.0	1.9	2.4	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	90 *	55.4	55.5	44.2	49.0	56.6	62.0	67.0	
Adjusted Total Cash Compensation (\$000)	5	90 *	58.5	59.8	46.1	53.1	59.8	67.2	70.4	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	90 *	39.4	37.0	34.7	34.7	38.6	38.7	39.4	
Salary Range Midpoint (\$000)	5	90 *	52.0	48.8	44.7	44.7	51.3	52.3	52.3	
Salary Range Maximum (\$000)	5	90 *	64.6	60.5	54.7	54.7	63.1	65.9	65.9	

\*More than 30% of sample supplied by one organization.

## Position: 0791 Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Region (continued)</b>										
<b>SOUTH CENTRAL</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	61 *	4,089	4,790	1,231	3,803	3,803	6,842	7,408	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	61 *	55.5	56.3	46.4	51.5	55.1	62.6	65.9	
Adjusted Annual Base Salary (\$000)	7	61 *	59.7	61.2	50.4	56.2	60.1	65.9	72.3	
Locality Pay or Geographic Differential (0.0%)	4	42 *	14.6	12.9	6.0	8.0	16.3	16.8	20.4	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	10 *	6.0	5.2	5.0	5.0	5.0	5.0	6.8	
Short-Term Incentive/Bonus (\$000)	5	16 *	2.4	1.8	0.4	0.6	1.6	2.7	3.6	
Other Cash Compensation (\$000)	3	43 *	2.2	2.0	0.4	0.7	1.8	4.3	4.3	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	61 *	57.8	58.2	49.6	53.2	57.5	64.4	67.4	
Adjusted Total Cash Compensation (\$000)	7	61 *	62.1	63.1	52.3	57.4	62.4	69.4	73.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	61 *	40.4	38.8	34.7	34.7	38.7	42.0	42.6	
Salary Range Midpoint (\$000)	7	61 *	52.7	51.0	44.7	44.7	52.3	54.7	56.0	
Salary Range Maximum (\$000)	7	61 *	65.0	63.2	54.7	54.7	65.9	66.8	70.0	
<b>WEST COAST</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	8	42 *	3,636	3,543	1,626	1,626	2,570	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	8	42 *	59.4	64.7	52.4	54.7	64.9	71.4	82.5	
Adjusted Annual Base Salary (\$000)	8	42 *	68.6	72.9	58.3	65.1	73.7	81.0	87.6	
Locality Pay or Geographic Differential (0.0%)	4	19 *	32.4	31.4	18.0	23.0	33.0	43.0	43.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	4	23 *	4.5	6.3	3.0	7.0	7.0	7.0	7.0	
Short-Term Incentive/Bonus (\$000)	7	26 *	2.4	3.1	0.9	1.6	2.7	4.6	5.7	
Other Cash Compensation (\$000)	3	14 *	2.1	1.9	0.4	1.0	1.9	2.6	3.5	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	8	42 *	61.7	67.2	52.8	57.1	67.0	75.2	86.1	
Adjusted Total Cash Compensation (\$000)	8	42 *	71.0	75.4	58.8	67.2	75.8	84.5	89.1	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	40 *	41.4	46.8	34.7	38.5	40.8	60.9	60.9	
Salary Range Midpoint (\$000)	7	40 *	53.5	59.8	44.7	50.0	54.4	76.1	76.1	
Salary Range Maximum (\$000)	7	40 *	65.5	72.7	54.7	60.4	68.6	91.3	91.3	

\*More than 30% of sample supplied by one organization.

## Position: 0791 Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>CHICAGO-GARY-KENOSHA, IL-IN-WI</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	5	29 *	4,602	5,097	3,513	3,803	3,803	6,842	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	5	29 *	54.9	55.1	47.4	49.2	54.7	60.9	64.0	
Adjusted Annual Base Salary (\$000)	5	29 *	60.0	62.8	50.1	54.4	65.1	69.5	74.4	
Locality Pay or Geographic Differential (0.0%)	3	25 *	15.0	16.1	13.0	13.0	18.9	18.9	19.0	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	3 *	4.0	3.7			3.0			
Short-Term Incentive/Bonus (\$000)	3	7 *	2.4	2.7		1.1	2.2	4.6		
Other Cash Compensation (\$000)	2	16 *	1.1	1.3	0.3	0.5	1.0	2.2	2.6	
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	5	29 *	56.5	56.4	47.4	51.7	56.9	61.3	65.2	
Adjusted Total Cash Compensation (\$000)	5	29 *	61.6	64.1	53.0	55.7	66.4	70.5	76.0	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	5	29 *	39.6	37.9	34.7	34.7	38.7	39.1	42.0	
Salary Range Midpoint (\$000)	5	29 *	52.3	50.1	44.7	44.7	52.3	52.3	53.5	
Salary Range Maximum (\$000)	5	29 *	64.9	62.2	54.7	54.7	64.3	65.9	67.1	
<b>NEW YORK-NEWARK-NEW HAVEN, NY-NJ-CT-PA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	6	32 *	3,335	4,152	2,066	3,803	3,803	4,203	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	6	32 *	56.4	55.9	46.8	53.1	54.7	59.5	65.3	
Adjusted Annual Base Salary (\$000)	6	32 *	71.3	71.6	59.4	67.1	72.9	77.5	80.4	
Locality Pay or Geographic Differential (0.0%)	5	28 *	32.7	32.7	30.7	33.0	33.0	33.0	33.7	
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	1	1 *								
Short-Term Incentive/Bonus (\$000)	3	6 *	2.3	3.3		1.9	3.3	4.8		
Other Cash Compensation (\$000)	2	9 *	1.5	1.7		1.1	1.5	2.4		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	6	32 *	57.6	57.0	46.8	53.4	56.8	59.7	67.2	
Adjusted Total Cash Compensation (\$000)	6	32 *	72.6	72.7	60.0	68.2	74.1	77.8	81.3	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	6	32 *	45.4	40.0	34.7	38.7	38.7	39.5	42.5	
Salary Range Midpoint (\$000)	6	32 *	57.9	52.5	44.7	49.5	52.3	52.3	58.0	
Salary Range Maximum (\$000)	6	32 *	70.5	64.9	54.7	59.5	65.9	65.9	73.7	

\*More than 30% of sample supplied by one organization.



## Position: 0791 Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>Consolidated Metropolitan Area (continued)</b>									
<b>PHILADELPHIA-WILMINGTON-TRENTON, PA-NJ-DE-MD</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	5	10	4,634	4,954	912	3,080	5,523	7,408	7,408
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	5	10	52.5	53.1	46.5	47.1	53.1	56.8	65.1
Adjusted Annual Base Salary (\$000)	5	10	57.9	57.4	46.8	51.2	55.5	64.4	73.5
Locality Pay or Geographic Differential (0.0%)	3	5 *	17.2	16.3		13.0	16.9	19.4	
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	1	3 *							
Short-Term Incentive/Bonus (\$000)	3	5 *	2.6	2.9		2.0	2.5	4.0	
Other Cash Compensation (\$000)	2	3 *	1.6	1.2			0.8		
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	5	10	54.2	54.9	46.7	48.6	55.9	59.0	67.2
Adjusted Total Cash Compensation (\$000)	5	10	59.5	59.2	49.1	53.2	58.2	66.1	75.6
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	5	10	39.5	39.8	34.7	37.7	40.8	42.2	42.7
Salary Range Midpoint (\$000)	5	10	51.0	51.6	44.7	48.3	52.3	56.0	56.0
Salary Range Maximum (\$000)	5	10	62.4	63.5	54.7	58.3	63.9	70.0	70.0
<b>SAN FRANCISCO-OAKLAND-SAN JOSE, CA</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	6	31 *	3,028	2,905	1,482	1,626	1,626	3,803	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	6	31 *	61.4	67.5	54.7	59.5	65.9	73.7	83.3
Adjusted Annual Base Salary (\$000)	6	31 *	75.4	76.1	64.5	69.0	78.3	83.4	87.6
Locality Pay or Geographic Differential (0.0%)	4	12 *	36.0	38.2	33.0	33.0	39.1	43.0	43.0
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	20 *	4.3	6.4	3.0	7.0	7.0	7.0	7.0
Short-Term Incentive/Bonus (\$000)	5	22 *	2.2	3.1	0.7	1.5	2.7	4.8	5.9
Other Cash Compensation (\$000)	3	9 *	2.1	2.0		1.1	2.0	2.8	
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	6	31 *	63.6	70.2	56.5	61.0	68.5	77.3	87.2
Adjusted Total Cash Compensation (\$000)	6	31 *	77.6	78.9	67.0	71.8	80.0	87.4	89.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	5	29 *	42.1	49.6	34.7	38.7	52.9	60.9	60.9
Salary Range Midpoint (\$000)	5	29 *	53.4	62.8	44.7	51.3	66.2	76.1	76.1
Salary Range Maximum (\$000)	5	29 *	64.6	75.9	54.7	63.1	79.5	91.3	91.3

\*More than 30% of sample supplied by one organization.

## Position: 0791 Staff Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area (continued)</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	14	905 *	3,361	8,000	2,615	9,172	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	14	905 *	57.2	64.9	52.0	58.2	64.0	71.6	79.1	79.1
Adjusted Annual Base Salary (\$000)	14	905 *	62.8	66.2	54.2	59.3	65.6	72.4	80.2	80.2
Locality Pay or Geographic Differential (0.0%)	7	96	19.5	22.4	18.0	18.0	22.2	24.2	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	57 *	4.3	4.4	3.0	3.0	5.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	10	58 *	1.9	2.4	0.8	1.6	2.0	2.9	5.1	5.1
Other Cash Compensation (\$000)	3	38 *	2.0	3.0	0.4	1.2	4.3	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	14	905 *	58.6	65.1	52.8	58.5	64.3	71.7	79.2	79.2
Adjusted Total Cash Compensation (\$000)	14	905 *	64.2	66.5	54.8	59.4	65.9	72.6	80.3	80.3
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	14	905 *	44.4	42.7	40.9	43.0	43.0	43.0	43.0	43.0
Salary Range Midpoint (\$000)	14	905 *	57.3	61.8	52.3	64.1	64.1	64.1	64.1	64.1
Salary Range Maximum (\$000)	14	905 *	70.1	80.9	64.3	85.1	85.1	85.1	85.1	85.1

\*More than 30% of sample supplied by one organization.

## Position: 0792 Clerk/Office Assistant

### 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	11	87	*	3,188	5,540	1,231	1,626	6,842	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	11	87	*	50.1	49.0	40.0	44.0	49.0	52.0	57.0
Adjusted Annual Base Salary (\$000)	11	87	*	55.1	52.8	40.9	46.8	51.5	57.1	65.6
Locality Pay or Geographic Differential (0.0%)	5	30	*	21.7	22.9	16.3	16.6	20.6	28.4	33.4
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	3	20	*	5.4	4.8	4.0	4.0	4.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	7	21	*	2.1	2.3	0.8	1.2	2.0	3.2	3.9
Other Cash Compensation (\$000)	4	27	*	1.8	3.0	0.7	1.7	4.3	4.3	4.3
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	11	87	*	51.8	50.5	40.9	46.6	50.8	52.7	58.5
Adjusted Total Cash Compensation (\$000)	11	87	*	56.8	54.3	42.4	47.9	52.2	60.0	66.5
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	11	87	*	37.6	34.8	29.8	31.1	34.2	34.5	42.6
Salary Range Midpoint (\$000)	11	87	*	48.2	47.3	37.4	40.0	50.7	50.7	54.8
Salary Range Maximum (\$000)	11	87	*	58.8	59.7	45.0	49.1	66.7	67.2	67.2

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
11	87	1.1	92.0	6.9	11	87	59.8	40.2

\*More than 30% of sample supplied by one organization.

## Position: 0792 Clerk/Office Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted					
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	10	52	2,589	3,095	353	1,231	2,609	6,842	6,842
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	10	52	50.0	48.0	39.1	42.5	48.4	49.9	57.0
Adjusted Annual Base Salary (\$000)	10	52	55.5	54.4	40.2	46.1	56.0	59.1	67.4
Locality Pay or Geographic Differential (0.0%)	5	30 *	21.7	22.9	16.3	16.6	20.6	28.4	33.4
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	3	20 *	5.4	4.8	4.0	4.0	4.0	5.0	7.0
Short-Term Incentive/Bonus (\$000)	7	21 *	2.1	2.3	0.8	1.2	2.0	3.2	3.9
Other Cash Compensation (\$000)	4	27 *	1.8	3.0	0.7	1.7	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	10	52	51.9	50.4	40.2	45.0	50.8	53.0	58.8
Adjusted Total Cash Compensation (\$000)	10	52	57.4	56.9	40.8	49.0	57.9	61.3	68.1
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	10	52	37.9	35.3	27.8	30.8	31.1	38.0	45.3
Salary Range Midpoint (\$000)	10	52	47.9	45.0	35.4	40.0	40.0	50.0	56.6
Salary Range Maximum (\$000)	10	52	57.9	54.6	43.0	48.8	49.1	62.0	67.9
<b>Region</b>									
<b>SOUTHEAST</b>									
<b>Organization Scope Data</b>									
Total U.S. FTEs	9	69 *	3,609	6,081	1,231	2,609	9,172	9,172	9,172
<b>Annual Base Salary</b>									
Annual Base Salary (\$000)	9	69 *	51.0	49.5	40.8	44.5	48.5	52.3	57.5
Adjusted Annual Base Salary (\$000)	9	69 *	57.1	52.2	40.8	46.7	50.8	56.8	65.4
Locality Pay or Geographic Differential (0.0%)	5	16 *	21.4	23.1	15.6	18.0	23.2	29.7	30.9
<b>Variable Pay</b>									
Target Short-Term Incentive/Bonus (0.0%)	2	17 *	4.6	4.4	4.0	4.0	4.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	5	18 *	2.1	2.2	0.7	1.2	2.2	3.1	4.0
Other Cash Compensation (\$000)	4	13 *	1.8	2.8	0.1	1.0	4.3	4.3	4.3
<b>Total Cash Compensation</b>									
Total Cash Compensation (\$000)	9	69 *	52.7	50.6	40.9	46.7	50.5	52.7	58.9
Adjusted Total Cash Compensation (\$000)	9	69 *	58.8	53.3	40.9	47.1	51.5	58.8	65.8
<b>Salary Range Data</b>									
Salary Range Minimum (\$000)	9	69 *	37.6	35.3	28.0	34.2	34.2	34.9	41.7
Salary Range Midpoint (\$000)	9	69 *	48.5	48.5	36.0	44.4	50.7	50.7	54.7
Salary Range Maximum (\$000)	9	69 *	59.3	61.8	43.9	53.8	67.2	67.2	67.2

\*More than 30% of sample supplied by one organization.

## Position: 0792 Clerk/Office Assistant

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>Consolidated Metropolitan Area</b>										
<b>WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	9	64 *	3,609	6,285	887	2,609	9,172	9,172	9,172	9,172
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	9	64 *	50.8	49.6	40.4	44.2	48.8	52.6	58.6	58.6
Adjusted Annual Base Salary (\$000)	9	64 *	57.2	51.7	40.8	46.2	50.1	55.0	65.9	65.9
Locality Pay or Geographic Differential (0.0%)	5	11 *	22.7	23.7	18.0	18.0	22.2	30.9	30.9	30.9
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	17 *	4.6	4.4	4.0	4.0	4.0	5.0	5.0	5.0
Short-Term Incentive/Bonus (\$000)	5	18 *	2.1	2.2	0.7	1.2	2.2	3.1	4.0	4.0
Other Cash Compensation (\$000)	4	8 *	1.6	2.4		0.3	2.7	4.3		
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	9	64 *	52.4	50.6	40.9	46.4	49.8	52.7	60.6	60.6
Adjusted Total Cash Compensation (\$000)	9	64 *	58.8	52.7	40.9	46.7	50.8	56.0	66.1	66.1
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	9	64 *	37.5	35.6	27.9	34.2	34.2	35.0	42.2	42.2
Salary Range Midpoint (\$000)	9	64 *	48.4	49.2	35.9	44.8	50.7	50.7	54.8	54.8
Salary Range Maximum (\$000)	9	64 *	59.2	62.8	43.9	54.8	67.2	67.2	67.2	67.2

\*More than 30% of sample supplied 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

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL ORGANIZATIONS</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	25 *	2,663	3,388	938	1,626	2,609	5,523	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	25 *	45.8	44.6	36.5	38.4	43.9	49.6	55.2	
Adjusted Annual Base Salary (\$000)	7	25 *	48.6	47.8	37.0	41.2	47.6	53.6	61.2	
Locality Pay or Geographic Differential (0.0%)	2	8 *	24.2	24.1		22.2	22.2	24.2		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	13 *	5.6	4.8	4.0	4.0	4.0	6.0	7.0	
Short-Term Incentive/Bonus (\$000)	6	17 *	1.1	1.3	0.4	1.0	1.0	1.3	3.5	
Other Cash Compensation (\$000)	1	5 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	25 *	46.9	45.7	37.4	38.6	44.7	50.7	56.7	
Adjusted Total Cash Compensation (\$000)	7	25 *	49.7	49.0	38.1	42.6	47.6	54.3	63.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	25 *	33.9	33.1	27.5	28.0	31.5	37.7	40.7	
Salary Range Midpoint (\$000)	7	25 *	42.7	42.1	35.2	35.7	40.0	46.1	50.9	
Salary Range Maximum (\$000)	7	25 *	51.5	51.0	42.5	43.9	48.4	55.8	61.1	

### Degree of Match

### Bonus/Other Cash Compensation Eligibility

# of Orgs	# of Incs	% Stronger	% Equal	% Weaker	# of Orgs	# of Incs	% Yes	% No
7	25	4.0	88.0	8.0	7	25	96.0	4.0

\*More than 30% of sample supplied by one organization.

## Position: 0793 Mail Clerk

### Competitive Market Data

	# of Orgs	# of Incs	Org Wtd Avg	Incumbent Weighted						
				Avg	10th Pctl	25th Pctl	Median	75th Pctl	90th Pctl	
<b>ALL FINANCIALS, FEDERAL RESERVE BANKS AND FEDERAL FINANCIAL REGULATORY AGENCIES</b>										
<b>Organization Scope Data</b>										
Total U.S. FTEs	7	25 *	2,663	3,388	938	1,626	2,609	5,523	6,842	
<b>Annual Base Salary</b>										
Annual Base Salary (\$000)	7	25 *	45.8	44.6	36.5	38.4	43.9	49.6	55.2	
Adjusted Annual Base Salary (\$000)	7	25 *	48.6	47.8	37.0	41.2	47.6	53.6	61.2	
Locality Pay or Geographic Differential (0.0%)	2	8 *	24.2	24.1		22.2	22.2	24.2		
<b>Variable Pay</b>										
Target Short-Term Incentive/Bonus (0.0%)	2	13 *	5.6	4.8	4.0	4.0	4.0	6.0	7.0	
Short-Term Incentive/Bonus (\$000)	6	17 *	1.1	1.3	0.4	1.0	1.0	1.3	3.5	
Other Cash Compensation (\$000)	1	5 *								
<b>Total Cash Compensation</b>										
Total Cash Compensation (\$000)	7	25 *	46.9	45.7	37.4	38.6	44.7	50.7	56.7	
Adjusted Total Cash Compensation (\$000)	7	25 *	49.7	49.0	38.1	42.6	47.6	54.3	63.2	
<b>Salary Range Data</b>										
Salary Range Minimum (\$000)	7	25 *	33.9	33.1	27.5	28.0	31.5	37.7	40.7	
Salary Range Midpoint (\$000)	7	25 *	42.7	42.1	35.2	35.7	40.0	46.1	50.9	
Salary Range Maximum (\$000)	7	25 *	51.5	51.0	42.5	43.9	48.4	55.8	61.1	

\*More than 30% of sample supplied 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.

## Glossary of Terms

**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.

## Glossary of Terms

**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.

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

## Glossary of Terms

### Examples of Percentiles, Median and Interpolations

Salary Array				
1. \$34,100		9. \$40,000	\$39,600	= 50th Percentile (Median)
2. \$35,500	\$35,080 = 10th Percentile	10. \$41,300		
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>
<b>\$35,080</b>	<b>\$37,125</b>	<b>\$39,600</b>	<b>\$41,825</b>	<b>\$ 43,530</b>

**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.

## Glossary of Terms

**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.

## Glossary of Terms

**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
<b>Total</b>	<b>\$ 257,400</b>		<b>30</b>	=	<b>\$ 1,348,400</b>
<b>\$1,348,400 ÷ 30 (total # of reported incumbents) = Weighted Average Salary of \$44,947</b>					

**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.