



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

2019

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Participation Terms

By participating in Willis 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 Willis 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, Willis 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. Willis Towers Watson takes reasonable security precautions, including the same precautions Willis Towers Watson takes to protect our own confidential information, to prevent unauthorized access. Participant data will be used by Willis 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 Willis 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. Willis Towers Watson may pass participant data, which may include individually identifiable information, within its global network of offices and affiliates (including the Willis 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 Willis Towers Watson group, and it is governed by the same information security policies and internal controls that govern the Willis 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 Willis Towers Watson employees assigned to work on such survey. Irrespective of where Willis Towers Watson receives or holds such data, Willis Towers Watson confirms that, acting as data processor, Willis 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. Willis 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 Willis Towers Watson otherwise. Participant and Willis 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 **2019 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 23 organizations. The organizations have a median total full-time employment of 1,427 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 81 positions filled by a total of 19,707 employees.

The effective date is April 1, 2019.

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
- FIRREA Responses
- Guide to Finding and Using the Compensation Data in the Report
- Explanation of Data Presentation Terms
- Position Descriptions
- Policies and Practices
- Position Comparison Tables

Positions Not Published

Though surveyed, the following positions were not published due to their insufficient sample size.

- Data Scientist
- Criminal Investigator

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 wtwusdata@willistowerswatson.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.

Willis Towers Watson Data Services (WTWDS) 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 will not represent more than 25% of averaged data statistics in the total sample report. Customized reports do not employ dominance adjustment as the FIRREAS are not required to use dominance adjusted survey data. Any information disseminated is aggregated so that individual company data cannot be identified and WTWDS ensures and maintains the confidentiality of individual company data. ***Under no circumstances will we disclose individual data.***

Overview of Survey Participants

Overview of Survey Participants

Organizational Data

NUMBER OF EMPLOYEES					
	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined					
Total Number of Employees	669.0	1,427.0	2,820.0	1,826.7	23
Exempt Employees	568.0	950.0	2,160.0	1,337.3	23
Nonexempt Employees	66.0	339.0	454.0	364.1	23
Executives	47.0	87.0	129.0	125.2	23

ORGANIZATION TYPE							
	Private Sector (excluding Law, Financial and Education)	Financial	Federal Reserve Bank	Federal Financial Regulatory Agency	Other Federal Government Agency	Other	# of Responses
Entire Sample Combined							
	0.0%	8.7%%	39.1%	43.5%	0.0%	8.7%	26

ORGANIZATION PROFIT STATUS			
	For-Profit	Not-For-Profit	# of Responses
Entire Sample Combined			
	0.0%	100.0%	23

NUMBER OF EMPLOYEES - FINANCIAL					
	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined					
Total Number of Employees	--	--	--	--	2
Exempt Employees	--	--	--	--	2
Nonexempt Employees	--	--	--	--	2
Executives	--	--	--	--	2

Overview of Survey Participants

Organizational Data (continued)

NUMBER OF EMPLOYEES - FEDERAL RESERVE BANK					
	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined					
Total Number of Employees	1,007.0	1,525.0	1,873.5	1,594.3	9
Exempt Employees	627.5	980.0	1,282.5	,1040.6	9
Nonexempt Employees	239.5	436.0	511.0	401.1	9
Executives	79.0	99.0	120.0	152.7	9

NUMBER OF EMPLOYEES- FEDERAL FINANCIAL REGULATORY AGENCY					
	25th Percentile	Median	75th Percentile	Average	# of Responses
Entire Sample Combined					
Total Number of Employees	524.8	1,256.0	3,879.3	2,100.3	10
Exempt Employees	452.3	943.5	2,947.5	1,586.2	10
Nonexempt Employees	22.3	214.5	541.5	432.1	10
Executives	41.0	52.5	144.3	82.0	10

INCUMBENT COUNT BY ORGANIZATION TYPE			
	# of Incumbents	% of Incumbents	# of Responses
Entire Sample Combined			
Financial	1,212	6.1%	2
Federal Reserve Bank	2,005	10.2%	9
Federal Financial Regulatory Agency	14,911	75.7%	10
Other	1,579	8.0%	2

Overview of Survey Participants

Participant List

Sponsoring agencies are listed in bold typeface.

Commodities Futures Trading Commission (CFTC)

Consumer Financial Protection Bureau (CFPB)

Farm Credit Administration (FCA)

Federal Deposit Insurance Corporation (FDIC)

Federal Housing Finance Agency (FHFA)

Federal Reserve Bank of Atlanta

Federal Reserve Bank of Cleveland

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

InterAmerican 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)

FIRREA Responses

FIRREA Responses

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

BOARD	Board of Governors of the Federal Reserve System
CFTC	Commodities Futures Trading Commission
FCA	Farm Credit Administration
FDIC	Federal Deposit Insurance Corporation
FHFA	Federal Housing Finance Agency
NCUA	National Credit Union Administration
OCC	Office of the Comptroller of the Currency
CFPB	Consumer Finance Protection Board
SEC	U.S. Securities and Exchange Commission
OFR	Office of Financial Research

FIRREA RESPONSES											
Position Number	Position Title	FIRREA Agency Reporting									
		BOARD	CFTC	FCA	FDIC	FHFA	NCUA	OCC	CFPB	SEC	OFR
0820	Chief Human Capital Officer		X	X	X	X	X	X	X		
0821	General Counsel	X	X	X	X	X	X	X	X		
0822	Chief Financial Officer	X	X	X	X	X	X	X	X		
0823	Chief Information Officer/Chief Technology Officer	X	X		X	X	X		X		X
0824	Chief of Staff	X	X		X	X	X				
0825	Core Division Head	X	X	X	X	X	X		X		X
0826	Head of the Office of the Secretary	X	X	X	X		X				
0678	Supervisory Economist (Section Chief)	X	X	X	X	X	X	X	X	X	X
0679	Senior Economist	X	x	X	X	X	X	X	X	X	X
0680	Economist II	X	X	X	X	X	X	X	X	X	X
0681	Economist I	X	X		X	X		X	X	X	
0682	Research Assistant	X				X		X	X		X
0683	Assistant General Counsel	X	X	X	X	X	X	X	X		
0684	Supervisory Senior Counsel	X	X	X	X	X	X	X	X	X	X
0685	Senior Attorney	X	X	X	X	X	X		X	X	
0686	Attorney (Full Performance Level)	X	X	X	X	X	X	X		X	X
0811	Attorney (Mid-Level)	X	X					X	X		
0687	Attorney (Entry Level)	X	X			X		X	X	X	
0688	Senior Paralegal	X			X	X		X	X	X	
0801	Paralegal	X	X		X		X			X	
0689	Legal Secretary/Technician	X	X		X			X		X	
0818	Criminal Investigator									X	
0819	Criminal Investigator (LEAP Pay)	X			X		X			X	
0731	Supervisory IT Specialist	X	X	X	X	X	X	X	X	X	X
0732	Supervisory IT Project Manager	X	X		X	X	X		X		X
0733	IT Project Manager	X	X	X	X	X	X	X		X	
0802	IT Specialist III (Full Performance)	X	X	X	X	X	X	X	X	X	X
0803	IT Specialist II (Mid-Level)	X	X	X	X	X	X		X	X	X
0804	IT Specialist I (Entry Level)	X	X	X	X	X	X		X		
0734	Senior IT/Systems Security Analyst	X	X	X	X	X	X	X	X	X	X

FIRREA Responses

FIRREA RESPONSES (continued)											
Position Number	Position Title	FIRREA Agency Reporting									
		BOARD	CFTC	FCA	FDIC	FHFA	NCUA	OCC	CFPB	SEC	OFR
0805	IT/Systems Security Analyst	X	X			X	X	X	X	X	X
0735	Senior Database Administrator	X			X	X	X	X	X		
0806	Database Administrator	X	X			X	X	X	X		X
0736	Systems Engineer	X	X		X	X	X				X
0738	Senior Software Engineer		X		X						X
0814	Business Intelligence Analyst			X					X	X	
0815	Data Scientist								X	X	
0807	Senior Financial Systems Analyst	X	X	X	X	X	X	X	X		X
0740	Financial Systems Analyst	X	X	X	X	X	X	X	X		X
0808	Senior Auditor	X	X		X	X	X	X	X	X	
0741	Auditor	X	X		X	X	X	X	X	X	
0742	Accountant (Financial Practices)	X	X	X			X			X	
0743	Senior Financial Analyst	X	X	X	X	X	X			X	X
0744	Financial Analyst II	X	X	X	X	X	X	X	X	X	X
0745	Financial Analyst I	X	X	X		X	X			X	X
0746	Financial Accounting Manager	X			X	X	X	X	X		
0747	Senior Accountant	X	X	X	X	X	X	X		X	
0748	Accountant (Full Performance Level)		X		X	X	X	X		X	
0749	Accounting Technician		X	X			X	X		X	
0751	Procurement Manager	X	X	X	X	X	X	X	X	X	
0754	Contract Specialist	X	X	X	X	X	X	X	X	X	
0756	Director (Examiner, Specialty Area)		X	X	X	X	X	X	X	X	
0757	Field Manager		X	X	X	X		X	X	X	
0759	Examiner V (Technical Expert Level)			X	X	X	X	X	X	X	
0761	Examiner IV (Senior Level)			X	X	X	X	X	X	X	
0762	Examiner III (Full Performance Level/Commissioned Level)			X	X	X	X	X	X	X	
0763	Examiner II			X	X	X	X	X	X	X	
0764	Examiner I (Entry Level)			X	X	X	X	X	X		
0816	Examiner Trainee		X	X		X	X	X		X	
0767	Senior Examiner (Compliance)			X	X	X	X	X			
0768	Examiner (Compliance)				X	X		X			
0769	Capital Markets Specialist	X		X	X	X	X	X		X	
0771	Senior Policy Analyst	X	X	X	X	X	X	X	X		
0812	RAD Director	X	X		X	X		X			
0772	Risk Specialist	X	X	X	X	X	X	X	X		
0776	Training Developer	X	X	X	X	X		X	X	X	
0779	Training Technician	X		X	X	X		X	X		
0781	Human Resources Director	X		X	X	X	X	X	X	X	
0827	Supervisory Human Resources Specialist	X	X		X		X	X	X	X	
0828	Senior Human Resources Specialist	X	X	X	X	X	X	X	X	X	X

FIRREA Responses

FIRREA RESPONSES (continued)											
Position Number	Position Title	FIRREA Agency Reporting									
		BOARD	CFTC	FCA	FDIC	FHFA	NCUA	OCC	CFPB	SEC	OFR
0782	Human Resources Specialist	X	X	X	X	X	X	X	X	X	
0783	Human Resources Assistant	X			X	X	X	X	X	X	
0784	Security Director		X			X	X	X	X	X	
0810	Security Specialist	X	X	X	X	X	X	X	X	X	
0785	Librarian	X	X		X			X	X	X	
0817	Records Management – (Mid-Level)	X	X	X	X	X	X		X	X	
0813	Public Affairs Specialist (Full Perf. Level)	X		X	X	X	X	X	X	X	X
0786	Public Affairs Specialist		X	X	X	X		X	X		
0787	Staff Assistant to an Executive	X	X	X	X	X	X	X	X	X	
0788	Senior Staff Assistant	X	X	X	X	X	X	X	X	X	X
0791	Staff Assistant	X	X	X	X	X	X	X	X	X	X
0792	Clerk/Office Assistant	X	X	X	X		X		X	X	
0793	Mail Clerk	X	X		X					X	

Guide to Finding and Using the Compensation Data in the Report

Guide to Finding and Using the Compensation Data in the Report

Locating Compensation Data in this Report

Organization of Compensation Data Presentations

Compensation data in the printed report is organized by position and separated into two categories: All Organizations and All 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
Core-Based Statistical Area:	Washington-Baltimore-Northern Virginia, DC-MD-VA

Survey statistics (*average, 25th percentile, Median, and 75th 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 WTWDS 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 WTWDS 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, Willis 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, 2019 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.

Comp to Average: The percent your organizations average and/or median are different than the market incumbent weighted average.

Comp to Median: The percent your organizations average and/or median are different than the market incumbent median.

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

Position Comparison Table Definitions (continued)

Your Average: The average reported by your organization for this position.

Your Median: The median for your organization for this position (excel spreadsheet only).

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

Calculated Statistics Definitions

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

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.(excel spreadsheet only)

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. (excel spreadsheet only)

Position Descriptions

Position Descriptions

Position Listing

Executive (New)

0820	Chief Human Capital Officer (New)
0821	General Counsel (New)
0822	Chief Financial Officer (New)
0823	Chief Information Officer/Chief Technology Officer (New)
0824	Chief of Staff (New)
0825	Core Division Head (New)
0826	Head of the Office of the Secretary (New)

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
0818	Criminal Investigator
0819	Criminal Investigator, Premium or Law Enforcement Availability Pay (LEAP) (New)

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