

SAMPLE COMPOSITE ONLY

PAY MARKET

N/A - Default

IS BENCHMARK JOB

N

STATUS

Completed

Market Composite MRP

20K26K32K39K45K

BASE 50TH

TREND

MARKET INDEX

\$36.6

0.0 %

94.5 %

26(Citizens-Citizens)

AVG. PAY

TREND

COMPRATIO

#EEs

GRADE TARGET: MINMIDMAX

\$34.6

0.0 %

95.3 %

2

MID \$36,293.64

	25TH	50TH	60TH	75TH
Market Composite, effective 1 Apr 2019 *				
Effective Date: 1 Apr 2019 Currency: US Dollars Pay Type: Annual Composite MRP: Base 50th Premium/Discount: 0.000 %				
Base Salary				
Total Cash Compensation				

Numerical values displayed in Actual and Rounded toHundreds.

3 Survey Cuts in Composite

* Survey data was aged at 2.00%.

JOB	WEIGHT	ADJUST	25TH	50TH	60TH	75TH	25TH	50TH	60TH	75TH
Accounting - Accounts Payable/Receivable - Entry (Business Support)	1.000	0.000 %								
Towers Watson/CDB General Industry MMPS Compensation										
All Organizations Global Revenue \$1B to \$3B Eff: 1 Apr 2018 Orgs: 19 Incs:82 Org.										
Accounting Clerk I (OF13000007)	1.000	0.000 %								
Salary.com/CompAnalyst United States										
Insurance / FTEs: 1,000 - 3,000 / Metro:ALL Eff: 1 Nov 2018 Orgs: 400 Incs:4300 Inc.										
Accounts Payable - Entry Para-Professional (S1) (FIN.09.003.S10)	1.000	0.000 %								
Mercer/Finance, Accounting, and Legal										
All Data Eff: 1 Mar 2018 Orgs: 304 Incs:2031 Inc. Weighted										

Survey Job Descriptions

SURVEY JOB	SURVEY JOB FAMILY	SURVEY JOB LEVEL	SURVEY VENDOR / SURVEY TITLE	SURVEY JOB DESCRIPTION
Accounting Clerk I (OF13000007)	Finance & Accounting	Entry (I)	Salary.com / CompAnalyst United States	Performs routine accounting activities such as maintenance of the general ledger, preparation of various accounting statements and financial reports. Posts journal entries and verifies billings, invoices and checks. Assists in completing moderately complex calculations. Reconciles accounts and bank statements. Has a basic understanding of bookkeeping and accounting principles. Is proficient with spreadsheets and other software tools. Typically requires a high school diploma. Typically reports to a supervisor or Manager. Possesses a moderate understanding of general aspects of the job. Works under the close direction of senior personnel in the functional area. May require 0-1 year of general work experience.
Accounts Payable - Entry Para-Professional (S1) (FIN.09.003.S10)	Finance		Mercer / Finance, Accounting, and Legal	Accounts Payable work is focused on administering, designing and ensuring compliance with accounts payable processes including: •Invoice charge verification (including applicable discounts) vs. purchase orders •Verification that goods and services purchased have been received •Confirmation of purchase approval •Payment authorization and processing •Reconciliation of accounts payable ledgers to identify improper charges, validate transactions, and ensure accurate and timely payment of amounts due. Level: An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. • Work is routine or follows standard procedures. • Work is closely supervised. • Communicates information that requires little explanation or interpretation. Typical Title: Accounts Payable Clerk, Accounts Payable Assistant.
Accounting - Accounts Payable/Receivable - Entry (Business Support) (AFB060-U1)	Accounting	U1	Towers Watson / CDB General Industry MMPS Compensation	Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets. Maintains accounting and financial records and reports, including general ledger, financial statements, regulatory and management reports. Match incumbents responsible for high-volume billing (e.g., electric or telecom service or credit card billing) to the AMS030-High Volume Customer Billing Discipline in the AMS-Customer Support/Operations Function; incumbents responsible for Accounts Receivable may be responsible for low-volume billing. Prepares, records, verifies, analyzes and reports accounts payable/receivable transactions. Pays vendor invoices and receives and posts customer payments on a timely basis. Maintains and reconciles accounts payable/receivable ledger accounts, financial statements and reports. Prepares analyses and reconciliations of bill runs to detect fraud. Ensures that transaction entry verification procedures are followed. May prepare and deliver low-volume customer billing and respond to resulting queries. Match incumbents responsible for low-volume billing to this discipline. Career Band Summary Descriptions: Performs clerical/administrative or specialized support tasks in an office, field or retail store/site setting. May require vocational training or the equivalent experience, but does not require a university degree. Career Level General Profiles: Entry level position with little or no prior relevant training or work experience. Acquires basic skills to perform routine tasks. Work is prescribed and completed with little autonomy. Works with either close supervision or under clearly defined procedures.

NOTE: Survey data is displayed with all aging, adjustment or conversion factors applied.

Employees in Range Summary	TARGET RANGE				BASE SALARY			
	MIN	MID	MAX	RANGE SPREAD	EMPLOYEES	TOTAL PAYROLL	BELOW MIN	ABOVE MAX
Numerical values displayed in Actual and Rounded toHundreds.	26(Citizens-Citizens)	27.9	36.3	44.7	60.1 %	2		

2 Employees

		0 Flight Risks		Base: 34.6 Avg 32.0 Min 37.2 Max				TDC: - Avg - Min - Max	
Employee ID	EMPLOYEE NAME	LOCATION	HIRE DATE	BASE SALARY	ANNUAL BONUS	TOTAL CASH COMPENSATION	TOTAL LTI VALUE	TOTAL DIRECT COMPENSATION	

Range Summary

Numerical values displayed in Actual and Rounded toHundreds.

Only plans linked to current pay market are displayed.

1 Structure

STRUCTURE	PAY MARKETS (PLANS)	GRADE	MIN	MID	MAX
Citizens (Citizens)	Citizens (Citizens)	26 (26)	27,910.26	36,293.64	44,678.00