

MID \$36,293.64

Last edited 15 Oct 2019 by Donna Haggerty

MAX

SAMPLE COMPOSITE ONLY

STATUS

Completed

PAY MARKET

N/A - Default

IS BENCHMARK JOB N

Market Composite MRP

BASE 50TH TREND MARKET INDEX

\$36.6 0.0 % 94.5 %

26(Citizens-Citizens)

AVG. PAY TREND COMPRATIO #EES

\$34.6 0.0 % **♣ 95.3 %** 2

25TH 50TH 60TH 75

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%.

				BASE SALARY		TOT	TOTAL CASH COMPENSATION			
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										

Composite Report: Acctg Ops Asst I (900N)



			MAX 44.7	RANGE SPREAD	EMPLOYEES 2	TOTAL PAYROLL	BELOW MIN	BASE SALARY ABOVE MAX AVG COMPARATIO AVG POSITI		
ging, adjustment or co		TA		RANGE SPREAD	EMPLOYEES	TOTAL PAYROLL	BELOW MIN			
ging, adjustment or co	nversion factors applied		ARGET RANGE					BASE SALARY		
ulana andissadan and see se										
				setting univers training and co	May require vo ity degree. Car or work experi mpleted with litt	ocational training o eer Level General ence. Acquires ba	or the equivaler Profiles: Entry sic skills to pe	nt experience, but does not require a level position with little or no prior relevant rform routine tasks. Work is prescribed		
ccounting - Accounts Accounting U1 Towers Watson / CDB Gene ayable/Receivable - Entry MMPS Compensation Business Support) (AFB060-U1)				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:						
				discour receive •Recon and en is an er routine that rec	nts) vs. purchased •Confirmation ciliation of accesure accurate a ntry-level position or follows standuires little explanation.	e orders •Verificat of purchase appounts payable ledg nd timely paymen on typically requirind dard procedures. •	cion that goods roval •Payment lers to identify t of amounts do glittle to no per Work is close	and services purchased have been tauthorization and processing improper charges, validate transactions, ue. Level: An Entry Para-Professional (S1) rior knowledge or experience. • Work is by supervised. • Communicates information		
ance		Mercer / Finance	e, Accounting, and	Legal Accour	nts Payable wor	k is focused on ac	Iministering, de	esigning and ensuring compliance with		
Clerk I (OF13000007) Finance & Accounting Entry (I) Salary.com / CompAnalyst United Si				various invoice accoun principl school unders	various accounting activities such as maintenance of the general ledger, prepara various accounting statements and financial reports. Posts journal entries and verifies billin 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 hig 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 pers					
RVEY JOB FAMILY							ıch as mainten	ance of the general ledger preparation of		
ıa	ance & Accounting	ance & Accounting Entry (I)	ance & Accounting Entry (I) Salary.com / Con	ance & Accounting Entry (I) Salary.com / CompAnalyst United sa	Accounting Entry (I) Salary.com / CompAnalyst United States Perform various invoice account principly school unders in the five face of the first principly school unders in the five face or account for the five face or account face of the first provided face or account	Accounting Entry (I) Salary.com / CompAnalyst United States Performs routine accovarious accounting statinvoices and checks. A accounts and bank statinvoices and checks. A accounts should diploma. Typics understanding of gene in the functional area. Mercer / Finance, Accounting, and Legal Accounts Payable wor accounts payable prodiscounts) vs. purchas received *Confirmation** *Reconciliation of account end ensure accurate a is an entry-level position routine or follows stant that requires little explayable Assistant. Establishes and maint reports and safeguardi and reports, including Match incumbents responsible for low-vol payable/receivable train payments on a timely accounts, financial state detect fraud. Ensures it deliver low-volume cus responsible for low-vol Performs clerical/admisetting. May require vc university degree. Carrianing or work experi-	Salary.com / CompAnalyst United States Performs routine accounting activities st. various accounting statements and finan invoices and checks. Assists in completi accounts and bank statements. Has a biprinciples. Is proficient with spreadsheet school diploma. Typically reports to a su understanding of general aspects of the in the functional area. May require 0-1 yet accounts Payable work is focused on accounts payable processes including: Mercer / Finance, Accounting, and Legal Mercer / Finance, Accounting, and Legal Accounts Payable work is focused on accounts payable processes including: discounts) vs. purchase orders -Verifficat received -Confirmation of purchase appr -Reconciliation of accounts payable legand ensure accurate and timely paymen is an entry-level position typically requirit routine of follows standard procedures. That requires little explanation or interpre Payable Assistant. Establishes and maintains accounting preports and safeguarding the organization and reports, including general ledger, fin Match incumbents responsible for high-vicard billing) to the AMS030-High Volume Support/Operations Function; incumben responsible for high-vicard billing) to the AMS030-High Volume Support/Operations Function; incumben responsible for low-volume billing. Prepayable/receivable transactions accounts, financial statements and report detect fraud. Ensures that transaction er deliver low-volume customer billing and responsible for low-volume billing to this Performs clerical/administrative or specienting. May require vocational training or work experience. Acquires ba and completed with tittle autonomy. Wor	Entry (I) Salary.com / CompAnalyst United States Performs routine accounting activities such as mainter various accounting statements and financial reports. Per invoices and checks. Assists in completing moderately accounts and bank statements. Has a basic understan principles. Is proficient with spreadsheets and other so school diploma. Typically reports to a supervisor or Ma understanding of general aspects of the job. Works un in the functional area. May require 0-1 year of general accounts payable work is focused on administering, di accounts payable work is focused on administering, di accounts payable processes including: •Invoice charge discounts) vs. purchase orders •Verification that goods received •Confirmation of purchase approval •Paymen •Reconciliation of accounts payable ledgers to identify and ensure accurate and timely payment of amounts d is an entry-leopation typically requiring little to no proutine or follows standard procedures • Work is close that requires little explanation or interpretation. Typical Payable Assistant. Establishes and maintains accounting policies and complete and after incumbents responsible for high-volume billing card billing) to the AMS030-High Volume Customer Bill Support/Operations Function; incumbents responsible responsible for low-volume billing or reports and accounts, financial statements and reports, records, payable/receivable transactions. Pays vendor invoices payments on a timely basis. Maintains and reports responsible for low-volume billing or reports and accounts, financial statements and reports, records, payable/receivable transactions and reports or responsible for low-volume billing or this discipline. Car Performs clerical/administrative or specialized support setting. May require vocational training or the equivaled university degree. Career Level General Profiles: Entry training or work experience. Acquires basic skills to pe and completed with little autonomy. Works with either of complete in the payable processes including and reports of the		

Range Summary

Employee ID

Numerical values displayed in Actual and Rounded toHundreds.

EMPLOYEE NAME

LOCATION

HIRE DATE

Only plans linked to current pay market are displayed.

COMPENSATION

BASE SALARY ANNUAL BONUS

TOTAL CASH TOTAL LTI VALUE TOTAL DIRECT

COMPENSATION

Composite Report: Acctg Ops Asst I (900N)



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