



HAVENS
GROUP



Job Title	Base			TCC		
	25th	50th	75th	25th	50th	75th
Benefit Plan Systems Manager	102.1	111.8	128.6	111.5	121.6	135.4
Benefits Administrator I	50.6	57.4	65.2	51.6	58.5	66.8
Benefits Administrator II	59.7	67.5	77.4	60.8	69.1	79.5
Benefits Administrator III	73.6	83.6	94.4	75.6	86.8	99.3
Benefits Administrator IV	95.7	110.7	127	100	117.5	138.1
Benefits Analyst I	55.4	61.3	68	56.6	63.4	71
Benefits Analyst II	66.1	73.6	81.5	67.8	76.2	85.2
Benefits Analyst III	82.1	90.2	98.6	84.7	94.1	104.7
Benefits Analyst IV	96.7	108.1	118.5	100.3	113.3	125.5
Benefits Clerk I	37.7	42.7	47.4	38.1	43.2	48
Benefits Clerk II	45	52.1	58.9	45.5	52.9	59.6

Benefits Clerk III	50.5	57.8	64	51.5	59	65.7
Benefits Communication Manager	107.4	119.7	132.9	120.2	136.3	159.4
Benefits Director	165.4	185.1	207.6	187.1	215.9	257.1
Benefits Executive	173.1	199.8	239	208.4	248.1	311.2
Benefits Executive (Group)	175.9	191.3	201.7	217.9	250.2	283.5
Benefits Executive--Health System	120.5	140.9	171.7	121.4	144.7	181.7
Benefits Manager	102.8	118.4	134.9	108.4	127.1	148.7
Benefits Manager Senior	137.2	162.1	181.3	150	180.1	205.9
Benefits Supervisor I	58.8	68.7	83.5	60.3	72.2	88.1
Benefits Supervisor II	73.9	87.3	101.5	76.5	90.6	106.7
Benefits Supervisor III	85.6	101.4	121.3	88	106.4	128.2
Bereavement Coordinator	56.4	63.4	71.1	57	64	71.2
Call Center Manager--Human Resources	101	116.8	129.2	106.2	126.3	139.8
Call Center Representative (Human Resources) I	42.5	47	52.2	42.8	47.5	54
Call Center Representative (Human Resources) II	47.7	52.6	58.8	48.7	53.4	60.2
Call Center Representative (Human Resources) III	54.3	61.9	69.2	55.5	62.6	69.7

Call Center Supervisor (Human Resources)	73.1	80.2	90.2	75.2	84.1	95
Compensation Administrator	69	87.8	103.1	70.4	90.1	107
Compensation Analyst I	56.3	62.7	70.2	57.3	64.3	72.4
Compensation Analyst II	66.8	74.7	84.2	68	76.7	86.9
Compensation Analyst III	87.2	96.9	106.6	90	100.7	112.5
Compensation Analyst IV	107	118.9	131.3	112	126.5	142.8
Compensation and Benefits Administrator I	52.3	58.9	66.6	52.9	60	71.2
Compensation and Benefits Administrator II	65.2	76.6	88.4	65.8	77.4	90.1
Compensation and Benefits Administrator III	78.4	90.3	103.5	82	93.8	110.8
Compensation and Benefits Administrator IV	100.3	117	134.1	104.3	125.3	148.4
Compensation and Benefits Analyst	76.5	87.9	99.2	79.9	91.7	103.5
Compensation and Benefits Director	167.7	191	214.1	187.7	221.8	262.8
Compensation and Benefits Executive	220.2	256.7	299	266.4	328.4	409.3
Compensation and Benefits Executive (Division)	204.7	220.4	233.4	268.9	290.3	319.6
Compensation and Benefits Executive (Group)	199.4	227.7	254.1	251.4	310.2	354.9
Compensation and Benefits Executive--Health System	152.3	177.7	210.2	163.2	193.5	242.8

Compensation and Benefits Manager	108.2	124.3	146.1	113.4	131.7	158.8
Compensation and Benefits Manager Senior	164.2	186.9	209	182.9	213.2	248.7
Compensation and Benefits Supervisor I	70.6	81.9	97.2	73.8	84.7	104.6
Compensation and Benefits Supervisor II	88.4	100.1	114.1	92.8	103.4	121.7
Compensation and Benefits Supervisor III	91.2	121.6	140.6	95.5	131.8	165.9
Compensation Director	171.6	193.7	217	193.5	229	263.5
Compensation Executive	174.2	200.3	236.9	203.6	247.7	313.7
Compensation Executive (Group)	174.5	195.5	223.2	216.5	249.1	298.6
Compensation Manager	111.9	126.1	142	117.7	134.5	156
Compensation Specialist I	48.9	54.4	60.2	49.4	54.7	60.5
Compensation Specialist II	59.9	64.2	69.5	60.6	65.1	70.5
Compensation Specialist III	74.2	83.6	93.3	81	85	94.5
Compensation Supervisor I	68.4	81.1	94	69.7	82.8	99.2
Compensation Supervisor II	84.3	95.8	111	86.7	97.7	114.6
Compensation Supervisor III	92.6	110.3	125.7	94.4	114.8	132.9
Disability Services Manager	95.2	115.6	134.7	96.9	119.6	139

E-Learning Specialist I	56.8	62.3	65.8	57.6	63.1	66.3
E-Learning Specialist II	75.3	85.4	93	76.1	85.8	93.4
E-Learning Specialist III	84.9	99.7	105.4	85.3	102.6	112.2
Editor--Employee Communications I	43.6	54.6	64	45	56.6	66.5
Editor--Employee Communications II	59.3	69.4	81.2	60.2	70.9	82.5
Editor--Employee Communications III	72.1	82.1	93	74.7	86.5	98.7
Editor--Employee Communications IV	90.7	104.1	113	95.3	110.8	119.7
EEO/Diversity & Inclusion Director	163.4	180.4	200.7	170.2	193.9	239.9
EEO/Diversity & Inclusion Executive	187.6	220.1	259.2	219.3	266.5	334.3
EEO/Diversity & Inclusion Executive (Group)	175.5	185.3	247.3	224.7	300.7	410.8
EEO/Diversity & Inclusion Manager	107.3	121.2	141.5	113.4	129.5	152.6
EEO/Diversity & Inclusion Manager Senior	140.6	157.3	176.2	155.5	183	215.3
EEO/Diversity & Inclusion Representative I	44.5	56.2	65	45.9	57.4	68.7
EEO/Diversity & Inclusion Representative II	69.5	81.6	98.6	71	83.3	101.1
EEO/Diversity & Inclusion Representative III	76.9	88.3	101.4	79.1	90.3	103.6
EEO/Diversity & Inclusion Representative IV	93.3	114	130.6	98.7	118.7	138.8

EEO/Diversity & Inclusion Supervisor I	69.2	79.7	88.4	70	79.7	88.8
EEO/Diversity & Inclusion Supervisor II	82.6	94.1	107.4	82.6	94.1	107.4
EEO/Diversity & Inclusion Supervisor III	94.3	112.1	131.8	94.5	115.4	140.5
Employee Assistance Program Administrator	67.7	80.9	90.4	68.9	81.8	90.9
Employee Assistance Program Counselor	63.6	68	77.1	63.7	68.6	77.8
Employee Assistance Program Director	102.2	122.8	142.8	104.4	128.6	169
Employee Assistance Program Manager	96.8	112.7	127.7	99.7	115.1	132.1
Employee Assistance Program Supervisor I	60.6	71.2	87.1	64.4	74.8	91.4
Employee Assistance Program Supervisor II	68.7	82.2	104.6	68.7	82.2	104.6
Employee Communications Director	135.3	152.5	174.2	147.6	171.2	202.1
Employee Communications Executive	188	228.5	269.9	230.5	288.7	382.6
Employee Communications Executive (Group)	165.5	212.3	239.5	220.7	271.6	340.1
Employee Communications Manager	95.4	108.5	125.4	100.4	117.7	138.1
Employee Communications Specialist I	51.5	58.4	65.4	52.7	59.9	67.8
Employee Communications Specialist II	62.4	69	77.5	64	71.3	80.8
Employee Communications Specialist III	80.4	89.6	100.5	83.7	93.9	106.7

Employee Communications Specialist IV	98.9	112.9	125.6	104.8	121	137.6
Employee Communications Supervisor II	78.4	90.3	105.4	81.8	97	115.2
Employee Communications Supervisor III	87.3	99.6	113	89.6	104.7	120.6
Employee Development Specialist I	55.6	61.7	70.3	57	63.2	72.6
Employee Development Specialist II	64.4	73.3	83.6	66.6	75.3	86.9
Employee Development Specialist III	78.6	88.5	98.9	81.5	93	105.4
Employee Development Specialist IV	95.4	109.1	120.2	99.4	116	133.5
Employee Performance Consultant	91.2	107.9	126.9	92.7	110.6	134.3
Employee Relations Director	151.4	172.5	197.1	166.8	199.6	231
Employee Relations Executive	191.4	224.8	271.2	225.2	278.2	364.3
Employee Relations Executive--Health System	133.6	156.7	198.9	138.4	168.3	222.7
Employee Relations Manager	100.8	116.3	132.6	105.7	123.4	146.1
Employee Relations Manager Senior	131.5	152	165	138	159.4	178.8
Employee Relations Representative I	56.1	62.2	69.8	56.8	63.2	71.8
Employee Relations Representative II	67.8	77	88.7	68.8	78.4	90.4
Employee Relations Representative III	79.2	89.2	99.8	81.9	92.4	105.1

Employee Relations Representative IV	93.4	105.5	118.7	97.4	110.9	127.5
Employee Services Manager	86.4	101.8	123.6	87.2	103.8	130.5
Employee Services Supervisor I	65.1	74.6	98.8	65.1	74.6	100.2
Employee Services Supervisor II	70.3	77.5	83.6	71.9	79.5	87.4
Employee Services Supervisor III	80	88.9	108.1	80.5	92.1	110.7
Environmental, Health, and Safety Engineer I	57.6	65.9	74.1	58.4	67.1	76.5
Environmental, Health, and Safety Engineer II	71.7	81.1	91.7	73.1	83.7	96.2
Environmental, Health, and Safety Engineer III	86.5	97.9	110.4	89.5	101.7	115.7
Environmental, Health, and Safety Engineer IV	105.4	118.3	131.1	110.2	123.4	138.5
Environmental, Health, and Safety Engineer V	121.6	138.9	157.6	125.9	150.1	168.4
Environmental, Health, and Safety Exec. (Div.)	156.9	196.5	244.4	171.1	227.1	320.9
Environmental, Health, and Safety Executive	195.4	228.5	272.3	232.1	282.1	361.8
Environmental, Health, and Safety Executive (Group)	170.3	208	239.1	228.8	299.2	360.2
Executive Compensation Analyst	95.9	110.3	127.2	102.2	117.1	137.6
Executive Compensation Executive	234.1	262.2	300.1	306.3	364.5	435
Executive Compensation Manager	130	149.4	170.1	141.1	169.7	201.3

Expatriate/Human Resources Associate--Intl.	60.3	73.4	82.4	61.1	75.9	84.8
Health and Safety Manager	100.2	118.8	132.9	106	126.3	146.7
Health and Welfare Director	154.8	193.7	219.2	166.6	203.7	254.7
Health and Welfare Manager	128.8	147	165.6	139.7	165.6	193.1
Health Education Specialist	64	74.6	86.8	65.8	76.7	88.9
Health Fitness Center Manager	76.9	93.2	117	77.5	95.9	121.2
HR Administration Analyst	49.4	60.9	66.6	50.7	62.3	68
HR Business Partner I	62.7	70	78.8	63	70.9	80.9
HR Business Partner II	81.9	94.9	110.2	83.4	97.7	113.6
HR Business Partner III	96.8	108.4	119.9	99.2	110.8	125
HR Outsourcing Analyst	68	87.3	100	72	90.9	105.8
HRIS Analyst I	55.9	62.6	69.8	56.9	64.2	72.1
HRIS Analyst II	65.6	74.5	84.7	67.1	76.5	87.9
HRIS Analyst III	84.7	95	104.9	87.2	98.3	109.8
HRIS Analyst IV	102	113.8	126.2	106.1	120.3	134.8
HRIS Clerk I	39	47.5	56	40.3	48.4	58.6

HRIS Clerk II	45.6	52.2	60.5	46.1	52.8	61.2
HRIS Clerk III	53.7	58.8	65.9	54.5	59.9	67.6
HRIS Director	154.1	172.5	194.3	170.1	196.8	227
HRIS Executive	178.4	205.4	243.1	206.8	252.9	321.3
HRIS Executive (Group)	169.2	175.6	183.6	224.3	240.8	249.3
HRIS Manager	109.2	124.4	139.7	116.2	134.2	153.3
HRIS Supervisor I	70.6	85.5	97	72	88.9	102.1
HRIS Supervisor II	85.2	101.1	116.4	87.2	104.1	120.7
HRIS Supervisor III	89.6	102.8	119	92.5	107.9	130.5
Human Resources Assistant I	38.9	44.1	49.7	39.2	44.6	50.7
Human Resources Assistant II	43.2	48.5	54	43.6	49.1	54.8
Human Resources Assistant III	52.7	58.9	65	53.8	60.3	66.6
Human Resources Consultant	174.7	206.5	222.6	222.5	264.9	331.7
Human Resources Consultant (Group)	165.1	192	220.3	184.2	228.6	284.9
Human Resources Director	165.6	187.9	212.8	188.9	223.9	265.2
Human Resources Director (Division)	149.6	170.6	185.9	201.7	235.4	266.2

Human Resources Director (Group)	151.6	172.3	201.6	190.6	222.7	275.6
Human Resources Director Senior	202.9	244.7	260.9	226.4	269.5	323.6
Human Resources Exec.--Multiple Plants (Div.)	201.8	203.8	223	272.4	282.2	327.8
Human Resources Executive	238.9	290.7	350.1	294.1	381.6	494.7
Human Resources Executive (Division)	218.6	252	297.9	278.8	339.9	423.2
Human Resources Executive (Group)	252.9	290.2	337.3	334.7	405.8	488.8
Human Resources Executive--Global	353.6	410	466.7	495.2	635.5	775
Human Resources Executive--Health System	288.6	330.5	374.9	311.8	383.6	483.1
Human Resources Executive--International	173	205.3	256.2	187.5	245.5	350.4
Human Resources Executive--Multiple Plants	168.6	192.4	227.2	190.6	237.1	297.6
Human Resources Executive--Multiple Plants (Group)	146	155.3	179	184.8	207.4	245.8
Human Resources Executive--Regional	241.4	252.7	285.6	311.8	333.5	357.7
Human Resources Executive--Regional--Health System	192.5	218.7	255.1	236.4	258.8	342.8
Human Resources Generalist I	52.9	59.4	66.3	53.9	60.7	68.2
Human Resources Generalist II	64	72.5	81.6	65.8	74.4	84.8
Human Resources Generalist III	79.7	90.3	100.9	82.5	94	106.6

Human Resources Generalist IV	97.1	111.1	123.4	101.4	117.1	132.7
Human Resources Manager	99.2	114	129.5	105.3	121.5	141.2
Human Resources Manager Senior	132.8	149.6	164.7	139.4	162.7	182.2
Human Resources Manager--Health System	132.1	154.1	182.1	137.5	166	198.4
Human Resources Manager--International	132.8	153.5	180.1	139.5	159.4	204.6
Human Resources Manager--Region	102.6	119.9	141.6	108.4	128.3	154.3
Human Resources Metrics Analyst	71	79.8	89.7	71.7	81.8	90.3
Human Resources Outsourcing Manager	116.2	151.1	177.4	116.2	197	225.1
Human Resources Planning Executive	200.9	248.7	278	228	314.4	396.9
Human Resources Planning Manager	111.3	131.9	154.1	119.7	147.4	180.5
Human Resources Receptionist	35.4	40.1	46.1	35.7	40.5	46.8
Human Resources Records Supervisor I	54.2	59.2	68.4	55.1	60.2	71.7
Human Resources Records Supervisor II	65.1	72.1	80.2	65.7	73.6	81.2
Human Resources Records Supervisor III	64.8	75.4	88.3	65.4	76.3	89.9
Human Resources Specialist	100.1	113.3	127.8	105.2	120.7	139.1
Human Resources Supervisor I	60.5	71.5	86.3	61.2	72.4	88.4

Human Resources Supervisor II	73.6	86.1	100.5	74.2	88.2	104.2
Human Resources Supervisor III	87.4	102.9	119.4	90.1	106.6	124
Industrial Hygienist	80.5	94.7	108.6	80.9	96.7	113.2
Industrial Nurse I	41.4	47.9	59.5	41.6	48.1	60.2
Industrial Nurse II	67.1	76.9	88.7	68.2	78.4	90.1
Industrial Nurse III	81.6	90.7	99.5	82.9	94.1	103.7
Industrial Nurse IV	84.7	93	105.1	85.4	94.2	108.3
Industrial Physician	176	198.7	218.3	177.1	200.7	226.5
Instructional Designer I	70.4	79.7	86.4	70.4	80	87.2
Instructional Designer II	69.6	80.7	91.1	70.8	82.4	94
Instructional Designer III	92.8	103	109.7	95.8	105.3	112.9
International Compensation Executive	198.8	224.9	273.2	283.2	310.9	434.7
International Expatriate/Immigration Manager	115.3	127.8	149.4	121	135.8	161.7
International Immigration Specialist	60.2	70.2	79.6	60.5	71	80.4
IT Human Resources Director	133.8	147.1	163.4	133.8	151.8	184.4
IT Human Resources Generalist	88.3	102.7	113.6	89.1	103.2	116.2

IT Human Resources Planning Manager	109.1	118.1	131.1	114.6	123.6	140.3
Labor Relations Executive	164	191.5	228.3	186.9	232.9	296.2
Labor Relations Executive (Division)	188.2	201.6	233.3	235.3	270.8	307.3
Labor Relations Executive (Group)	184.7	217.5	237	241	298.5	327.7
Labor Relations Manager	113.4	136.2	157.2	118.7	144.9	174.6
Labor Relations Representative I	58	66.6	80	58.1	66.6	82.3
Labor Relations Representative II	68.2	79.5	94.4	69.1	81.5	97.5
Labor Relations Representative III	85	95.9	108.5	88	99.7	113.2
Labor Relations Representative IV	106.6	118.4	135.1	111	125.8	149.6
Learning Technology Director	144.1	167.9	213.1	164.8	198.7	268.8
Learning Technology Specialist	65.7	75.9	84.7	66.1	76.2	84.8
Leave Administrator I	47.8	56.5	60.1	47.9	57.8	60.7
Leave Administrator II	61.8	67.9	74.1	62.1	68.2	75.1
Leave Administrator III	86.7	99.7	114.1	93.6	103.4	117.5
Long-Term Incentive Plan Compensation Analyst	90.1	94.2	115.7	98.1	102.2	129.1
Management & Organization Development Manager	102.5	171	280.5	102.5	172.5	292.8

Management Development Director	144	172.4	200.7	168.1	207.5	251.2
Management Development Executive	235	262.7	289.7	300.8	338.4	398.2
Management Development Manager	112.1	134	159.3	118.1	141.6	175
Nursing Services Education Director--Health System	138.2	162.9	209.6	147.9	170	226.1
Organizational Change Management Analyst	60.4	67.4	75.9	61	68.6	78.5
Organizational Change Management Consultant	113.7	129.1	143.8	124.9	137.2	145.1
Organizational Change Management Director	153.7	169.5	187.1	168	184.7	201.3
Organizational Change Management Manager	129.9	142.6	152.7	138.2	152.2	169.5
Organizational Change Management Specialist	82.9	93.2	101.3	87.5	96.3	106.1
Organizational Development Director	168.3	193.7	212.9	185.3	222.4	257
Organizational Development Director Senior	211.2	231.6	246.7	235.7	266.9	300.6
Organizational Development Executive	200.8	229.4	267.5	232.1	275.7	346
Organizational Development Executive (Group)	198.6	214.9	256.2	256.1	289.1	317.9
Organizational Development Executive--Health System	154.8	179.1	214.2	158.4	188.2	259.3
Organizational Development Manager	120	137.3	156.5	128.7	149.1	175.1
Organizational Development Manager Senior	141.8	169.5	188.3	152.1	181.3	205.7

Organizational Development Specialist	83.8	97.3	112.1	86.1	101.4	118.2
Payroll Administrator	55	62.8	72.2	56.1	64.6	74.6
Payroll Analyst	65.4	73	80.7	66.8	74.6	82.7
Payroll Clerk I	39.8	44.6	49.5	40.2	45	50
Payroll Clerk II	44.3	49.6	54.8	44.7	50	55.4
Payroll Clerk III	52.1	58.1	64.1	52.7	59	65.7
Payroll Director	127.1	145	162.7	134.5	157.2	182.7
Payroll Manager	92.7	105.2	119.4	97.2	111.8	129.7
Payroll Manager--Health System	105.2	117.4	129.8	107.3	120.7	133.6
Payroll Supervisor I	59.9	67.1	76.8	61.1	69	80.1
Payroll Supervisor II	65.8	75.2	86.5	66.7	76.6	88.5
Payroll Supervisor III	82.1	91.5	104.1	84	94.6	110.2
Pension Administrator	51.1	59.7	66.9	52.1	62	68.7
Physician Assistant--Industrial	104.1	111.6	124.3	104.4	111.7	124.9
Physician Recruiter	71.3	83.1	96.4	72.1	83.9	97.5
Physician Recruitment Director	122.7	139.4	159.5	131.6	147.1	170.1

Physician Recruitment Director--Health System	126.9	145.5	185	135.4	150.3	190.4
Plant Human Resources Manager	92.4	104.9	119.7	97	113.6	133
Plant/Branch Human Resource Administrator	40	46	55.4	40	46.3	55.6
Product Training Director	131.1	151	174.1	135.7	155.9	194.4
Recruiter I	50.9	57.3	64.9	51.7	58.6	67
Recruiter II	63.9	72.7	82.7	65.5	74.8	85.5
Recruiter III	81.7	92	102.2	84.5	95.8	107.7
Recruiter IV	103.3	115.6	128.4	107.9	121.9	137.5
Recruiter--College	62.3	73.2	82.8	63.5	75.1	85.4
Recruiting Coordinator	45	50.6	56.1	45.3	51.1	57.2
Recruiting Director	156.6	177.2	198.4	172.3	199.6	232.5
Recruiting Executive	182.3	216.1	252.5	214.2	261.3	330.8
Recruiting Manager	103.9	118.4	133.3	109.2	125.9	144.1
Recruiting Manager Senior	142	163.2	177.8	150	172	192.4
Recruiting Manager--Regional	81.9	98.5	121.5	88.5	105.3	128.3
Recruiting Supervisor I	65.9	76.5	87.2	66.8	76.8	87.5

Recruiting Supervisor II	81.8	96.6	111.3	83.5	98.6	114.5
Recruiting Supervisor III	89.2	104	123.4	92.1	108	126.6
Regional Safety Manager	114.6	130.6	141.9	116.7	134.6	150.3
Relocation Manager	94.7	111.8	132.5	100.6	122.5	145.6
Relocation Services Representative I	53.3	58.5	70.9	53.3	61.3	71.4
Relocation Services Representative II	60.2	69.8	84.2	61.7	71.8	87.4
Relocation Services Representative III	73.6	81.3	97.2	75.2	84.3	103.7
Retirement Benefits Plan Executive	151.3	174.2	213.6	167.9	200.8	258.6
Retirement Plan Analyst	64.8	75.5	87.2	65.8	77.5	89.9
Retirement/Pension Investments Manager	140.8	173.9	194.5	166.6	214.4	235.5
Retirement/Pension Plan Manager	120.1	130.9	143.1	130.5	147.7	168
Safety Director	102.4	120	143.4	107.7	128.1	156
Safety Director (Fire)	101.9	122.4	137.2	102.7	122.7	138.1
Safety Executive	182	216.8	257.2	216.1	269.2	339.7
Safety Executive (Group)	141.1	175.6	189.9	179.7	223.4	284.7
Safety Manager	96.4	112.6	129.9	102.6	123.7	146.2

Safety Representative I	48.9	57.1	66.5	49.3	58	68.4
Safety Representative II	61.2	73.1	84.7	61.7	75.3	86.9
Safety Representative III	79.8	90	101.1	82.3	93.4	105.3
Safety Representative IV	91	104.1	122.2	94.8	108.8	129
Safety Supervisor I	63.9	75.9	91.7	65.1	78	97.4
Safety Supervisor II	74.5	87	103.2	75.7	89.5	108.3
Safety Supervisor III	89.8	104.4	119.4	91.4	107.8	126.9
Safety/Security Executive	102.2	117.8	140.4	103.5	119.2	144.8
Safety/Security Executive--Health System	117.7	138.9	166.6	120.5	140.3	173
Sales Compensation Analyst	92.7	105.3	116.4	93.3	106.1	119.3
Sales Compensation Manager	101	124	141	107.6	135.4	157.9
Sales Incentive Administration Director	124.7	150.6	201.5	134.3	194.4	234.4
Sales Incentive Administration Manager	88.5	94.1	121.5	89.3	100.6	131.5
Sales Incentive Administration Specialist	59.5	66.4	78.7	59.5	68	80.8
Sales Trainer I	55.9	64.2	71.8	57.6	67.4	77.6
Sales Trainer II	68.4	78.8	90.1	70.1	81.8	95.2

Sales Trainer III	88.1	96.9	108.7	92.2	102.3	117.2
Sales Training Director	154.5	177	196.7	174.1	197	219.9
Sales Training Executive	186.8	232.1	257.3	226.8	314.6	338.4
Sales Training Manager	102.2	116.4	134.5	110.3	127.6	150.4
Sales Training Supervisor I	56.2	76.4	83.9	56.9	80.3	91.9
Sales Training Supervisor II	68.3	86.9	98.9	70.9	95.9	120.1
Sales Training Supervisor III	83.5	96.8	115	85.6	105.7	123.1
Security Coordinator	59.7	69.1	81.6	61	70.7	83.4
Security Director	135.5	163.5	190.5	147.1	180.1	223.4
Security Investigator	66.1	79.5	89.6	69.5	83.1	93.4
Security Specialist	49.6	60.9	71	50.5	62.2	73.4
Security Supervisor I	46.6	54.6	65.4	46.8	55.3	66.2
Security Supervisor II	55.5	65.4	78.4	56.3	66.9	80.3
Security Supervisor III	70.9	82.9	98.8	71.8	84.7	101.2
Senior Pension Administrator	72.4	79.8	86.5	75.2	81.3	90.4
Shared Services Director--Human Resources	149.4	168.3	188.5	158.2	186.9	220.3

Shared Services Executive--Human Resources	212.7	245.1	278.1	274.2	324.5	402.3
Shared Services Executive--Human Resources (Group)	198.3	236.6	278	254.1	340.5	447.9
Shared Services Manager--Human Resources	102.5	116	125.6	108.7	123.2	137.7
Sourcing Recruiter	64.8	78.4	88.6	65.7	79	92
Stock Plan Administrator I	57.1	63.3	70.7	58.1	64.7	72.9
Stock Plan Administrator II	81.9	88.6	100.8	85.4	95.8	105.4
Stock Plan Administrator III	95.9	114.2	123.2	104	116.6	126.1
Stock Plan Administrator IV	109.5	122.3	131.8	117.9	128.4	137.8
Training Analyst	66.3	73.7	85.5	67.9	77.1	90.5
Training Assistant I	42.7	47.7	52.8	44.3	49.1	54.6
Training Assistant II	43.7	50.1	57	44.5	51.4	58.9
Training Assistant III	49.6	57.6	64.6	50.6	59	66.4
Training Center Manager	103.3	114.1	126.7	106	120.1	136
Training Coordinator	58.4	67.5	76.9	58.9	68.1	78
Training Director	149.9	170.5	192.9	165.5	192.2	230
Training Director Senior	179.1	205.2	224	187.2	222.6	247.2

Training Executive	201.9	231.8	267.6	242.5	294	363.2
Training Executive (Group)	178.5	200.8	235.1	234.8	267.9	302.9
Training Manager	96.1	109.5	125	101.6	118.3	137.1
Training Manager Senior	132.2	152.2	170.5	147.4	169.4	196.5
Training Manager--Technical	109.9	131.8	141.6	114.4	136.8	151.3
Training Specialist I	50.3	57.2	64.7	51.3	58.5	66.8
Training Specialist II	61.2	69.9	79.7	62.7	71.8	82.4
Training Specialist III	71.8	81.2	91.6	74	84.5	96.4
Training Specialist IV	92.2	105.5	119.2	96.3	111.1	127.6
Training Specialist--Diversity	67.5	77.5	89.9	74.1	84	94.4
Training Specialist--Technical I	54.4	62.9	72.6	55.3	64.1	75.1
Training Specialist--Technical II	68.3	76.5	84.6	69.9	79.2	89.2
Training Specialist--Technical III	82.1	92.6	103.7	84.4	95.6	108.5
Training Supervisor I	54.9	66.5	80.2	56	68.8	83.4
Training Supervisor II	72.6	86.2	100.2	74.9	89.4	104.5
Training Supervisor III	77.5	92.9	111.6	80.3	98.2	119.5

Training Supervisor--Technical	92.7	107.8	123.7	93.3	117.1	129.4
Training/Organization Development Exec.--Health System	133.9	153.7	177.2	141.7	166.5	191.8
Training/Organization Development Executive	128.1	149	175.1	141.7	171	211
Training/Organization Development Manager	104.9	120.9	135	106.9	123.3	138.6
Wellness Program Administrator	56.9	67.6	82.4	57.2	68.1	83.3
Wellness Program Manager	74	90.5	105.2	74.8	92.3	108.2
Work and Family Program Manager	94.2	149.3	168.1	104.9	162.7	173.5
Workers' Compensation Administrator	59.3	70.5	82.1	60	71.7	83.7
Workers' Compensation Claims Specialist	53.9	62.3	68.6	55.6	63.7	69.9
Workers' Compensation Clerk I	38.5	45.1	50.3	38.7	45.8	52.9
Workers' Compensation Clerk II	42.6	49.5	55.5	42.7	50.4	58.1
Workers' Compensation Clerk III	50.9	58.8	67	51.4	60.1	70.7
Workers' Compensation Manager	88.5	103.1	116.7	91.8	108.1	127
Workforce Analysis Manager	123.4	133.9	158.4	144.8	152.6	181.3
Workforce Analysis Specialist	89.2	98.2	102.2	95	104.3	109.2