



HAVENS
GROUP



Job Title	Base			TCC		
	25th	50th	75th	25th	50th	75th
Agricultural Loan Officer I	65.5	78.8	91.1	70	84.8	98.6
Agricultural Loan Officer II	80.9	96.3	111.8	86.3	104	122.2
Agricultural Loan Officer III	99.8	119	138.9	106.5	128.3	151.7
Anti-Money Laundering Analyst I	47.6	54	56.6	48.5	55.4	59.6
Anti-Money Laundering Analyst II	61.5	66.7	71.2	63.6	68.5	72
Anti-Money Laundering Analyst III	73.8	83.9	91.9	77.4	88.9	96
Anti-Money Laundering Director	137	159.2	192.9	151	194.8	236.2
Anti-Money Laundering Executive	224.4	277.8	323.1	276.4	358.1	453.9
Anti-Money Laundering Manager	109.9	116.7	148.6	115.8	134.4	173.2
Assistant Branch Manager	39.2	43.5	47.7	42.6	49.7	55.1
ATM Service Representative I	29.9	40.7	47.5	30	41.2	48.4
ATM Service Representative II	36.5	42.8	51.1	37.2	43.2	51.8
ATM Service Representative III	46.2	56.4	63.5	46.7	57	65
Bank Branch Manager I	53	62.5	71	54.6	64.1	75.7
Bank Branch Manager II	68.5	77.7	88	71.6	82.1	96.4
Bank Branch Manager III	77.6	86.3	96.8	79.8	89.4	105
Bank Secrecy Act Compliance Manager	77	84.6	92.2	79.9	87	97.1
Banker--Small Business (Group)	295.3	330.8	376.2	380.8	438.1	486.3
Banking Assistant--Personal I	35.5	40.2	44.6	36.4	41.6	46.7
Banking Assistant--Personal II	44.5	48.7	53.6	46.1	50.5	56.7
Banking Assistant--Personal III	48.2	53.4	59.4	49.7	55.4	62.7

Banking Executive--Regional (Group)	337.5	368.7	390.3	451.4	533.3	582.9
Banking Executive--Regional Middle Market (Group)	247.3	271.5	316.9	336.2	383.9	512.1
Banking Executive--Retail	163.2	230.8	293	182	252.1	336.5
Banking Executive--Retail (Group)	211.4	225.9	240.3	239.8	346.1	392.9
Bankruptcy Manager	64.2	67.5	76.6	70.1	74.5	86.7
Bankruptcy Specialist I	38.1	38.5	39.1	38.2	39	39.7
Bankruptcy Specialist II	42.6	43.4	46	43.8	44.9	47.4
Bankruptcy Specialist III	46.1	47.8	50.1	48.9	50.9	53.8
Bankruptcy Supervisor	52.3	56.3	60	56	60.4	64.5
Branch Administration Manager--Region I	100.2	117.5	156.4	105.5	132.2	172.5
Branch Administration Manager--Region II	114.5	132.6	159.8	118.8	136	178.1
Branch Bank Administration Executive	177.9	211	270.8	189.9	239.6	325.6
Branch Manager (Business Development) I	56.1	60.7	64.6	59.3	63.5	69.8
Branch Manager (Business Development) II	66.9	72.5	84.1	68.1	76.1	90.1
Branch Manager (Business Development) III	78.2	88	104.1	79.6	93.3	106.9
Branch Manager (Business Development) IV	87.1	97.5	114.6	94.4	108.9	129.5
Branch Operations Officer I	43.1	46.5	53.7	43.5	48	55.8
Branch Operations Officer II	47	50.4	62.8	47.5	51.3	65
Branch Operations Officer III	53.9	60.3	68.8	55.7	60.5	71
Business Banking Manager	102.8	131.5	156.9	111	142.7	179.2
Business Banking Relationship Manager I	71.7	78.5	85.1	75.7	82.9	91.4
Business Banking Relationship Manager II	92.5	99.5	106.5	97.6	106.3	113.9
Business Banking Relationship Manager III	116.3	126.5	139	122.7	135.2	148.1
Chargeback Analyst	37.1	41.9	43.9	37.9	42.8	44.9
Client Services Representative	68.8	76.3	86.6	71.4	80.9	90
Commercial Credit Executive	202.5	242.4	296.9	228	298.3	377.8
Commercial Credit Manager	78.9	102.6	124	83.7	107.1	132
Commercial Finance Executive--Asset-Based (Group)	206	291.8	347.6	262.6	335.3	675.2
Commercial Lending Client Relationship Director	144.8	163.5	176.8	159.4	190.2	222.8
Commercial Loan Clerk I	38.7	43	47.5	39.9	43.6	48.1

Commercial Loan Clerk II	41.3	46.7	53.2	42.5	48.1	56.8
Commercial Loan Clerk III	50.4	58.4	67.1	51.5	60.2	68.5
Commercial Loan Manager (Division)	187	219.5	248.5	199.2	255	292.9
Commercial Real Estate Executive (Group)	263.1	304.6	353.1	337.5	377.4	477.7
Consumer Loan Clerk I	31.2	35.6	41	31.8	36.3	42
Consumer Loan Clerk II	36.1	39.9	45	37.2	41.1	46.8
Consumer Loan Clerk III	42.1	47.7	53.5	42.9	48.7	56.3
Consumer Loan Officer I	39.2	44.4	52.6	41.8	46.5	56.8
Consumer Loan Officer II	49.6	59.5	67.6	53.3	62.9	74.6
Consumer Loan Officer III	60.9	71.9	82	64.3	75.9	89.5
Consumer Loan Operations Manager I	65.2	72.5	83.2	68	76.1	87.5
Consumer Loan Operations Manager II	76.6	86.7	104.9	79.1	89.7	107.6
Consumer Loan Operations Manager III	99.5	119.9	143.8	102.7	132.7	158
Credit Card Control Clerk	38.1	42	50	39	42.9	50.1
Credit Card Customer Service Representative I	29.6	34.7	39.8	29.9	34.7	39.8
Credit Card Customer Service Representative II	35.6	38.8	42.1	35.7	39.2	43.6
Credit Card Customer Service Representative III	38.4	41.8	46.2	38.5	42.9	46.8
Credit Card Supervisor	45.7	62.1	73.5	47.8	65.6	78.7
EFT/ACH Specialist I	29.3	34.4	40.3	30	34.9	41.1
EFT/ACH Specialist II	32.9	38.6	45.3	33.7	39.2	46.2
Electronic Funds Services Manager I	61.8	78.2	91.3	64.4	82.5	94.5
Electronic Funds Services Manager II	77.1	97.4	115	80.9	104.3	120.8
Electronic Funds Services Manager III	91.7	116.8	138.4	97	128	149.7
Escrow Officer	55.4	60.3	65.9	57.8	62.9	70.5
Escrow Officer, Sr.	66.7	71.8	74.5	70.2	75.6	78.9
Escrow Processor I	31.7	32.4	34.1	32	34.4	36.9
Escrow Processor II	39.6	41.9	43.7	40.2	43.5	46.5
Escrow Processor III	56.2	58.5	64.6	71.2	74.3	80.6
Financial Planner I	50.1	63	74.5	52.8	72.3	82.2
Financial Planner II	80.1	85.5	90.3	84	91.7	102

Financial Planner III	92	99	108.6	96.6	113.8	134
Financial Planner IV	113.6	126.9	134	128.2	143.6	151.2
Foreclosure Manager	79.3	88.7	103.3	88.3	107.7	141.8
Foreclosure Specialist	38.7	40.9	46.5	39.1	43.8	52.4
Foreclosure Specialist, Sr.	48.4	50.8	56.4	48.9	54.6	64.5
Foreclosure Supervisor	53.7	60.7	75	61.1	76.9	96.6
Head Teller I	34.3	37.9	42.3	34.8	38.9	43.4
Head Teller II	38	42.5	48	38.6	43.8	49.6
Head Teller III	39	43.9	50.5	40.1	45	52
Indirect Lending Officer (Group)	240.7	259	329.2	363.7	387.8	506.3
Insurance Business Manager	110.7	145.2	225.4	133.7	179.8	256.1
Investment Analyst I	63.4	70	81	64	71	81.8
Investment Analyst II	77.4	88.7	101.4	82.9	94.3	108.5
Investment Analyst III	112.2	125.5	134.5	119.3	136.5	148.9
Investment Analyst IV	136.4	145.7	166.8	149.9	179.3	218.8
Investment Director	217.6	281.3	321.6	315.2	426	531.9
Investment Executive	292.7	402.8	534.2	382.6	632.9	1025.5
Investment Manager	164.3	224.7	313.7	301.2	448.7	767.2
Investment Specialist	71.7	91.5	110.1	79.7	98.4	122.9
Junior Commercial Loan Officer I	62.4	74.1	87.8	65.4	78.4	95.1
Junior Commercial Loan Officer II	74.4	92.3	105	80.8	97.3	113.8
Junior Commercial Loan Officer III	85.8	106.4	130.9	91.9	113.3	144.3
Leasing Executive (Group)	268.4	310.5	340	361.4	403.5	436
Loan Administrator I	44.1	45.1	47	45.3	46.4	48.4
Loan Administrator II	52.3	53.5	57.4	53.9	55.1	59.3
Loan Administrator III	62.6	63.6	66.8	66.4	67.4	70.7
Loan Clerk I	35	39.3	42.6	35.5	40.4	47.3
Loan Clerk II	37.1	42.6	47.6	37.3	43.5	48.9
Loan Clerk III	43.2	50.5	56.6	44	51.6	57.8
Loan Collection/Recovery Manager	75.2	83.3	95.9	75.7	84.7	100.3

Loan Collection/Recovery Representative I	33.9	37.9	45.3	34.3	39.2	46.4
Loan Collection/Recovery Representative II	42.1	46.5	53.5	42.2	47.6	55.2
Loan Collection/Recovery Representative III	39.9	45.9	51.7	43.2	47	54.6
Loan Collection/Recovery Supervisor	55.8	62.7	69	58	65.1	73.2
Loan Executive--Commercial	171.2	289.7	354.9	180.4	373.8	558.5
Loan Executive--Consumer	126.1	157.5	223.6	128.5	159.2	242.1
Loan Operations Manager (Group)	378.1	415.2	466.9	517.2	636.5	815.7
Loan Operations Supervisor	64	73.4	83.1	65.5	75.9	86.1
Loan Portfolio Analyst	64.5	73.4	78.3	66.8	76	81.1
Loan Processor I	39	43.2	47.9	39.9	44.3	49.7
Loan Processor II	42.3	47	53.9	43.1	48.1	57.1
Loan Processor III	48.3	55.2	63.5	50	56.4	65.9
Loan Review Officer I	53	64.3	76	55.1	65.5	81.2
Loan Review Officer II	64.6	77.8	91	67.5	79.7	94.1
Loan Review Officer III	83.9	99.9	114.3	86.5	102.2	119.3
Loan Servicer I	28.6	33.7	40.4	30	34.5	42
Loan Servicer II	32.1	37.6	44.9	33.8	38.6	46.6
Loan Servicer III	35.5	41.7	49.8	37.2	42.7	51.8
Loan Servicing Group Manager II	77.7	91.5	108.3	80.6	96.9	113.1
Loan Servicing Group Manager III	99.8	114	127.1	107.2	120.2	134.8
Loan Workout Executive (Group)	271.4	287.1	298.3	350.4	369.9	402.5
Loan Workout Officer I	47.2	58.2	74.3	51	63	87.9
Loan Workout Officer II	60	77.2	100.2	65.3	84.2	109.3
Loan Workout Officer III	71.9	89.9	117.7	74.8	98.9	131.6
Merchant Service Representative I	34.3	38.4	46.3	35.1	39	48.1
Merchant Service Representative II	37.2	42.2	49	37.4	42.3	49
Merchant Service Representative III	40.6	49.8	63.2	41.4	49.8	66.5
Mortgage Asset Manager	80.9	83.7	85.4	87.2	100.4	116.1
Mortgage Compliance Manager	95.8	109.7	124	98.6	114.7	147
Mortgage Executive	176.3	251	392	190.2	280.3	683.2

Mortgage Lending and Servicing Executive Officer	202.1	283.8	398.9	219.8	343.1	579.7
Mortgage Lending Manager--Secondary Market	69.9	97.4	150.2	73.6	135.3	174.6
Mortgage Lending Operations Manager (Group)	248.3	260.8	372.5	356.9	434.7	612.2
Mortgage Lending Operations Manager I	76.3	88.6	106	83.8	99	117.9
Mortgage Lending Operations Manager II	91.5	107.4	131.5	102.4	124.9	157
Mortgage Lending Operations Manager III	110.3	128.9	154.8	115.3	138.2	170.4
Mortgage Loan Closer	47	51.7	55.4	49.4	54.3	62.3
Mortgage Loan Closer, Sr.	38.9	44.2	51.1	40.6	46.5	53.6
Mortgage Loan Officer (Group)	192.5	248.3	290.6	229.7	403.5	417.7
Mortgage Loan Officer I	32.5	44.7	48.6	44.9	60	76.4
Mortgage Loan Officer II	42.9	51.5	60.1	45.4	54.5	67.7
Mortgage Loan Officer III	35.3	52.6	66.4	84.7	106	160
Mortgage Loan Post Closer	42.3	47.4	51.2	45.7	49.4	53.9
Mortgage Loan Processing Manager	85	89.4	100.4	89.6	94.7	111.8
Mortgage Loan Processor I	42.6	46.5	50.6	43.5	47.8	53.8
Mortgage Loan Processor II	46.6	53.5	60.7	47.7	55.1	63.7
Mortgage Loan Processor III	51.4	55.9	60.7	52.1	57.2	63.7
Mortgage Manager (Group)	272.9	376.7	463.7	393.9	553.6	783.1
Mortgage Marketing Manager--Secondary (Group)	188.9	198.6	216.6	243.8	277.5	289.1
New Accounts Representative I	33.1	35.5	39.1	33.8	36.7	41.5
New Accounts Representative II	39	39.7	42.3	39.3	40.4	45.4
New Accounts Representative III	41.2	43.8	47	44.2	46.3	47.6
Online Banking Specialist I	33.1	38.5	41.5	34.4	38.5	42.3
Online Banking Specialist II	39.1	43.7	51	39.1	44.1	51.1
Online Banking Specialist III	46.2	47.8	59.2	46.5	48.5	59.2
Operations Manager (Group)	289.8	306.7	348.8	379.9	427.2	490.2
Payment Processing Clerk	28.1	31.1	34.3	28.3	31.6	34.8
Personal Banker I	35.3	38.3	41.6	35.6	39.2	43.2
Personal Banker II	41	45.5	50	42	47.1	52.8
Personal Banker III	47.3	51.6	56.1	49.1	53	58.8

Personal Trust Account Administrator I	53.7	60.4	64.6	53.9	62	67.8
Personal Trust Account Administrator II	61.1	71.7	85.7	62.5	77.5	90.3
Personal Trust Account Administrator III	93.1	106.5	117.5	95.5	112.6	125.7
Private Banking Client Relationship Manager I	82.8	84.9	89.6	94.7	99.5	106.6
Private Banking Client Relationship Manager II	102.7	109.1	120.9	117.5	128	143.9
Private Banking Client Relationship Manager III	117.4	128	146.9	134.5	151.4	177
Proof/Encoder Operator	26.4	28.7	32.1	28.5	32.5	38.1
Residential Real Estate Appraiser	51	65.5	77.6	51.8	67.8	82.6
Residential Real Estate Appraiser--Chief	84.9	92.9	100.9	87.5	101.9	109.1
Residential Real Estate Appraiser--Senior	69.5	76.8	87.5	70.1	81.8	95.1
Secondary Market Loan Servicer	35.7	40.2	52.2	36.8	42.3	54.6
Senior Commercial Loan Officer I	93.7	104.8	127.8	94.8	110.7	138.5
Senior Commercial Loan Officer II	106.3	121	137.6	111.5	129.9	151.1
Senior Commercial Loan Officer III	128.1	147.1	167.2	134.5	160.3	188.7
Small Business Banking Officer I	62.4	70.9	73.4	62.4	74.1	79.2
Small Business Banking Officer II	70.3	81.4	93.5	74.5	86.8	98.7
Small Business Banking Officer III	89.1	102.2	111.7	91.8	107.9	119.2
Suitability Analyst	49.4	54.8	62.2	51.2	58.4	67
Teller I	26.5	28.7	31.3	26.8	29.1	32.1
Teller II	29.8	32.7	35.8	30.2	33.3	36.8
Teller III	32.2	35.8	39.6	33	36.6	40.7
Teller Manager	42.5	47.1	53.7	44.2	49	56.3
Teller Supervisor	35.9	41.8	47.5	36.7	43	49.3
Title Examiner I	37.1	38.9	40.4	37.8	39.7	42.2
Title Examiner II	45.2	46.4	49.5	45.9	47.7	50.6
Title Examiner III	56.1	66.1	73.8	58.2	70.5	76.8
Title Processor I	40.1	43.2	45.1	40.9	44.1	46.3
Title Processor II	39.6	43	44.1	40.2	44.6	46.9
Title Processor III	53.4	55.9	58.5	55.2	58.3	63.4
Trader I	78.9	90.5	99.2	91.5	104.7	106.6

Trader II	109.2	122.5	126.7	145.6	180.8	198.8
Trader III	148	153.7	159.8	215.8	250.7	320.4
Treasury/Cash Management Client Relationship Manager I	78.1	80.1	84.6	89.4	94	100.7
Treasury/Cash Management Client Relationship Manager II	80.7	85.6	94.9	92.2	100.3	112.9
Treasury/Cash Management Client Relationship Manager III	87.2	95.1	109.2	99.9	112.6	131.5
Trust Clerk I	33.9	38.8	44.4	34.4	39.6	45.6
Trust Clerk II	37.8	42	49.4	38.2	43	50.4
Trust Clerk III	44.6	50.3	57.9	44.9	51.2	58.3
Trust Operations Manager I	59.8	70.6	79.9	61.9	71.8	83
Trust Operations Manager II	71.2	89.4	114.5	77.1	97.6	132.1
Trust Operations Manager III	90.3	107.1	133.4	96.4	122.2	163.8
Underwriter--Commercial Loan I	47	53.2	61.4	48.7	57.2	64.4
Underwriter--Commercial Loan II	60.4	68.1	71.8	61.4	69.9	77.7
Underwriter--Commercial Loan III	71.4	84.4	96.7	74.2	93.1	105.8
Underwriter--Consumer Loan I	44.1	50	54.7	44.9	52	55.7
Underwriter--Consumer Loan II	58.4	63.7	67.5	59.2	66.3	70.2
Underwriter--Consumer Loan III	67.3	74.8	81.5	68.3	77.8	86.1
Underwriter--Mortgage I	54.4	61.4	65.6	58	62.5	69.4
Underwriter--Mortgage II	66.5	73.9	82.5	66.9	75.1	85
Underwriter--Mortgage III	74.7	83.3	90.5	75.2	84.4	93.6
Underwriter--Mortgage IV	82.4	94.4	101.1	83.1	99	104.4
Underwriter--Mortgage V	94.5	110.2	118.2	100.5	113.7	129.4
Underwriting Manager--Consumer Loan	93.8	99.6	107.7	104.3	111.4	119
Underwriting Manager--Mortgage	100.3	120.3	130.4	105.5	124	137.9
Underwriting Supervisor--Consumer Loan	79.2	84.9	90.2	80.4	86	92.3
Wealth Management Officer I	58	73.3	93.8	61	84.2	103.5
Wealth Management Officer II	76.2	95.1	114.1	79.8	102	128.9
Wealth Management Officer III	102.2	119.7	143.7	107.5	137.7	177.4