

AFAC211P1 - Accountant I

Examines a variety of financial statements for completeness, internal accuracy, and conformance with uniform accounting classifications. Reconciles reports and financial data with statements on file and points out apparent inconsistencies or errors. May prepare simple financial statements not involving problems of analysis. Prepares tables, charts, and other exhibits for reports. P1 LEVEL GUIDELINES: Entry- level Professional. Applies general professional-level knowledge and principals of function to solve problems requiring the identification and analysis of non-routine factors. Uses independent judgment and discretion to determine or recommend best course of action. Receives guidance or expertise from supervisor or higher-level staff. (Note: If decision-making occurs within a set of prescribed steps, the position should be matched to a support level.) Typically has a Bachelors degree, and 0 - 2 years of experience, or equivalent relevant work experience; e.g., each year of work experience may be substituted for each year of education required.

Degree of Match		Pay Ranges			New Hire Rates			FLSA Status	
Less	13%	Employers Reporting	17	Employers Reporting	4	FLSA Non-Exempt	5%		
Equal	80%	Minimum	42	Employees Reported	42	FLSA Exempt	92%		
More	7%	Midpoint	56.6	Median	58.0	FLSA Exempt, Eligible for OT	3%		
		Maximum	71.3	Average	57.0	Not Reported	0%		

Total Survey Summary

	Employers	Incumbents	10th	25th	50th	75th	90th	Avg		
Base Pay - Total	21	128	45	48.5	52.0	55.6	60.0	52.3		
Short-Term Incentive	4	7	1.0	1.5	4.0	4.3	4.3	3.0	STI, % of Base Pay	Target 2.2
Total Cash - Total	21	128	45.3	48.6	52.2	56.0	60.0	52.6		Actual 5.7
Total Cash - STI Received	4	7	45.3	50.6	56.0	57.9	62.3	54.9		
Long-Term Incentive									LTI, % Eligible	-
Total Direct Compensation	21	128	45.3	48.6	52.2	56.0	60.0	52.6	LTI, % of Incumbents Receiving	-
Total Direct Comp - LTI Rec										

	Employers Reporting	Employees Reported	Annual Salary						% Rec	Short Term Incentive					Total Cash				
			10th	25th	50th	75th	90th	Avg		25th	50th	75th	Avg	Avg % of Base	Target % of Base	25th	50th	75th	Avg
Total Survey	21	128	45.0	48.5	52.0	55.6	60.0	52.3	5.5	1.5	4.0	4.3	3.0	5.7	2.2	48.6	52.2	56.0	52.6
Gross Revenue																			
Less Than \$25 Million	1	1																	
\$25-100 Million	5	6	51.0	51.5	53.6	58.7	61.0	55.1	-							51.5	53.6	58.7	55.1
\$101-250 Million	4	9	40.0	43.7	44.1	48.0	59.4	47.3	44.4	1.5			2.0	3.8		44.1	45.3	48.0	48.2
\$251-500 Million	2	11	47.0	55.0	55.0	55.0	59.8	54.3	-							55.0	55.0	55.0	54.3
\$500 Million to \$1 Billion	2	34	48.0	51.7	54.8	58.0	63.0	55.0	8.8							51.7	55.4	58.0	55.4
Greater Than \$1 Billion	7	67	45.0	48.1	51.2	53.4	58.5	51.2	-							48.4	51.2	53.4	51.3
Full-Time Employees																			
Fewer than 100	1	1																	
100 - 249	7	13	41.0	45.0	51.7	58.8	61.6	51.4	38.5	4.0	4.3	4.3	3.6	6.6	3.0	45.0	56.0	59.8	52.7
250 - 499	3	6	46.0	48.3	50.0	50.9	52.9	49.5	-							48.3	50.0	50.9	49.5
500 - 999	6	56	45.0	49.0	52.3	55.3	59.4	52.4	3.6							49.4	52.3	55.3	52.6
1000 - 2499	2	15	42.0	46.1	49.0	51.6	54.6	49.4	-							46.1	49.0	52.1	49.5
2500 or more	2	37	47.0	49.9	54.3	58.0	61.7	54.3	-							49.9	54.3	58.0	54.3

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	Employers Reporting	Employees Reported	Annual Salary						Short Term Incentive					Total Cash					
			10th	25th	50th	75th	90th	Avg	% Rec	25th	50th	75th	Avg	Avg % of Base	Target % of Base	25th	50th	75th	Avg
Industry																			
Association									-										
Education	2	37	47.0	49.9	54.3	58.0	61.7	54.3	-							49.9	54.3	58.0	54.3
Financial Services																			
Government																			
Health Care																			
Hospitality, Transportation, Service																			
Manufacturing and Construction																			
Non Profit	2	10	55.0	55.0	55.0	55.0	59.8	55.5	-						55.0	55.0	55.0	55.5	
Professional Services	8	16	42.0	44.0	46.4	54.1	61.4	49.4	25.0		1.5		2.0	3.8	45.2	46.7	54.4	50.1	
Publishing and Broadcasting																			
Technology and Science	6	23	44.0	47.7	51.0	54.3	59.0	51.1	-						47.9	51.1	54.3	51.2	
Telcom, ISP and Network Services:																			
Other	3	42	45.0	49.6	51.7	53.2	58.1	51.7	7.1						49.6	52.1	55.9	52.0	
Job Site Location																			
Arlington-Alexandria	2	2																	
Baltimore City, County	3	39	47.0	50.0	54.3	57.6	60.9	54.2	-						50.0	54.3	57.6	54.2	
Fairfax	9	41	45.0	48.6	51.2	52.7	60.6	51.2	7.3		1.5		1.3	2.9	48.6	51.2	52.7	51.4	
Montgomery	3	14	41.0	45.3	52.7	58.1	59.0	51.4	7.1						45.3	52.7	58.1	51.7	
Prince George's County																			
Washington, DC	2	10	55.0	55.0	55.0	55.0	59.8	55.5	-						55.0	55.0	55.0	55.5	
Other Virginia	1	2																	
Other Maryland	3	6	46.0	48.7	51.7	51.7	55.9	51.1	50.0						49.8	56.0	56.0	53.2	
Security Clearance																			
	None	Confidential	Secret	Top Secret	Top Secret SAR	Top Secret Poly	Other	Not Reported	Any Clearance										
Employers Reporting	12	0	0	0	0	0	0	10	0										
Employees Reported	72	0	0	0	0	0	0	56	0										
50th Percentile	51.9							52.0											
Avg	52.4							52.3											