CONSOLIDATED EDISON COMPANY OF NEW YORK, INC. ELECTRIC CASE EXHIBITS VOLUME 3

TAB NO.	<u>WITNESSES</u>	EXHIBIT NOS.
108 - 110	Compensation and Benefits Panel	(AH/CBP-1) - (AH/CBP-3)

AH C/BP - 1 Peer Group and Geographic Differentials

Consolidated Edison of New York (CECONY) 2014 Competitive Analysis

Geographic Differentials ¹ between Peer Company Headquarters and New York City

Peer Company	Peer Company Headquarters	Geographic Differential
General Industry		
Alcatel-Lucent	Murray Hill, New Jersey (Newark)	101.2%
American International Group, Inc.	New York, NY	100.0%
Automatic Data Processing, Inc.	Roseland, New Jersey (Newark)	101.2%
Avon Products, Inc.	New York, NY	100.0%
Barnes Group Inc.	Bristol, CT (New Britain)	109.2%
Broadridge Financial Solutions, Inc.	Lake Success, NY (Queens)	100.2%
Campbell Soup Company	Camden, NJ (Trenton)	102.1%
Comcast Corporation	Philadelphia, PA	113.2%
Curtiss-Wright Corporation	Parsippany, NJ (Passaic)	101.2%
Deloitte Services LLP	New York, NY	100.0%
Diageo North America, Inc.	Norwalk, CT (Stamford)	105.2%
Fifth & Pacific Companies Inc	New York, NY	100.0%
Foster Wheeler	Clinton, NJ (Somerset)	100.8%
Johnson & Johnson	New Brunswick, NJ	100.8%
PepsiCo, Inc.	Purchase, NY	100.0%
Reckitt Benckiser Inc.	Parsippany, NJ (Passaic)	101.2%
Revlon, Inc.	New York, NY	100.0%
SAP America, Inc.	Newtown Square, PA (Philadelphia)	113.2%
Siemens Corporation	New York, NY	100.0%
Starwood Hotels & Resorts Worldwide, Inc.	Stamford, CT	105.2%
Toys R Us, Inc.	Wayne, NJ (Passaic)	101.2%
Tyco International, Ltd.	Princeton, NJ (New Brunswick)	100.8%
Unilever United States Inc.	New York, NY	100.0%
United Technologies Corporation	Hartford, CT	109.2%
Verizon Communications Inc.	Basking Ridge, NJ (Somerset)	100.8%

AH C/BP - 1 Peer Group and Geographic Differentials

Consolidated Edison of New York (CECONY) 2014 Competitive Analysis

Geographic Differentials ¹ between Peer Company Headquarters and New York City

Peer Company	Peer Company Headquarters	Geographic Differential
Utility Industry		
American Electric Power Company, Inc.	Columbus, OH	118.1%
Black Hills Corporation	Rapid City, SD	130.1%
CenterPoint Energy, Inc.	Houston, TX	117.3%
Cleco Corporation	Pineville, LA (Alexandria)	139.8%
CMS Energy	Jackson, MI (Ann Arbor)	111.3%
Dominion Resources, Inc.	Richmond, VA	116.7%
DTE Energy Company	Detroit, MI	115.8%
Duke Energy Corporation	Charlotte, NC	118.4%
Edison International	Rosemead, CA (Los Angeles)	108.1%
Energy Future Holdings Corp.	Dallas, TX	117.7%
Entergy Services, Inc.	New Orleans, LA	115.1%
Exelon Corporation	Chicago, IL	111.2%
FirstEnergy Corp.	Akron, OH	123.3%
Hawaiian Electric Industries, Inc.	Honolulu, HI	106.1%
NextEra Energy, Inc.	Juno Beach, FL (Fort Lauderdale)	120.2%
NiSource Inc.	Merrillville, IN (Gary)	121.0%
Northeast Utilities Service Company	Berlin, CT (New Britain)	109.2%
NV Energy, Inc.	Las Vegas, NV	118.9%
ONEOK Inc.	Tulsa, OK	123.1%
Pacific Gas & Electric Company	San Francisco, CA	96.5%
Portland General Electric Company	Portland, OR	114.1%
PPL Corporation	Allentown, PA	120.5%
Public Service Enterprise Group	Newark, NJ	101.2%
Southern Company	Atlanta, GA	117.5%
Washington Gas Light Company	Washington DC	107.6%
Average of All Peers		109.3%
Average of Utility Peers		116.0%

¹ Per Salary.com

AH C/BP - 2 Benefit Index Results

50 Blended Peers	CECONY Benefits vs Blended Peers
All Benefits	97.9
All Postretirement Benefits ¹	127.3
All Preretirement Welfare Benefits ²	81.6
Vacation and Holidays	99.4

¹ All postretirement benefits includes retirement (pension and thrift savings), and post-retirement healthcare and life insurance.

² All pre-retirement welfare benefits includes life insurance, short and long-term disability, active health, dental and vision.

Census File					Position		
Celisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	Director	AUDITING Cust Ops Fin &Procmnt	Cust Ops Finance & Procur	Benchmark Data Available	AFU010M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU010 General Audit / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080Audit / Senior Manager Audit	M3 (Senior Manager)
3L	Section Manager	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080Audit / Senior Manager Audit	M3 (Senior Manager)
2Н	Project Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	AFU010P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU010 General Audit / Specialist (P4)	P4 (Specialist)
2H	Project Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Project Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Project Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)

Census File		
Band	Job Title	Description
4L	Director	 Develops, plans and evaluates internal audit programs for the organization's accounting and statistical records and the activities of various departments to ensure compliance with the organization's policies, procedures and standards Determines proper accountability of assets Audits accounting records of contract agreements in which the organization is involved Prepares reports for management on the results of audits, providing recommendations on improvements Interfaces with and assists outside auditors to expedite their work
3L	Section Manager	Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Section Manager	Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark
2H	Project Auditor	Develops, plans and evaluates internal audit programs for the organization's accounting and statistical records and the activities of various departments to ensure compliance with the organization's policies, procedures and standards Determines proper accountability of assets Audits accounting records of contract agreements in which the organization is involved Prepares reports for management on the results of audits, providing recommendations on improvements
2Н	Project Auditor	Interfaces with and assists outside auditors to expedite their work Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2Н	Project Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor-	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	Senior AH-TCM-GI: Finance / 080Audit / Auditor-	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	Senior AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
2L	Sr Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.057	AH-TCM-GI: Finance / 080Audit / Auditor- Senior	P3 (Career)
1H	Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.058	AH-TCM-GI: Finance / 080Audit / Auditor- Intermediate	P2 (Intermediate)
1H	Auditor	AUDITING Cust Ops Fin &Procmnt (Fin)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.058	AH-TCM-GI: Finance / 080Audit / Auditor- Intermediate	P2 (Intermediate)
1H	Auditor	AUDITING Cust Ops Fin &Procmnt (Cust Ops)	Cust Ops Finance & Procur	Benchmark Data Available	FIN.080.058	AH-TCM-GI: Finance / 080Audit / Auditor- Intermediate	P2 (Intermediate)
4L	Director	AUDITING EH&S Operations & IT	EH&S, Operations and IT	Benchmark Data Available	AFU010M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU010 General Audit / Group Manager (M4)	M4 (Group Mgr
3L	Section Manager	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080Audit / Senior Manager Audit	M3 (Senior Manager)
3L	Section Manager	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080Audit / Senior Manager Audit	M3 (Senior Manager)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2Н	Project Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2L	Sr Auditor	Responsible for leading the most complex activities associated with auditing. Participates in planning and conducting financial and operational audits, as well as leading/coaching other auditors. Role typically requires more than 5 years of experience.
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1H	Auditor	Responsible for assisting in the execution of moderately complex financial and operational audits with minimum supervision. Reviews financial and operating procedures to determine whether or not internal controls are being properly applied. Suggests corrective measures for any questionable data or procedures. Role typically requires between 3 and 5 years of experience.
1H	Auditor	Responsible for assisting in the execution of moderately complex financial and operational audits with minimum supervision. Reviews financial and operating procedures to determine whether or not internal controls are being properly applied. Suggests corrective measures for any questionable data or procedures. Role typically requires between 3 and 5 years of experience.
1H	Auditor	Responsible for assisting in the execution of moderately complex financial and operational audits with minimum supervision. Reviews financial and operating procedures to determine whether or not internal controls are being properly applied. Suggests corrective measures for any questionable data or procedures. Role typically requires between 3 and 5 years of experience.
4L	Director	 Develops, plans and evaluates internal audit programs for the organization's accounting and statistical records and the activities of various departments to ensure compliance with the organization's policies, procedures and standards Determines proper accountability of assets Audits accounting records of contract agreements in which the organization is involved Prepares reports for management on the results of audits, providing recommendations on improvements
3L	Section Manager	Performs and manages auditors to expedite their work Performs and manages auditors of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark.
3L	Section Manager	Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark position at the came business unit.

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU020M3	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Senior Manager (M3)	M3 (Senior Manager)
BL	Section Manager	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	FIN.080.477	AH-TCM-GI: Finance / 080Audit / Senior Manager Audit	M3 (Senior Manager)
2H	Project Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Project Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
ZН	Project Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
н	Project Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Project Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)

Census File		
Band	Job Title	Description
3L	Section Manager	 Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
3L	Section Manager	Performs and manages audits of financial accounting and internal operational controls to ascertain compliance with internal policies/procedures and best practices. May manage examinations and reviews to ensure compliance with SEC, FINRA and other regulatory requirements. Provides executive management with reports on audit findings, root causes and provide recommendations on areas for improvement in business processes and internal controls to prevent/minimize future control risks. Monitors management's achievement of corrective action plans from prior audits to ensure complete follow-through and closure of identified risks. Periodically meet with the external auditors. Assist Head of Internal Audit in the preparation of the risk analysis and audit plan; assist in developing audit committee presentations. May plan and execute special projects. Lead frontline audit managers. Multiple incumbents can be matched to this benchmark
2Н	Project Auditor	• Ensures that documentation for all processes across the organization is reviewed and updated periodically • May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act • Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2Н	Project Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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Census File					Matching		
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2H	Project Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU020P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Specialist (P4)	P4 (Specialist)
2H	Project Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU020P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Specialist (P4)	P4 (Specialist)
2H	Project Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU020P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Specialist (P4)	P4 (Specialist)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2Н	Project Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2H	Project Auditor	 Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2H	Project Auditor	 Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2H	Project Auditor	 Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2L	Sr Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
21.	Sr Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
2L	Sr Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
T.	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Auditor	AUDITING EH&S Operations & IT (EHS)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Sr Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Auditor	AUDITING EH&S Operations & IT (Const)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
ı	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Sr Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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itere Anarysis			Position			
Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p3	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Career (P3)	P3 (Career)
Sr Auditor	AUDITING EH&S Operations & IT (Ops)	EH&S, Operations and IT	Benchmark Data Available	AFU000p4	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
Sr Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Benchmark Data Available	AFU020P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Career (P3)	P3 (Career)
Sr Auditor	AUDITING EH&S Operations & IT (IT)	EH&S, Operations and IT	Benchmark Data Available	AFU020P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU020 IS Audit / Career (P3)	P3 (Career)
Project Specialist	AUDITING Office of VP	Off Of VP & General Auditor	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU000P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU000 Audit and Financial/Business Controls Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
System Analyst	AUDITING Office of VP	Off Of VP & General Auditor	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
	Sr Auditor Sr Auditor Sr Auditor Sr Auditor Sr Auditor Project Specialist	Sr Auditor Sr Auditor AUDITING EH&S Operations & IT (Ops) Sr Auditor AUDITING EH&S Operations & IT (IT) Sr Auditor AUDITING EH&S Operations & IT (IT) Project Specialist AUDITING EH&S Operations & IT (IT)	Sr Auditor AUDITING EH&S Operations & IT (Ops) Sr Auditor AUDITING EH&S Operations & IT (Ops) EH&S, Operations and IT AUDITING EH&S Operations & IT (Ops) FAuditor AUDITING EH&S Operations & IT (Ops) AUDITING EH&S Operations & IT (Ops) FAuditor AUDITING EH&S Operations & IT (Ops) AUDITING EH&S Operations & IT (Ops) FAuditor AUDITING EH&S Operations & IT (IT) AUDITING EH&S Operations & IT (IT) Froject Specialist AUDITING EH&S Operations & IT (IT) AUDITING EH&S Operations & IT (IT) Froject Specialist AUDITING Office of VP Off Of VP & General Auditor AUDITING Office of VP Off Of VP & General	Job Title	Position Matching Code	Job Title Sec Name

2014 Compet	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Auditor	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
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2L	Sr Auditor	 Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2L	Sr Auditor	 Develops, directs, plans and evaluates internal audit programs for the organization's information systems and related procedures to ensure compliance with the organization's policies, procedures and standards Audits information systems applications to ensure that appropriate controls exist and that information produced by the system is accurate Advises others on information systems internal controls and security procedures Prepares reports and recommendations for management on the results of information systems audits
2H	Project Specialist	Ensures the effectiveness of internal controls in compliance with corporate objectives and government standards, such as the Sarbanes-Oxley Act (SOX) or the 8th Company Law Directive Reviews, evaluates, develops, implements, maintains and verifies internal and business controls for processes, systems, financial statements, journals and reports in accordance with internal auditing and government-mandated standards Identifies internal control gaps in business procedures, processes or systems, and initiates appropriate remedial action Ensures that documentation for all processes across the organization is reviewed and updated periodically May coordinate with external auditors to prepare the attestation of management assessment on internal controls in accordance with Section 404 of the Sarbanes-Oxley Act Responsibilities are within the Audit and Financial/Business Controls Function as a generalist or in a combination of Disciplines
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.

	etitive Analysis			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
IL	Executive Assistant 1L	BSS Office of SVP	Off Sr VP Business Shared Svcs	Benchmark Data Available	AAS042u2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (U2)	U1 (Entry)
lH	Operating Supervisor	CFS Capital Tools	Astoria Operations	Benchmark Data Available	AAT010M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Supervisor (M1)	P2 (Intermediate
BL	Section Manager	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Senior	M3 (Senior Manager)
2L	Administrator	CFS Cranes and Rigging	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Specialist	P3 (Career)
2L	Sr Specialist	CFS Cranes and Rigging	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Specialist	P3 (Career)
2L	Field Operations Planner	CFS Cranes and Rigging	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Specialist	P3 (Career)
LH	Supervisor	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010M1	(PA) TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Supervisor (M1)	P2 (Intermediate
lH	Operating Supervisor	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Supenisor (M1)	P2 (Intermediate
Н	Specialist	CFS Cranes and Rigging	Astoria Operations	Benchmark Data Available	AAT010P2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Intermediate (P2)	P2 (Intermediate
iL .	Section Manager	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CFS Emergency Operations	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAY000P5	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)

ZOI4 COMPE	titive Analysis	
Census File		
Band	Job Title	Description
1L	Executive Assistant 1L	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
1Н	Operating Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Administrator	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Sr Specialist	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Field Operations Planner	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Specialist	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Eurotion as a generalist or in a combination of Disciplines
2Н	Project Specialist	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Eurotion as a generalist or in a combination of Disciplines

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	CFS Emergency Operations	Astoria Operations	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
3L	Section Manager	CFS Environmental Operations	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Senior	M3 (Senior Manager)	
2L	Technical Supervisor	CFS Environmental Operations	Astoria Operations	Benchmark Data Available	AAT010M2	Manager (M2) TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Manager	P3 (Career)	
1H	Operating Supervisor	CFS Environmental Operations	Astoria Operations	Benchmark Data Available	AAT010M1	(M2) TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management /	P2 (Intermediate)	
3L	Section Manager	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	AAT010M3	Supervisor (M1) TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Senior	M3 (Senior Manager)	
2L	Field Operations Planner	CFS Fleet Operations	Astoria Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	Manager (M3) TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100 Transportation / Fleet	P2 (Intermediate)	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	Manager AH-TCM-GI: Supply Chain / 100 Transportation / Fleet	P2 (Intermediate)	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	Manager AH-TCM-GI: Supply Chain / 100 Transportation / Fleet	P2 (Intermediate)	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	Manager AH-TCM-GI: Supply Chain / 100 Transportation / Fleet Manager	P2 (Intermediate)	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100 Transportation / Fleet Manager	P2 (Intermediate)	

2014 Compet	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Responsibilities are within the Security Eurotion as a generalist or in a combination of Discinlines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
3L	Section Manager	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Field Operations Planner	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
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Concus File					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100 Transportation / Fleet Manager	P2 (Intermediate)	
1H	Operating Supervisor	CFS Fleet Operations	Astoria Operations	Benchmark Data Available	SPC.100.476	AH-TCM-GI: Supply Chain / 100 Transportation / Fleet Manager	P2 (Intermediate)	
3L	Section Manager	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Senior Manager (M3)	M3 (Senior Manager)	
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Manager	P3 (Career)	
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)	
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)	
2L	Technical Supervisor	CFS Technical Services	Astoria Operations	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)	
2H	Manager	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M2 (Manager)	
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
1H	Operating Supervisor	Responsible for the operation and maintenance of all owned and leased transportation vehicles operated in the organization. Manages leasing, purchasing, insurance, and related record keeping for the vehicles and ensures that transportation is provided at minimum cost with sound safety practices.
3L	Section Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Technical Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
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2L	Technical Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2H	Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
ZL	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines

Census File					Position		
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scientist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)
2L	Scientist	CFS EHS	Environ Health & Safety CFS	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)
4L	General Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	a / Specialist (DA) TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (MA)	M4 (Group Mgr
4L	General Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (MA)	M4 (Group Mgr
4L	General Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (MA)	M4 (Group Mgr
ЗН	Department Manager	CFS GM and Staff	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010M4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Group Manager (MA)	M4 (Group Mgr
3L	Section Manager	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010M3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Senior	M3 (Senior Manager)
2L	Sr Specialist	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Career (P3)	P3 (Career)
2L	General Supervisor	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010M2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Manager (M2)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Scientist	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Scientist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
4L	General Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
4L	General Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
4L	General Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3Н	Department Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Sr Specialist	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	General Supervisor	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CFS Operations Services	Off Of VP Central Field Servs	Benchmark Data Available	AAT010P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Career	P3 (Career)
2L	Sr Specialist	CFS Operations Services	Off Of VP Central Field Servs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT010P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT010 Vehicle Fleet Management / Specialist (P4)	P3 (Career)
3L	Section Manager	CFS Astoria Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040m3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	CFS Astoria Storeroom	Stores Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC040P3	TW-CDB-GI: Supply Chain and Logistics / ASC040 Warehousing / Career (P3)	P3 (Career)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	M1 (Supervisor)
1H	Operating Supervisor	CFS Bronx Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1H	Operating Supervisor	CFS Bronx Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)
1Н	Operating Supervisor	CFS Brooklyn Storeroom	Stores Operations	Benchmark Data Available	SPC.140.505	AH-TCM-GI: Supply Chain / 140Warehouse / Warehouse Supervisor	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
2L	Sr Specialist	Operates and maintains motor vehicles and equipment Schedules and dispatches the organization's vehicles and drivers Prepares reports on inspection findings and ensures proper vehicle maintenance to comply with prescribed safety regulations Develops design specifications for vehicle requisitions May negotiate vehicle and/or equipment purchase terms in coordination with the procurement function
3L	Section Manager	 Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
2L	Field Operations Planner	 Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
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Census File					Position		
Band	Inh Tisla	C. N.	D I N	Benchmark Data	Matching		I
ballu	Job Title	Sec Name	Dept Name	Availability	Code	General Functional Area	Level
1H	Operating Supervisor	CFS Brooklyn Storeroom	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
				Available		Chain / 140Warehouse	(Intermediate)
						/ Warehouse Supervisor	
3L	Section Manager	CFS Manhattan Storeroom	Stores Operations	Insufficient Benchmark	ASC040m3	TW-CDB-GI: Supply	M3 (Senior
				Data (Less than 5 comparator matches)		Chain and Logistics / ASC040 Warehousing /	Manager)
				comparator matches)		Senior Manager (M3)	
2L	Field Operations	CFS Manhattan Storeroom	Stores Operations	Insufficient Benchmark	ASC040P3	TW-CDB-GI: Supply	P3 (Career)
	Planner			Data (Less than 5		Chain and Logistics /	(,
				comparator matches)		ASC040 Warehousing /	
						Career (P3)	
1H	Operating Supervisor	CFS Manhattan Storeroom	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
111	Operating Supervisor	Ci 3 iviaimattan Storeroom	Stores Operations	Available	Jr C.14U.3U3	Chain / 140Warehouse	(Intermediate)
						/ Warehouse Supervisor	
1H	Operating Supervisor	CFS Manhattan Storeroom	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
				Available		Chain / 140Warehouse	(Intermediate)
						/ Warehouse Supervisor	
2L	Field Operations	CFS Queens Storeroom	Stores Operations	Insufficient Benchmark	ASC040P3	TW-CDB-GI: Supply	P3 (Career)
	Planner			Data (Less than 5 comparator matches)		Chain and Logistics / ASC040 Warehousing /	
				comparator materiesy		Career (P3)	
1H	Operating Supervisor	CFS Queens Storeroom	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
111	Operating Supervisor	er a queens storeroom	Stores operations	Available	51 6.140.303	Chain / 140Warehouse	(Intermediate)
						/ Warehouse Supervisor	
1H	Operating Supervisor	CFS Staten Island	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
		Storeroom		Available		Chain / 140Warehouse / Warehouse Supervisor	(Intermediate)
3L	Section Manager	CFS Westchester	Stores Operations	Insufficient Benchmark	ASC040m3	TW-CDB-GI: Supply	M3 (Senior
		Storeroom		Data (Less than 5		Chain and Logistics /	Manager)
				comparator matches)		ASC040 Warehousing / Senior Manager (M3)	
						Semon wanager (wis)	
1H	Operating Supervisor	CFS Westchester	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
		Storeroom	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Available	1.2.0.000	Chain / 140Warehouse	
						/ Warehouse Supervisor	
1H	Operating Supervisor	CFS Westchester	Stores Operations	Benchmark Data	SPC.140.505	AH-TCM-GI: Supply	P2
		Storeroom		Available		Chain / 140Warehouse	(Intermediate)
						/ Warehouse Supervisor	
2H	Manager	CFS Astoria Garage	Transportation	Benchmark Data	SPC.100.404	AH-TCM-GI: Supply	M2 (Manager)
			Operations	Available		Chain / 100 Transportation /	
						Transportation Manager	
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Census File		
Band	Job Title	Description
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
3L	Section Manager	Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
2L	Field Operations Planner	 Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
2L	Field Operations Planner	 Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
3L	Section Manager	 Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
1H	Operating Supervisor	Supervises warehouse activities to facilitate the most efficient and economical use of space for storing and distributing raw material and finished products. Coordinates receiving, storing, and moving raw materials and finished products and may supervise lower level personnel.
2Н	Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules. I.C.C. regulations, and federal and state transportation laws.

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	CFS Astoria Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Astoria Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
ЗН	Chief Automotive Engineer	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	aat015m4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CFS Automotive Engineering	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100 Transportation / Transportation Manager	M3 (Senior Manager)
2H	Sr Engineer	CFS Automotive Engineering	Transportation Operations	Benchmark Data Available	ENG.000.439	AH-TCM-GI: Engineering / 000General / Engineer-Advanced Senior (All Disciplines)	P4 (Specialist)
2H	Sr Engineer	CFS Automotive Engineering	Transportation Operations	Benchmark Data Available	ENG.100.402	AH-TCM-GI: Engineering / 100Project Engineering / Engineer- Senior (All Disciplines)	P4 (Specialist)
2H	Systems Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P5	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Master (P5)	P4 (Specialist)
2L	Administrator	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P3 (Career)
2L	Sr Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
1Н	Operating Supervisor	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
1H	Operating Supervisor	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
ЗН	Chief Automotive Engineer	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff rules. I.C.C. regulations, and federal and state transportation laws.
2H	Sr Engineer	Coordinates complex and multi-disciplined engineering projects from design to implementation in accordance with the company's policies. Serves as an expert resource for other engineers.
2H	Sr Engineer	Responsible for moderately complex engineering projects. Performs project engineering work from design to implementation in accordance with the company's policies. Supervises assigned technical associates and coordinates all work within the scope of assigned projects. Serves as a consultant to others as assigned, providing technical information and engineering recommendations that assist with various projects and training purposes. Role typically requires more than 5 years of experience.
2H	Systems Specialist	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
2L	Administrator	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
2L	Sr Specialist	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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AH C/BP - 3 Census Consolidated Edison of New York (CECONY)

Census File					Position		
David Joh Title				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P3 (Career)
Н	Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P2	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Intermediate (P2)	P2 (Intermediate)
LH	Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P2 (Intermediate)
īН	Specialist	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P2 (Intermediate)
īН	Operating Supervisor	CFS Automotive Engineering	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
LH	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
Н	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
Н	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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1H	Operating Supervisor	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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AH C/BP - 3 Census **Consolidated Edison** of New York (CECONY)

<u>, </u>	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	CFS Bronx Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CFS Brooklyn Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	CFS Manhattan Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100 Transportation / Transportation Manager	M3 (Senior Manager)	
2L	Sr Specialist	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CFS Manhattan Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	CFS Queens Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100 Transportation / Transportation Manager	M3 (Senior Manager)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff
2L	Sr Specialist	Lules. L.C.C. regulations. and federal and state transportation laws. • Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring • Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies • Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work • Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law • Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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2014 Competi	tive Analysis				1		
Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
2L	Sr Specialist	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P4	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Queens Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Staten Island Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CFS Westchester Garage	Transportation Operations	Benchmark Data Available	SPC.100.404	AH-TCM-GI: Supply Chain / 100 Transportation / Transportation Manager	M3 (Senior Manager)
ZL	Sr Specialist	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015P3	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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3L	Section Manager	Provides direction and expertise on the implementation of cost-effective systems required by the company. Develops and ensures implementation of policies and procedures covering rate negotiation and purchase of transportation, freight bill auditing and overcharge claims, fleet management, and optimum traffic routes. Identifies and analyzes transportation costs, equipment availability, and service levels, making recommendations as required to improve the effectiveness of transportation programs. Ensures that unit is in compliance with tariff
2L	Sr Specialist	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
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2014 Compet	itive Analysis			Position			
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level
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1H	Operating Supervisor	CFS Westchester Garage	Transportation Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAT015M1	TW-CDB-GI: Transportation Srvcs. and Administration / AAT015 Vehicle Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Technical Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)
3L	Technical Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010P5	(P5) TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	(P5) TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	Manager (M3) TW-CDB-GI: IT Development / AID010 Application Development / Senior	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	Manager (M3) TW-CDB-GI: IT Development / AID010 Application Development / Senior	M3 (Senior Manager)
3L	Systems Manager	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010M3	Manager (M3) TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020-Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Performs preventive maintenance on automobiles and light trucks through vehicle washing and cleaning, oil changes, greasing, and inspection of hoses, belts, fluids and wiring Performs automobile and light truck repairs by disassembling and overhauling engines, transmissions, clutches, rear ends and other assemblies Replaces worn or broken parts, aligns wheels, adjusts brakes, tightens bearings, tunes engines, and performs minor body work Performs all work in accordance with established safety procedures and holds appropriate certification as may be required by law Estimates time and material costs on vehicle repairs, and requisitions new parts and equipment
3L	Technical Specialist	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3L	Technical Specialist	Fnsures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Fnsures that system improvements are successfully implemented
3L	Systems Manager	 Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3L	Systems Manager	Fnsures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Fnsures that system improvements are successfully implemented.
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o 511				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
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2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
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Census File		
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o 511				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2H	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)

Job Title Systems Specialist	Description
Systems Specialist	
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Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
	Systems Specialist Systems Specialist Systems Specialist Systems Specialist Systems Specialist Systems Specialist

Census File				Position Matching			
celisus File							
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
eL	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
:L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
:L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
rL	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
'L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
L	Sr System Analyst	IR - Cust Op Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
BL	Systems Manager	IR Application Services	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
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3L	Systems Manager	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Figures that system improvements are successfully implemented.

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Technical Specialist	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)
L	Systems Manager	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
L	Technical Specialist	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)
L	Systems Manager	IR Application Services	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
L	Technical Specialist	IR Application Services	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (PS)	P5 (Master)
Н	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
Н	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
Н	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
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Census File	ensus File					
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Census File				Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2H	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2Н	Systems Specialist	IR Application Services	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
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2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2Н	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020-Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
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2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Application Services	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
4L	Director	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (MA)	M4 (Group Mgr	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
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4L	Director	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Figures that system improvements are successfully implemented

AH C/BP - 3 Census Consolidated Edison of New York (CECONY)

Census File					Position			
cerisus i ne				Benchmark Data Availability	Matching			
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level	
BL	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
EL	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M2	TW-CDB-GI: IT Development / AID010 Application Development / Manager (M2)	P5 (Master)	
BL .	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
BL	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
BL	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
EL .	Systems Manager	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
₽H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist	
Н	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist	
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Band	Job Title	Description
3L	Systems Manager	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3L	Systems Manager	Finsures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Finsures that system improvements are successfully implemented
3L	Systems Manager	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Figures that system improvements are successfully implemented
3L	Systems Manager	 Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Ensures that system improvements are successfully implemented
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2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
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2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
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Census File					Position		
D l	Job Title Sec Name Dept Nam			Paral and Pate	Matching Constitution August August		
Band	Job little	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
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2L	Sr System Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr Analyst	IR Central Ops & Gas Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020-Applications / Applications Analyst/Programmer- Senior	P3 (Career)
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4L	Director	IR Electric Ops Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (Md)	M4 (Group Mgr

2014 Comp	etitive Analysis	
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Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3H	Department Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr	
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)	
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)	
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
3L	Systems Manager	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (PS)	P5 (Master)	
3L	Technical Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
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Band	Job Title	Description				
3H	Department Manager	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components				
3L	Technical Specialist	Fnsures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Fnsures that system improvements are successfully implemented.				
3L	Technical Specialist	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Figures that system improvements are successfully implemented.				
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2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.				
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
₽H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
ΣH	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2Н	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	

Census File		
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	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Systems Specialist	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	

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2014 Compe	etitive Analysis			Desition			
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level
				Availability			
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
1H	System Analyst	IR Electric Ops Support	Application Services	Benchmark Data Available	ITS.020.157	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Intermediate	P2 (Intermediate)
4L	Director	IR Shared Services Support	Application Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master	P5 (Master)
3L	Technical Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	AID010P5	TW-CDB-GI: IT Development / AID010 Application Development / Master (P5)	P5 (Master)
3L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
1H	System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains moderately complex computer programs. Under general supervision, assists with user support of business applications and with the investigation of system requirements. May assist project leaders in the development of lower-level Applications Analyst/Programmers. Role typically requires between 3 to 5 years of experience.
4L	Director	 Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3L	Technical Specialist	Ensures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Figures that system improvements are successfully implemented.
3L	Technical Specialist	 Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3L	Systems Manager	Fnsures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components Ensures that system improvements are successfully implemented.

Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior	M3 (Senior Manager)
L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	Manager (M3) TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
L	Systems Manager	IR Shared Services Support	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)
Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist
Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	M2 (Manager
Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist
Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist
Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist
Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist

2014 Compe	etitive Analysis	
Census File		
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2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2Н	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2Н	Systems Specialist	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	

Job Title ems Specialist ems Specialist ems Specialist	Description As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers. As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers. As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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stem Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
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st	tem Analyst

	etitive Analysis				Position			
Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area		Lovel	
ballu	Job Hite	Sec Name	Берт Маше	Availability	Code	General Functional Area	Level	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
2L	Sr System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)	
1H	System Analyst	IR Shared Services Support	Application Services	Benchmark Data Available	ITS.020.157	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Intermediate	P2 (Intermediate)	
3L	Systems Manager	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
3L	Systems Manager	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	AID010M3	TW-CDB-GI: IT Development / AID010 Application Development / Senior Manager (M3)	M3 (Senior Manager)	
2Н	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)	

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
1H	System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains moderately complex computer programs. Under general supervision, assists with user support of business applications and with the investigation of system requirements. May assist project leaders in the development of lower-level Applications Analyst/Programmers. Role typically requires between 3 to 5 years of experience.
3L	Systems Manager	 Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3L	Systems Manager	Ensures that system improvements are successfully implemented Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
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2014 Compe	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.368	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Lead	P4 (Specialist)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
2L	Sr System Analyst	IR Supply Chain / Power Plant	Application Services	Benchmark Data Available	ITS.020.156	AH-TCM-GI: Information Technology Services / 020Applications / Applications Analyst/Programmer- Senior	P3 (Career)
3H	Department Manager	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P5 (Master)
3L	Systems Manager	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Senior Manager (M3)	M3 (Senior Manager)
3L	Systems Manager	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2Н	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2H	Systems Specialist	As project leader, responsible for preparing detailed specifications from which applications will be written. Has broad knowledge of information technology and consults with developmental groups to enhance business applications and define solutions that are consistent with business strategies and standards. Maintains current knowledge of and makes recommendations for new systems and technologies. Responsible for delivering fully tested applications programs. Coordinates activities of lower-level Applications Analyst/Programmers.
2L	Sr System Analyst	Directs, prepares, designs, codes, tests, debugs, and maintains complex computer programs. Responsible for working with users to support business applications, and investigating operational problems/system requirements. Solves user inquiries that arise during day-to-day operation. May coach lower-level Applications Analyst/Programmers. Role typically requires more than 5 years of experience.
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3Н	Department Manager	 Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Technical Specialist	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Systems Manager	 Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
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2Н	Systems Specialist	 Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
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Census File				Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2Н	Systems Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2Н	Project Specialist	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Communications Operations	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
3H	Department Manager	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090M4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Group Manager (M4)	M4 (Group Mgr)

Census File		
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2H	Systems Specialist	 Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
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2H	Project Specialist	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
2L	Sr System Analyst	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
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3H	Department Manager	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements

Census File	etitive Analysis				Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Technical Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P5 (Master)
2Н	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Communications Planning	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT090P4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	IR Communications Planning	Info Technology Planning	Benchmark Data Available	AIT090P3	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Career (P3)	P3 (Career)
4L	Director	IR Info Technology Planning	Info Technology Planning	Benchmark Data Available	ITS.000.106	AH-TCM-GI: Information Technology Services / 000General / Information Technology Corporate	M4 (Group Mgr)
ЗН	Department Manager	IR Info Technology Planning (Security)	Info Technology Planning	Benchmark Data Available	AIT070M4	TW-CDB-GI: IT Administration / AIT070 IS Security / Group Manager (M4)	M4 (Group Mgr)
3L	Technical Specialist	IR Info Technology Planning (Security)	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AITO70P5	TW-CDB-GI: IT Administration / AIT070 IS Security / Master (P5)	P5 (Master)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
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2L	Sr Analyst	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements				
4L	Director	The highest level of technology management over all activities of all new and existing technology-related systems. Responsible for the analyses of programs to ensure maximum utilization and efficiency, as well as meeting budget guidelines. Develops and evaluates technology plans, policies, and procedures to ensure they align with company goals and standards. Multiple incumbents can be matched to this position. Typically reports to the Chief Information Officer.				
ЗН	Department Manager	Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents Investigates and resolves security incidents and recommends enhancements to improve security Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents				
3L	Technical Specialist	Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents Investigates and resolves security incidents and recommends enhancements to improve security Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents				

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				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Technical Specialist	IR Info Technology Planning (Security)	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT070P5	TW-CDB-GI: IT Administration / AIT070 IS Security / Master (P5)	P5 (Master)
3Н	Department Manager	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030M4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems	M4 (Group Mgr
						Design) / Group Manager (M4)	
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Systems Manager	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	ITS.000.395	AH-TCM-GI: Information Technology Services / 000General / Information Technology Project Manager	M3 (Senior Manager)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
3L	Technical Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P5 (Master)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
3L	Technical Specialist	Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents Investigates and resolves security incidents and recommends enhancements to improve security Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents
ЗН	Department Manager	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
3L	Technical Specialist	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
3L	Systems Manager	Develops project plans and executes them. Defines activities, sequences them, estimates duration, and develops schedules. Performs resource planning, cost estimation, budget development, and cost control. Plans communication, distributes information as necessary, and provides status reporting. Acquires necessary staff for projects, and organizes and develops team.
3L	Technical Specialist	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
3L	Technical Specialist	interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
3L	Technical Specialist	interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2H	Systems Specialist	interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2H	Systems Specialist	interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2H	Systems Specialist	interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across integrated and to take placing.
2H	Systems Specialist	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interchapendent technologies

AH C/BP - 3 Census **Consolidated Edison** of New York (CECONY)

Census File				Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2L	Sr System Analyst	IR Info Technology Planning (Security)	Info Technology Planning	Benchmark Data Available	AIT070P3	TW-CDB-GI: IT Administration / AIT070 IS Security / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Career (P3)	P3 (Career)
PL	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P3 (Career)
LL .	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P3 (Career)
L	Sr System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P3 (Career)
Н	System Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Intermediate (P2)	P2 (Intermediate
L	Associate Analyst	IR Infrastructure Planning	Info Technology Planning	Benchmark Data Available	AID030P2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Intermediate (P2)	P1 (Entry)
L	Systems Manager	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040M3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Senior Manager (M3)	M3 (Senior Manager)
Н	Systems Specialist	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040P5	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Master (P5)	P4 (Specialist)

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Evaluates, tests, recommends, develops, coordinates, monitors, and maintains information security policies, procedures and systems, including hardware, firmware and software
		• Ensures that IS security architecture/designs, plans, controls, processes, standards, policies and procedures are aligned with IS standards and overall IS security
		 Identifies security risks and exposures, determines the causes of security violations and suggests procedures to halt future incidents Investigates and resolves security incidents and recommends enhancements to improve security
		• Develops techniques and procedures for conducting IS security risk assessments and compliance audits, the evaluation and testing of hardware, firmware and software for possible impact on system security, and the investigation and resolution of security incidents
2L	Sr System Analyst	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards
		Performs technical planning, architecture development and modification of specifications
		Develops specifications for new products/services, applications and service offerings
		• Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2L	Sr System Analyst	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards
		Performs technical planning, architecture development and modification of specifications
		Develops specifications for new products/services, applications and service offerings
		• Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2L	Sr System Analyst	 Interdependent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment
		with the enterprise architecture direction and standards
		Performs technical planning, architecture development and modification of specifications
		Develops specifications for new products/services, applications and service offerings
		• Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2L	Sr System Analyst	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment
		with the enterprise architecture direction and standards
		Performs technical planning, architecture development and modification of specifications
		 Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
		Assesses the companionity and integration of products/services proposed as standards in order to ensure an integrated architecture across interdenendent technologies
1H	System Analyst	• Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment
		with the enterprise architecture direction and standards
		 Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings
		Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
		interdenendent technologies
1L	Associate Analyst	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment
		with the enterprise architecture direction and standards • Performs technical planning, architecture development and modification of specifications
		Develops specifications for new products/services, applications and service offerings
		• Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
21	6	interdenendent technologies
3L	Systems Manager	Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software routers switches lines moderns adapters and sorrors.
		control software, routers, switches, lines, modems, adapters and servers • Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and
		software upgrades
		• Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network
		operations
		Monitors data traffic and controls network resource performance to ensure high-quality transmission
		Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2H	Systems Specialist	• Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network
		control software, routers, switches, lines, modems, adapters and servers
		 Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades
		• Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network
		operations
		Monitors data traffic and controls network resource performance to ensure high-quality transmission
		• Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Systems Specialist	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040M2	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Manager (M2)	M2 (Manager)	
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AITO40P5	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Master (P5)	P4 (Specialist)	
2H	Systems Specialist	IR Network Systems	Info Technology Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	AITO40P5	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Master (P5)	P4 (Specialist)	
2Н	Systems Specialist	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P4 (Specialist)	
2L	Sr System Analyst	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)	
ZL	Sr System Analyst	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)	
2L	Sr System Analyst	IR Network Systems	Info Technology Planning	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)	
3L	Systems Manager	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Senior Manager (M3)	M3 (Senior Manager)	

	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Systems Specialist	 Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2Н	Systems Specialist	 Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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2L	Sr System Analyst	 Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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3L	Systems Manager	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes

2014 Compe	titive Analysis			n				
Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area		Lovel	
Dallu	Job Title	Set Name	Берт маше	Availability	Code	General Functional Area	Level	
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)	
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)	
2H	Systems Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)	
2Н	Systems Specialist	IR Computer Operations	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT010P5	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Master (P5)	P4 (Specialist)	
2L	Sr Specialist	IR Computer Operations	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT010M1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Supervisor (M1)	M1 (Supervisor)	
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1H	Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)	
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2H	Systems Specialist	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
2H	Systems Specialist	Performs recovery procedures scheduline and backuns, and monitors hatch processes Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
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2L	Sr Specialist	 Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
1H	Specialist	• Performs recovery procedures scheduline and backuns, and monitors hatch processes. Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.
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1H	Specialist	Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.
1L	Associate Specialist	 Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
11.	Associate Specialist	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes.

2021 Compc	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
1L	Associate Specialist	IR Computer Operations	Network Operations Center	Benchmark Data Available	AIT010P1	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Entry (P1)	P1 (Entry)
3L	Systems Manager	IR Help Desk/Network Operation	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT040M3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040M2	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Manager (M2)	M2 (Manager)
2Н	Systems Specialist	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040M2	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Manager (M2)	M2 (Manager)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AITO40M1	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Supervisor (M1)	M1 (Supervisor)
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
11.	Associate Specialist	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
1L	Associate Specialist	Performs recovery procedures scheduling and backups, and monitors hatch processes Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes
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3L	Systems Manager	Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
2Н	Systems Specialist	 Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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2L	Sr System Analyst	Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers Installs, supports and/or maintains local (LAN) and/or wide area networks (WAN); evaluates and recommends networking product and software upgrades Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations Monitors data traffic and controls network resource performance to ensure high-quality transmission Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software
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Census File					Position		
001303 1 110					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AITO40P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
-	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
-	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)
L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)
L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)

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Census File	Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)	
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AITO40P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)	
2L	Sr System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	AIT040P3	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Career (P3)	P3 (Career)	
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1Н	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
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1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	
1H	System Analyst	IR Help Desk/Network Operation	Network Operations Center	Benchmark Data Available	ITS.120.218	AH-TCM-GI: Information Technology Services / 120Network / Network Analyst-Intermediate	P2 (Intermediate)	

Census File		
Band	Job Title	Description
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1H	System Analyst	Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.
1Н	System Analyst	Designs complex LAN and WAN strategies to meet a broad spectrum of business needs. Coordinates implementation, optimization, and operation of LAN/WAN systems including procurement, installation, configuration, and management. May take on several components of a project or a complex component of a project. Effectively contributes to team goals. Works beyond routine nature of tasks utilizing a specialized knowledge and technology. Works under broad supervision. Troubleshoots basic problems and recommends appropriate actions. Role typically requires between 3 and 5 years of experience.
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AH C/BP - 3 Census **Consolidated Edison** of New York (CECONY)

Census File					Position		
CCTISUS FITC				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
iL	Systems Manager	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020M3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Senior Manager (M3)	M3 (Senior Manager)
L	Systems Manager	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020M3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager
:H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager
₽H	Systems Specialist	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)
:H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager
:H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager
H	Project Specialist	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020M2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Manager (M2)	M2 (Manager
:H	Project Specialist	IR Technology Support	Network Operations Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ait020P4	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
3L	Systems Manager	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems
3L	Systems Manager	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems
2Н	Project Specialist	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems
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2014 Competitive Analysis					Position			
Census File					Matching			
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2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)	
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	AITO40P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)	
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Career (P3)	P3 (Career)	
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	AIT040P4	TW-CDB-GI: IT Administration / AIT040 Network Control/Administration / Specialist (P4)	P3 (Career)	
2L	Sr System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P3	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Career (P3)	P3 (Career)	
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	

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Census File					Matching			
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1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	
1H	System Analyst	IR Technology Support	Network Operations Center	Benchmark Data Available	ait020P2	TW-CDB-GI: IT Administration / AIT020 IT Help Desk Support / Intermediate (P2)	P2 (Intermediate)	
4L	Director	IR Quality Assurance	Qual Assurance/Contract Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	aid050M4	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Group Manager (M4)	M4 (Group Mgr	
3L	Systems Manager	IR Quality Assurance	Qual Assurance/Contract Admin	Benchmark Data Available	aid050M2	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Manager (M2)	P5 (Master)	
3L	Systems Manager	IR Quality Assurance	Qual Assurance/Contract Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	aid050M3	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Senior Manager (M3)	M3 (Senior Manager)	
2Н	Systems Specialist	IR Quality Assurance	Qual Assurance/Contract Admin	Benchmark Data Available	aid050P4	TW-CDB-GI: IT Development / AID050 Software Quality Assurance and Testing / Specialist (P4)	P4 (Specialist)	
3L	Technical Specialist	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	AQY020P5	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Master (P5)	P5 (Master)	
3L	Section Manager	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020M3	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Senior Manager (M3)	M3 (Senior Manager)	
2H	Manager	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020M2	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Manager (M2)	P4 (Specialist)	

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Band	Job Title	Description
1H	System Analyst	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems
1H	System Analyst	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems
1H	System Analyst	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems
4L	Director	Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow Coordinates with users to plan user acceptance testing, alpha and beta testing
3L	Systems Manager	Ensures that system tests are successfully completed and documented and all problems are resolved Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow Coordinates with users to plan user acceptance testing, alpha and beta testing
3L	Systems Manager	Finsures that system tests are successfully completed and documented and all problems are resolved Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow Coordinates with users to plan user acceptance testing, alpha and beta testing
2H	Systems Specialist	Ensures that system tests are successfully completed and documented and all problems are resolved Conducts a wide range of quality control tests and analyses to ensure that software meets or exceeds specified standards and end-user requirements Drafts, revises and approves test plans and scripts to ensure alignment with standards and IT strategy Creates test data files with valid and invalid records to thoroughly test program logic and verify system flow Coordinates with users to plan user acceptance testing, alpha and beta testing
3L	Technical Specialist	 Ensures that system tests are successfully completed and documented and all problems are resolved Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management an
3L	Section Manager	Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management an
2Н	Manager	• Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements • Researches best business practices within and outside the organization to establish benchmark data • Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost • Determines how new information technologies can support reengineering business processes • May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management an measurement.

Census File				Benchmark Data Availability	Position			
Band	Job Title	Sec Name	Dept Name		Matching Code	General Functional Area	Level	
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2Н	Systems Specialist	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P4	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P3	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Career (P3)	P3 (Career)	
2L	Sr Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P3	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Career (P3)	P3 (Career)	
1Н	Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P2	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Intermediate (P2)	P2 (Intermediate)	
1L	Associate Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P1	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Entry (P1)	P1 (Entry)	
1L	Associate Analyst	IR Telecom & Computer Clearing	Qual Assurance/Contract Admin	Benchmark Data Available	AQY020P1	TW-CDB-GI: Quality Assurance Methods / AQY020 Business Process Improvement / Entry (P1)	P1 (Entry)	
4L	Director	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid010M4	TW-CDB-GI: IT Development / AID010 Application Development / Group	M4 (Group Mgr)	
3Н	Department Manager	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M4	Manager (M4) TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Group Manager (M4)	M4 (Group Mgr)	
3L	Systems Manager	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Senior Manager (M3)	M3 (Senior Manager)	
3L	Technical Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Senior Manager (M3)	M3 (Senior Manager)	

Census File		
Band	Job Title	Description
2H	Systems Specialist	 Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and
2L	Sr Specialist	Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and
2L	Sr Analyst	Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and
1H	Analyst	Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and
1L	Associate Analyst	Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, process driven systems requirements.
11.	Associate Analyst	 Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements Researches best business practices within and outside the organization to establish benchmark data Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity, and reduced cost Determines how new information technologies can support reengineering business processes May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and
4L	Director	Provides application software development services or technical support typically in a defined project Develops program logic for new applications or analyzes and modifies logic in existing applications Codes, tests, debugs, documents, implements and maintains software applications Analyzes requirements, and maintains, tests and integrates application components
3H	Department Manager	 Ensures that system improvements are successfully implemented Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
3L	Systems Manager	 Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integrated or products/services proposed as standards in order to ensure an integrated architecture across integrated architecture development.
3L	Technical Specialist	interdependent technologies ■ Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards ■ Performs technical planning, architecture development and modification of specifications ■ Develops specifications for new products/services, applications and service offerings ■ Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)
2Н	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030M2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (PS)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P5	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P4	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Specialist (P4)	P4 (Specialist)
2L	Sr System Analyst	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P3	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Career (P3)	P3 (Career)
1H	System Analyst	IR Enterprise Architecture	Technology Services	Benchmark Data Available	aid030P2	TW-CDB-GI: IT Development / AID030 IT Architecture (Systems Design) / Intermediate (P2)	P2 (Intermediate)
3L	Systems Manager	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055M3	TW-CDB-GI: IT Development / AID055 Application Development Support / Senior Manager (M3)	M3 (Senior Manager)
2H	Systems Specialist	IR Integration Lab	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID055P4	TW-CDB-GI: IT Development / AID055 Application Development Support / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2H	Systems Specialist	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2H	Systems Specialist	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2Н	Systems Specialist	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies.
2H	Systems Specialist	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2Н	Systems Specialist	 Interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2Н	Systems Specialist	interdenendent technologies Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2Н	Systems Specialist	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
2L	Sr System Analyst	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across
2L	Sr System Analyst	 Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies
1H	System Analyst	Designs and develops IT architecture (integrated process, applications, data and technology) solutions to business problems in alignment with the enterprise architecture direction and standards Performs technical planning, architecture development and modification of specifications Develops specifications for new products/services, applications and service offerings Assesses the compatibility and integration of products/services proposed as standards in order to ensure an integrated architecture across interdependent technologies.
3L	Systems Manager	Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2Н	Systems Specialist	 Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code

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Census File	Census File					
Band	Job Title	Description				
2H	Systems Specialist	Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code				
2H	Systems Specialist	 Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code 				
2H	Systems Specialist	 Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code 				
2L	Sr System Analyst	Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code				
2L	Engineer	 Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code 				
3L	Systems Manager	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems 				
2Н	Systems Specialist	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems 				
2H	Systems Specialist	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems 				
2H	Systems Specialist	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems 				
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2H	Systems Specialist	 Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Answers questions regarding system procedures, online transactions, systems status and downtime procedures, and is typically located within a call center Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Maintains a troubleshooting tracking log ensuring timely resolution of problems 				

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Systems Manager	IR Presentation Technologies	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / M3 (Senior Manager)	M3 (Senior Manager)
2Н	Project Specialist	IR Presentation Technologies	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P4 (Specialist)
2H	Project Specialist	IR Presentation Technologies	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P4 (Specialist)
3L	Systems Manager	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Senior Manager (M3)	M3 (Senior Manager)
2Н	Project Specialist	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2Н	Project Specialist	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Project Specialist	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010M2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Manager (M2)	M2 (Manager)
2H	Systems Specialist	IR Server & Storage Operations	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ait010P5	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Master (P5)	P4 (Specialist)
2H	Systems Specialist	IR Server & Storage Operations	Technology Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ait010P5	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Master (P5)	P4 (Specialist)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
3L	Systems Manager	Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers,
		mainframes) • Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
		Typically resolves issues referred by help desk support
2H	Project Specialist	Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes)
		Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
2H	Project Specialist	Tvnically resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers,
		mainframes) • Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
3L	Systems Manager	Typically resolves issues referred by help desk support Onfigures, installs, maintains and upgrades computer systems hardware and software
31	Systems Manager	Administers and maintains security of operating systems
		• Restores files or systems by designing, writing and implementing backup procedures
		 Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
		Performs recovery procedures, scheduling and backups, and monitors batch processes.
2H	Project Specialist	Configures, installs, maintains and upgrades computer systems hardware and software
		Administers and maintains security of operating systems
		 Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and
		storage devices
2H	Dunings Connectation	Performs recovery procedures scheduling and backups and monitors batch processes
ZH	Project Specialist	 Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems
		Restores files or systems by designing, writing and implementing backup procedures
		Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and
		storage devices
2H	Project Specialist	Performs recovery procedures, scheduling and hackups, and monitors hatch processes Configures, installs, maintains and upgrades computer systems hardware and software
		Administers and maintains security of operating systems
		Restores files or systems by designing, writing and implementing backup procedures
		Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and
		storage devices • Performs recovery procedures, scheduling and backups, and monitors batch processes
2H	Systems Specialist	Configures, installs, maintains and upgrades computer systems hardware and software
		Administers and maintains security of operating systems
		 Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and
		storage devices
		Performs recovery procedures, scheduling and hackups, and monitors hatch processes.
2H	Systems Specialist	Configures, installs, maintains and upgrades computer systems hardware and software
		 Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures
		Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and peripheral equipment.
		storage devices
2L	Sr System Analyst	Performs recovery procedures, scheduling and backups, and monitors batch processes Configures, installs, maintains and upgrades computer systems hardware and software
ZL	3i 3ystein Analyst	Administers and maintains security of operating systems
		Restores files or systems by designing, writing and implementing backup procedures
		• Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and
		storage devices
2L	Sr System Analyst	Performs recovery procedures, scheduling and backups, and monitors batch processes Configures, installs, maintains and upgrades computer systems hardware and software
		Administers and maintains security of operating systems
		Restores files or systems by designing, writing and implementing backup procedures
		Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and stars and devices.
		storage devices • Performs recovery procedures, scheduling and backups, and monitors batch processes
2L	Sr System Analyst	Configures, installs, maintains and upgrades computer systems hardware and software
		Administers and maintains security of operating systems
		Restores files or systems by designing, writing and implementing backup procedures
		Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and stars and devices.
		storage devices • Performs recovery procedures, scheduling and backups, and monitors batch processes

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
2L	Sr System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P3	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Career (P3)	P3 (Career)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	IR Server & Storage Operations	Technology Services	Benchmark Data Available	ait010P2	TW-CDB-GI: IT Administration / AIT010 Computer Systems Administration / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
2L	Sr System Analyst	Performs recovery procedures scheduling and hackuns, and monitors hatch processes Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes.
2L	Sr System Analyst	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes.
1H	System Analyst	 Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
1H	System Analyst	Performs recovery procedures scheduling and backuns and monitors batch processes Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
1H	System Analyst	Performs recovery procedures scheduling and backups, and monitors batch processes Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes.
1H	System Analyst	Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices Performs recovery procedures, scheduling and backups, and monitors batch processes.
1H	System Analyst	 Configures, installs, maintains and upgrades computer systems hardware and software Administers and maintains security of operating systems Restores files or systems by designing, writing and implementing backup procedures Provides operational support for the organization's information systems and peripheral equipment, such as servers, desktops, printers and storage devices
3L	Section Manager	Performs recovery procedures scheduling and backuns, and monitors batch processes Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.

Census File					Position			
					Matching		1	
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Procurement Specialist	PURCH Construction	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
3L	Section Manager	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
1H	Specialist	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Specialist	PURCH Contractor Perf & P-Card	Construct & Contractor Perform	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
3L	Section Manager	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
1H	Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Procurement Specialist	PURCH Corporate Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
3L	Section Manager	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Manager	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.352	AH-TCM-GI: Supply Chain / 040Purchasing / Purchasing/Sourcing Manager	M2 (Manager)	
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
1H	Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role
2L	Sr Procurement Specialist	typically requires more than 5 years of experience. Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2H	Manager	Assists in the development and implementation of sourcing strategies, both short- (seasonal/annual) and long-term (3–5 years) for all product categories.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P2 (Intermediate)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
1H	Procurement Specialist	PURCH TD and GS Materials	Materials and Equipment	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P2 (Intermediate)	
4L	Director	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
4L	Director	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
4L	Director	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
3Н	Director Minority Busn Pgm	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	asc060m4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
1H	Procurement Specialist	PURCH Office of VP	Off Of VP Purchasing	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
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4L	Director	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
4L	Director	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
4L	Director	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
3H	Director Minority Busn Pgm	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.

2014 Compe	2014 Competitive Analysis						
Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
3L	Section Manager	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin	P3 (Career)
1H	Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)
1H	Procurement Specialist	PURCH Ops & Environmental Svcs	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)
3L	Section Manager	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2Н	Project Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P4 (Specialist)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role
2L	Sr Specialist	tvoically requires more than 5 years of experience. • Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Procurement Specialist	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2H	Project Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
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Census File					Position			
cerisas i ne					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
PL	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
L.	Sr Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
LH	Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
LH	Procurement Specialist	PURCH Professional Svcs & O&R	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P2 (Intermediate)	
BL	Section Manager	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	asc060m3	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Project Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.354	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Intermediate	P4 (Specialist)	
2L	Sr Procurement Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Sr Specialist	PURCH Technology & Strat Plan	Services, Technology and O&R	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
2L	Administrator	PURCH Supplier Diversity	Supplier Diversity Program	Benchmark Data Available	SPC.040.353	AH-TCM-GI: Supply Chain / 040Purchasing / Buyer-Senior	P3 (Career)	
2L	Administrator	PURCH Supplier Diversity	Supplier Diversity Program	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
2L	Sr Analyst	PURCH Supplier Diversity	Supplier Diversity Program	Benchmark Data Available	ASC060P4	TW-CDB-GI: Supply Chain and Logistics / ASC060 Purchasing Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	

Census File	titive Analysis	
Band	Job Title	Description
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
1H	Procurement Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2H	Project Specialist	Responsible for procurement of assigned items and executing buying strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Assists with contract negotiations for implementation. Interviews sales representatives and vendors. Role typically requires 3 to 5 years of experience.
2L	Sr Procurement Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role
2L	Sr Specialist	typically requires more than 5 years of experience. • Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Administrator	Responsible for procurement of specialized items and executing buying complex strategies in accordance with agreed upon material buying plans at the optimum cost/quality relationship. Analyzes market and industry conditions and develops supply recommendations. Negotiates select contracts. Interviews sales representatives and vendors. Handles complex assignments and may train and coach junior buyers. Role
2L	Administrator	typically requires more than 5 years of experience. • Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines
2L	Sr Analyst	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of goods, services and supplies for customer-related business processes or for internal use as a generalist or in a combination of Purchasing Disciplines

Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
L	Section Manager	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
1	Sr Architect	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
1	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
Н	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
1	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
H	Sr Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
	Architect	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
-	Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Architect	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Architect	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of includation of all major custom electric apparatuse.

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Architect	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
2L	Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
2L	Engineer	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
1H	Associate Engineer A	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Associate Engineer A	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Associate Engineer A	CENT ENG Civ Eng Subst &Transm	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
4H	Chief Engineer	CENT ENG Civ Mech Eng Dept Off	Civil/Mechanical Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000General / BU Engineering Head	M4 (Group Mgr)	
3L	Section Manager	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	

Census File		
Band	Job Title	Description
2L	Architect	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all maior system plactric apparatus.
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission circuits, system interconnections, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all maior curtons placetic apparatus.

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)	
1H	Associate Engineer A	CENT ENG Civil Eng Gen Stns	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
3L	Technical Expert	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	
3L	Section Manager	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000M3	e / Master (P5) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	e / Snecialist (P4) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
ΣΗ	Sr Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P5	F. / Shecialist (P4) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Engineer	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system plactric apparatus.
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Technical Expert	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

	etitive Analysis				Position		
Census File							
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
1H	Associate Engineer A	CENT ENG Mechanical Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2Н	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Manager (M2)	M2 (Manager)
2Н	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Manager (M2)	M2 (Manager)
2H	Sr Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2Н	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2Н	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2Н	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation

Census File					Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)	
-	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)	
L	Engineer	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)	
Н	Associate Engineer A	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Intermediate (P2)	P2 (Intermediate	
Н	Associate Engineer A	CENT ENG Steam Distr Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P2	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Intermediate (P2)	P2 (Intermediate	
L	Section Manager	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550M3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Senior Manager (M3)	M3 (Senior Manager)	
Н	Sr Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist	
Н	Sr Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist	
1	Sr Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P4	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Specialist (P4)	P4 (Specialist	
-	Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)	
-	Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Associate Engineer A	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Associate Engineer A	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
3L	Section Manager	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2Н	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Sr Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation

Census File					Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Engineer	CENT ENG Steam Proj Eng	Civil/Mechanical Engineering	Benchmark Data Available	ENG-AZE550P3	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Career (P3)	P3 (Career)	
4H	Chief Engineer	CENT ENG Control Sys Dept Off	Control Systems Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000General / BU Engineering Head	M4 (Group Mgr)	
3L	Section Manager	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2L	Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
1Н	Associate Engineer A	CENT ENG Elec Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2Н	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	

Census File		
Band	Job Title	Description
2L	Engineer	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)
2H	Sr Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)
2L	Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
1H	Associate Engineer A	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Mech Control Systems	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)
2H	Sr Engineer	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)

Census File		
Band	Job Title	Description
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Technical Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

Census File					Position			
Cerisus i lie					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Associate Engineer A	CENT ENG Relay Prot Analysis	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
3L	Technical Specialist	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	
3L	Technical Specialist	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	

Census File		
Band	Job Title	Description
1Н	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Technical Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Technical Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	CENT ENG Relay Prot Meter Eng	Control Systems Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Design Eng Dept Off	Design Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000General / BU Engineering Head	M4 (Group Mgr
3L	Section Manager	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545M3	Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	M3 (Senior Manager)
2Н	Sr Engineer	CENT ENG Electrical Design	Design Engineering	Benchmark Data Available	ENG-AZE545P4	Senior Manager (M3) TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Specialist (P41)	P4 (Specialist)
2Н	Sr Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (PS)	P4 (Specialist)
2L	Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	IMASTER IPSI TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P2	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Electrical Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P2	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)
3L	Section Manager	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545M3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)

Census File		
Band	Job Title	Description
Н	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
Н	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
L	Section Manager	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
Н	Sr Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
Н	Sr Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
L	Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
'L	Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
Н	Associate Engineer A	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
Н	Associate Engineer A	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
L	Section Manager	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
Н	Sr Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists

Census File				Position			
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (PS)	P4 (Specialist)
2Н	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Master (P5)	P4 (Specialist)
2Н	Sr Engineer	CENT ENG Mech Concept 3D Dsgn	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P5	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P4 (Specialist)
3L	Section Manager	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545M3		M3 (Senior Manager)
2L	Engineer	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P3	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Transm & Civil Design	Design Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE545P2	TW-CDB-Energy: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)
3L	Section Manager	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2L	Engineer	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
1H	Associate Engineer A	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
2H	Sr Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists				
2H	Sr Engineer	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists 				
2H	Sr Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists				
3L	Section Manager	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists				
2L	Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists				
2L	Engineer	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists				
1H	Associate Engineer A	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists 				
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines				
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines				
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines				
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines				
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines				

	titive Analysis			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	CENT ENG 3G Sys of the Future	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P2 (Intermediate)
3Н	Department Manager	CENT ENG Adv Ping & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540M3		M3 (Section Mgr)
3L	Project Engineer	CENT ENG Adv Ping & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P5 (Master)
3L	Project Manager	CENT ENG Adv Ping & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (PS)	P5 (Master)
2H	Sr Engineer	CENT ENG Adv Ping & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Adv Ping & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2L	Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
1H	Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines			
ЗН	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.			
3L	Project Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
3L	Project Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pears and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	CENT ENG Adv Plng & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	CENT ENG Adv Ping & Transm Eng	Electrical Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Elec Eng Dept Office	Electrical Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000General / BU Engineering Head	M4 (Group Mgr
3L	Section Manager	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170M3	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P4	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P4	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid: from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2H	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid: from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2H	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs

Census File				Position			
Cerisus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Sr Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P4	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
2L	Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P3	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Elec Plant &Facil Eng	Electrical Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE170P3	TW-CDB-Energy: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)
3L	Section Manager	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	e / Master (PS) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)
2L	Engineer	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2Н	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost or repairs
2L	Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost or repairs
2L	Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost or repairs
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
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2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

2014 Competitive Analysis								
Census File	Census File				Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Associate Engineer A	CENT ENG Stn Proj Eng North	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P4		P4 (Specialist)	
2L	Engineer	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
1н	Associate Engineer A	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Associate Engineer A	CENT ENG Stn Proj Eng South	Electrical Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
2H	Sr Financial Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000M2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)	
2H	Manager	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000M2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)	
21	Sr Specialist	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P4	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
2L	Sr System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P3	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P3	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Associate Engineer A	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Financial Analyst	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Manager	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Sr System Analyst	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Sr System Analyst	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

Census File				Position			
cerisus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Sr Specialist	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P4	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
Н	Specialist	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
Н	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
Н	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
Н	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
LH .	System Analyst	CENT ENG Admin Svs & Cost Mgmt	Environ Engineering & Prog Spt	Benchmark Data Available	AZE000P2	TW-CDB-GI: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
BL	Section Manager	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Senior	M3 (Senior Manager)
:H	Sr Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	Manager (M3) TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist	P4 (Specialist)
!H	Sr Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P4 (Specialist)
Н	Sr Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P4 (Specialist)
PL.	Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
L	Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)

Census File							
Band	Job Title	Description					
2L	Sr Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
1H	Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
1H	System Analyst	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
1Н	System Analyst	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines 					
1Н	System Analyst	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
1н	System Analyst	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
3L	Section Manager	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies					
2H	Sr Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies					
2H	Sr Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Finsures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies					
2H	Sr Engineer	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies 					
2L	Engineer	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies 					
2L	Engineer	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies 					
2L	Engineer	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies 					

2014 Competi	itive Analysis						
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	CENT ENG EHS Compliance	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
4L	General Manager	CENT ENG Env Eng Supp GM & Stf	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CENT ENG Estimating	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120p4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist	P4 (Specialist)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120p3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120p3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Engineer	CENT ENG Estimating	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
1H	Specialist	CENT ENG Estimating	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M3		M3 (Senior Manager)
2H	Sr Engineering Scheduler	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P5	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Master (PS)	P4 (Specialist)

Census File		
Band	Job Title	Description
1H	Associate Engineer A	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
4L	General Manager	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
3L	Section Manager	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2H	Sr Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Engineer	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
1H	Specialist	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
3L	Section Manager	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2H	Sr Engineering Scheduler	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120M1	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Supervisor	M1 (Supervisor
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P4	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Specialist	P3 (Career)
2L	Sr Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Benchmark Data Available	ENG-AZE120P3	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Career (P3)	P3 (Career)
1H	Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CENT ENG Project Development	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE120P2	TW-CDB-Energy: Engineering / AZE120 Environmental Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160M3	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P4	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Specialist (P4)	P4 (Specialist)

Census File	etitive Analysis	
Band	Job Title	Description
2L	Sr Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
2L	Sr Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
1H	Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
1H	Specialist	 Analyzes environmental conditions and recommends changes to prevent or eliminate dangerous substances and materials Ensures compliance with regulatory agency policies, including government legislation pertaining to the preservation of the environment Develops, designs and may operate gauging equipment to determine the amounts of toxic pollutants present in air, land and water, and ensure compliance with regulatory agency policies
3L	Section Manager	 Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
2Н	Sr Engineer	 Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed

2014 Compe	etitive Analysis						
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P5	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P5	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P4	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE160P4	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Specialist (P4)	P3 (Career)
1H	Associate Engineer A	CENT ENG Safety & Quality Eng	Environ Engineering & Prog Spt	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-AZE160P2	TW-CDB-Energy: Engineering / AZE160 Safety Engineering / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	CENT ENG Equip Fld Eng DeptOff	Equipment & Field Engineering	Benchmark Data Available	ENG.000.234	AH-TCM-GI: Engineering / 000General / BU Engineering Head	M4 (Group Mgr)
3L	Project Manager	CENT ENG Equip Fld Eng DeptOff	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)
3L	Section Manager	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000M3	e / Master (P5) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	e / Snecialist (P4) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Snecialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2Н	Sr Engineer	Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
2Н	Sr Engineer	Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
2Н	Sr Engineer	Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
2L	Sr Specialist	 Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
1H	Associate Engineer A	Identifies, analyzes and controls occupational hazards and promotes worksite or product safety by applying knowledge of industrial processes, mechanics, psychology, physiology, and industrial health and safety laws Advises on structural safety requirements based on failure mode analysis of such factors as fatigue, stability, stress, concentration and creep Designs protective equipment or safety devices for machines, and redesigns machines and plant equipment to eliminate occupational hazards Develops standards which set tolerances, stress ratios, strength of materials and other related engineering requirements Reviews proposed occupational safety policies, guidelines and standards to determine their consistency with accepted engineering principles and practices; recommends technical changes as needed
4H	Chief Engineer	This is the top engineering role at the business unit level. Responsible for evaluating requirements and directing engineering activities associated with product design, development, and modification. Recommends and supervises expansion and modernization of manufacturing facilities. Only one incumbent should be reported at this position for a specific business unit.
3L	Project Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

Census File					Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Project Specialist	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2L	Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000p3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
1H	Specialist	CENT ENG Minor Mods Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P2 (Intermediate)	
3L	Section Manager	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2Н	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2Н	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Project Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
:H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
Н	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
!H	Sr Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
'L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
PL	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	e / Career (P3) TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
L	Engineer	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CENT ENG Steam Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZe000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
BL	Technical Specialist	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P5 (Master)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	 Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Technical Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

0 51					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3L	Section Manager	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P4 (Specialist)	
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Engineer	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CENT ENG Subst Equipment Eng	Equipment & Field Engineering	Benchmark Data Available	ENG-AZE000P4	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
ЗН	Department Manager	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000M3		M4 (Group Mgr)	
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	
3L	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	

	etitive Analysis	
Census File		
Band	Job Title	Description
3L	Section Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2Н	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3H	Department Manager	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Project Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
3L	Project Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines

Census File					Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level	
BL	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	
BL .	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
BL	Project Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P5	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P5 (Master)	
2L	Engineer	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
īН	Associate Engineer A	CENT ENG Project Eng Dept Off	Project Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
3L	Project Engineer	CENT ENG Project Engineering	Project Engineering	Benchmark Data Available	ENG-AZE000M3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2L	Engineer	CENT ENG Project Engineering	Project Engineering	Benchmark Data Available	ENG-AZE000P3	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin	P3 (Career)	
1H	Associate Engineer A	CENT ENG Project Engineering	Project Engineering	Benchmark Data Available	ENG-AZE000P2	TW-CDB-Energy: Engineering / AZE000 Engineering Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
LL	Executive Assistant 1L	CENT OPS Office of SVP	Off Sr VP Central Ops	Benchmark Data Available	AAS042U2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (U2)	P1 (Entry)	
šL	Construction Manager	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)	
2L	Engineer	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)	

014 Competitive Analysis						
Job Title	Description					
Project Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Project Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Project Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Project Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Engineer	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Associate Engineer A	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines					
Executive Assistant 1L	 Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization 					
Construction Manager	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines					
Engineer	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines					
	Project Engineer Project Engineer Project Engineer Engineer Associate Engineer A Project Engineer A Executive Assistant 1L Construction Manager					

Census File				Benchmark Data	Position			
Band	Job Title	Sec Name	Dept Name		Matching Code General Functional Area		Level	
1H	Chief Construction Inspector	CONST 59th Street Gas Addition	Central Construction	Availability Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)	
1Н	Chief Construction Inspector	CONST 59th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)	
2L	Field Operations Planner	CONST 74th & 59th St Stations	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P3 (Career)	
1H	Chief Construction Inspector	CONST 74th & 59th St Stations	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST 74th & 59th St Stations	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	
3L	Construction Manager	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG- APM530M2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Manager (M2)	M2 (Manager)	
2L	Engineer	CONST 74th Street Gas Addition	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)	

Census File						
Band	Job Title	Description				
LH	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
LH	Chief Construction Inspector	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
2L	Field Operations Planner	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
1H	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
īН	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines 				
3L	Construction Manager	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
₽Н	Sr Engineer	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
eL	Engineer	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				

2014 Compet	itere / inaryois				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST 74th Street Gas Addition	Central Construction	Availability Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission	P2 (Intermediate)
4H	General Manager	CONST Department Office	Central Construction	Insufficient Benchmark	ASC015M4	and/or Distribution Project Management / Intermediate (P2) TW-CDB-GI: Supply	M4 (Group Mgr)
	Construction			Data (Less than 5 comparator matches)		Chain and Logistics / ASC015 Materials Planning/Scheduling / Group Manager (M4)	
3L	Construction Manager	CONST East River Station	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2Н	Project Specialist	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2Н	Project Specialist	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2L	Sr Specialist	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST East River Station	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
4Н	General Manager Construction	 Plans, schedules and monitors inbound movement of materials from suppliers Determines material requirements and coordinates the efficient movement of materials with purchasing, production and engineering Develops specifications for new contract orders
3L	Construction Manager	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
1H	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Construction Manager	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG- APM020M3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P4	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Specialist (P4)	P4 (Specialist)
2L	Engineer	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Career (P3)	P3 (Career)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Facilities North Region	Central Construction	Benchmark Data Available	ENG-APM020P3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Career (P3)	P2 (Intermediate)
3L	Construction Manager	CONST Facilities South Region	Central Construction	Benchmark Data Available	ENG- APM020M3	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Facilities South Region	Central Construction	Benchmark Data Available	ENG-APM020P4	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Specialist (P4)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Facilities South Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)

2014 Compe	2014 Competitive Analysis						
Census File							
Band	Job Title	Description					
3L	Construction Manager	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time					
2H	Sr Engineer	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time					
2L	Engineer	 Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time 					
1H	Chief Construction Inspector	 Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time 					
1H	Chief Construction Inspector	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time					
1H	Chief Construction Inspector	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time					
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3L	Construction Manager	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time					
2Н	Project Specialist	 Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time 					
1H	Chief Construction Inspector	 Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time 					

Census File					Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Chief Construction Inspector	CONST Facilities South Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Facilities South Region	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM020P2	TW-CDB-Energy: Project/Program Management / APM020 Facilities Construction Project Management / Intermediate (P2)	P2 (Intermediate)	
ЗН	Department Manager	CONST Gen Stat Remediate & Dem	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
3L	Construction Manager	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579p4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P4 (Specialist)	
2Н	Project Specialist	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P5	A / Sopecialist (pA) TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P4 (Specialist)	
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P3	A / Macker (DE) TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	A / Cascase (P3) TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1Н	Chief Construction Inspector	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time
1H	Chief Construction Inspector	Leads or coordinates construction projects, such as developing a new facility, the addition, expansion, or extension of an existing facility, or renovation/alterations to a facility in collaboration with project team, construction site and management Develops assignments, timetables and responsibilities for team members for the duration of the project Organizes and directs construction personnel, and ensures that materials and equipment resources are delivered on time
ЗН	Department Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2Н	Sr Engineer	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2Н	Project Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

Census File					Position		
	L. L. Till.	C. M.	D. J. N.	Developed Date	Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Remediation & Demo	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
3Н	Department Manager	CONST Subst & Trans Construct	Central Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- APM530M4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Group Manager (M4)	M4 (Group Mgr
3L	Construction Manager	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
3L	Construction Manager	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
3L	Construction Manager	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
3Н	Department Manager	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
3L	Construction Manager	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
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2H	Project Specialist	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist
Н	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist
Н	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
Н	Project Specialist	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate

Census File					
Band	Job Title	Description			
2H	Project Specialist	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines 			
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1H	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines 			
IH	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines			
IН	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines 			
LH	Chief Construction Inspector	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines			

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Substation Construction	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate

Census File		
Band	Job Title	Description
LH	Chief Construction Inspector	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level	
3L	Construction Manager	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)	
1Н	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	
1Н	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	
1Н	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
BL	Construction Manager	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
LH	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
LH	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
LH	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
LH	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
Ш	Chief Construction Inspector	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
LH	Chief Construction Inspector	 ◆ Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ◆ Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
LH	Chief Construction Inspector	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

Census File				Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Transmission Const	Central Construction	Benchmark Data Available	ENG-APM530P2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020M3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P4	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P3 (Career)
2L	Sr System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P3 (Career)
2L	Sr Analyst	CONST Computer Applications	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AID020M1	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Supervisor (M1)	M1 (Supervisor
2L	Sr Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P4	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Specialist (P4)	P3 (Career)
2L	Sr System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P3 (Career)
1H	System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020-Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
1H	System Analyst	CONST Computer Applications	Construction Business Services	Benchmark Data Available	AID020P3	TW-CDB-GI: IT Development / AID020 Business Systems Analysis / Career (P3)	P2 (Intermediate)
3L	Section Manager	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020M3	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)

	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
3L	Section Manager	Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
2L	Sr Analyst	Prenares communications and makes presentations on system enhancements and/or alternatives Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
2L	Sr System Analyst	Prenares communications and makes presentations on system enhancements and/or alternatives Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
2L	Sr System Analyst	Prenares communications and makes presentations on system enhancements and/or alternatives Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
2L	Sr Analyst	Prenares communications and makes presentations on system enhancements and/or alternatives Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
2L	Sr Analyst	Prenares communications and makes presentations on system enhancements and/or alternatives Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
2L	Sr System Analyst	Prenares communications and makes presentations on system enhancements and/or alternatives Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems
1H	System Analyst	A Prenares communications and makes presentations on system enhancements and for alternatives Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
1H	System Analyst	Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems Evaluates new applications and identifies systems requirements Evaluates new IT developments and evolving business requirements, and recommends appropriate systems alternatives and/or enhancements to current systems Prepares communications and makes presentations on system enhancements and/or alternatives
3L	Section Manager	Participates in the development and fulfillment of contract requirements and ror sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable bids

Census File					Position		
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P3	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020p4	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020p4	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020p3	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Career (P3)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Contract Administration	Construction Business Services	Benchmark Data Available	als020P2	TW-CDB-GI: Legal Support / ALS020 Contract Administration / Intermediate (P2)	P2 (Intermediate)
4L	Director	CONST Department Office	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC015M4	TW-CDB-GI: Supply Chain and Logistics / ASC015 Materials Planning/Scheduling / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Analyst	CONST Department Office	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ASC015P4	TW-CDB-GI: Supply Chain and Logistics / ASC015 Materials Planning/Scheduling / Specialist (PA)	P3 (Career)
3L	Section Manager	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100M3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P3	TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Sr Specialist	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
2L	Sr Specialist	 Adtermination of accentable bids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
2L	Sr Specialist	determination of accentable hids • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1Н	Specialist	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Specialist	determination of accentable hids • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Specialist	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Specialist	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Specialist	 determination of accentable hirls Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
4L	Director	determination of accentable hids Plans, schedules and monitors inbound movement of materials from suppliers Determines material requirements and coordinates the efficient movement of materials with purchasing, production and engineering Develops specifications for new contract orders
2L	Sr Analyst	 Plans, schedules and monitors inbound movement of materials from suppliers Determines material requirements and coordinates the efficient movement of materials with purchasing, production and engineering Develops specifications for new contract orders
3L	Section Manager	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2L	Sr Specialist	 Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2L	Sr Specialist	 Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P4	TW-CDB-GI: Human Resources / AHR100 Labor Relations /	P3 (Career)
2L	Sr Specialist	CONST Labor Relations/Comp	Construction Business Services	Benchmark Data Available	AHR100P3	Specialist (P4) TW-CDB-GI: Human Resources / AHR100 Labor Relations / Career (P3)	P3 (Career)
2Н	Manager	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040M2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P3	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Career (P3)	P3 (Career)
2L	Sr Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P4	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P3	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Career (P3)	P3 (Career)
1H	Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Permit Administration	Construction Business Services	Benchmark Data Available	ARE040P2	TW-CDB-GI: Real Estate and Facilities / ARE040 Land/Right-of-Way / Intermediate (P2)	P2 (Intermediate)
2Н	Manager	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545M2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Manager	M2 (Manager)
2L	Sr Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P4	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Specialist (P4)	P3 (Career)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2L	Sr Specialist	 Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
2H	Manager	 Obtains right-of-way easements for overhead or underground use Checks property titles to determine ownership, negotiates easements and price to be paid, prepares assessments, and arranges payment to grantor Assists in land acquisition for building facilities by obtaining land options Maintains permits and inspects completed work May coordinate acquisition activities with municipalities, governmental and regulatory agencies to ensure compliance with acquisition and
2L	Sr Specialist	Obtains right-of-way easements for overhead or underground use Checks property titles to determine ownership, negotiates easements and price to be paid, prepares assessments, and arranges payment to grantor Assists in land acquisition for building facilities by obtaining land options Maintains permits and inspects completed work May coordinate acquisition activities with municipalities, governmental and regulatory agencies to ensure compliance with acquisition and
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1H	Specialist	Obtains right-of-way easements for overhead or underground use Obtains right-of-way easements for overhead or underground use Ochecks property titles to determine ownership, negotiates easements and price to be paid, prepares assessments, and arranges payment to grantor Assists in land acquisition for building facilities by obtaining land options Maintains permits and inspects completed work May coordinate acquisition activities with municipalities, governmental and regulatory agencies to ensure compliance with acquisition and
2H	Manager	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
2L	Sr Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
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2014 Compe	titive Analysis				Position			
Census File				Product Date	Position			
Band	Job Title	Sec Name	Dont Name		Matching Code General Functional Area		Lovel	
Dallu	Job Hue	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Analyst	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P4	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Specialist	P3 (Career)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	Intermediate (P2) TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	Intermediate (P2) TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P3	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P3	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P3	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Career (P3)	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	Intermediate (P2) TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	Intermediate (P2) TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering / Intermediate (P2)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
-	Sr Analyst	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
H	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
+	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
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I	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
1	Specialist	 Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists

2014 Compe	etitive Analysis				Danitian		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	CONST Technical Review	Construction Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE545P2	TW-CDB-GI: Engineering / AZE545 Electric Systems Construction Design Standards Engineering /	P2 (Intermediate)
3L	Construction Manager	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
1н	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1н	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Bklyn Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
3L	Construction Manager	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)

Census File		
Band	Job Title	Description
1н	Specialist	Develops construction working drawings and instructional standards, material and tool specifications, and acceptable suppliers lists Directs or performs the investigative, testing and technical work necessary for developing design specifications and material lists
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1L	Associate Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

2014 Compe	titive Analysis				Dosition		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M1 (Supervisor)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	o / Sunancieor (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1L	Associate Specialist	CONST Bronx Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	e / Carper (P3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
4H	General Manager Construction	CONST Const Mgmt Dept Office	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	a / Entry (D1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
3L	Construction Manager	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
3L	Construction Manager	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1L	Associate Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
4Н	General Manager Construction	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

Conque File				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P4 (Specialist)
2L	Sr Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)

Census File		
Band	Job Title	Description
2Н	Project Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
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1н	Chief Construction Inspector	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
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	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	a / Carpar (P31) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	a / Carper (P31) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
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	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Associate Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
1L	Associate Specialist	CONST Manh Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	a /Entay (P1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
3L	Construction Manager	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-Gl: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
1H	Chief Construction Inspector	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Queens Const Inspection	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
ЗН	Department Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)

Census File		
Band	Job Title	Description
1L	Associate Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1L	Associate Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1L	Associate Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
ЗН	Department Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

Census File				Position			
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Construction Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M2 (Manager)
2Н	Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M2 (Manager)
2Н	Manager	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M2 (Manager)
2Н	Project Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Master (PS)	P4 (Specialist)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Project Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Project Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
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2014 Compe	titive Analysis			s			
Census File				Position			
					Matching		T
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	o / Knerialist / IPA1 TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	e / Snerialist (PA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	e / Sperialist (PA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
2L	Field Operations Planner	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	e / Career (P3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
1H	Chief Construction Inspector	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
н	Chief Construction Inspector	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
Н	Chief Construction Inspector	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
н	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
Н	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
Н	Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
L	Associate Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
L	Associate Specialist	CONST Special Proj/Planning	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	a / Entry (P1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
	Section Manager	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
L	Sr Specialist	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)

2014 Competitive Analysis							
Census File							
Band	Job Title	Description					
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1Н	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 					
1H	Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 					
1L	Associate Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 					
1L	Associate Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 					
3L	Section Manager	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 					
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 					

2014 Compet	itive Analysis						
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	e / Sunenvisor (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Operating Supervisor	CONST Survey	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
3L	Construction Manager	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M3	TW-CDB-Gi. Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2Н	Manager	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M2 (Manager)
2L	Sr Specialist	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M1 (Supervisor)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)

2014 Compet	2014 Competitive Analysis						
Census File							
Band	Job Title	Description					
1H	Operating Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Operating Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Operating Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Operating Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Operating Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
3L	Construction Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
2H	Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Chief Construction Inspector	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					

	titive Analysis			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	CONST Wchester Const Inspec	Construction Mgmt Street Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P1 (Entry)
3L	Section Manager	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M3	e / Fortry (P1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)
2H	Manager	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M2	Senior Manager (M3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2H	Manager	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2H	Project Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588M2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Manager (M2)	M2 (Manager)
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	Manager (M2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Chief Construction Inspector	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				
1H	Chief Construction Inspector	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				
1H	Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				
11.	Associate Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				
3L	Section Manager	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				
2H	Manager	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				
2H	Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2L	Sr Specialist	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations 				

Census File				Position				
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
EL .	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
:L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	a / Specialist (DA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)	
PL .	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)	
PL.	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	e / Specialist (PA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
et.	Sr Specialist	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
PL.	Sr Analyst	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)	
2L	Sr Analyst	CONST Quality Assurance	Construction Quality Assurance	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT588P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)	

Census File	etitive Analysis	
Band	Job Title	Description
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
4Н	General Manager Construction	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
ЗН	Operations Manager	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
3L	Technical Specialist	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P5 (Master)	
2H	Manager	CONST Const Svcs Dept Off	Construction Services	Benchmark Data Available	RES.000.764	A/Master (PS) AH-TCM-GI: Real Estate / 000General / Construction Project Manager	P4 (Specialist)	
1H	Specialist	CONST Const Svcs Dept Off	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
3L	Construction Manager	CONST CS Street Operations	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000—General / Construction Project Manager	M3 (Senior Manager)	
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Field Operations Planner	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	

Census File		
Band	Job Title	Description
4Н	General Manager Construction	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3Н	Operations Manager	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Technical Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2H	Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.
1H	Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

					Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	a / Supenitar (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	e / Sunenvisor (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Sunenvisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	a / Sunanticar (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	e / Sunepuisar (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST CS Street Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)

Census File		
Band	Job Title	Description
1н	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Supervisor	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
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Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Construction Manager	CONST Procurement & Contracts	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000General / Construction Project Manager	M3 (Senior Manager)
_	Sr Specialist	CONST Procurement & Contracts	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
L	Sr Specialist	CONST Procurement & Contracts	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
L	Construction Manager	CONST Shop Operations	Construction Services	Benchmark Data Available	RES.000.764	AH-TCM-GI: Real Estate / 000General / Construction Project Manager	M3 (Senior Manager)
L	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
L	Sr Specialist	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	e / Specialist / (Al) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
-	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	a / Casear (D3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
L	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P4	TW-CDB-Gi. Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
-	Field Operations Planner	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579P3	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)
н	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-Gi: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
3L	Construction Manager	Responsible for all aspects of construction projects, from beginning plans to final completion. Ensures each project meets specifications including schedules, budgets, and contractual commitments. Interacts with planning commissions and governing bodies. Manages and coordinates sub-contractors in medium to large residential/commercial construction projects. Responsible for material management and delivery scheduling tasks. Coordinates costing estimation, contract negotiation and remodeling activities.				
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
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2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
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2L	Field Operations Planner	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
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1H	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				

Census File					Position		
Cerious Fine				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1н	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	a / Sunancitar (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1н	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1н	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
1H	Supervisor	CONST Shop Operations	Construction Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT579M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P2 (Intermediate)
зн	Operations Manager	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M3	a / Sunenvisor (M1) TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M4 (Group Mgr)
3L	Construction Manager	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

Census File	etitive Analysis						
Band	Job Title	Description					
1H	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
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1Н	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1Н	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
1H	Supervisor	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations					
3H	Operations Manager	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities 					
3L	Construction Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					

	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
L	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
LL	Field Operations Planner	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Field Operations Planner	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	Desceptibilities may be limited to an assigned distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position			
Pand Joh Title Cos Nows Deat No.				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
IН	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
LH	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
LH	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
LH	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
н	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
LH	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Supervisor	Decease likelities and the libelited to an actioned diluteist of a second diluteist
1H	Supervisor	Decease its little as each be limited to an excised distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CONST Steam Ops/Electric Maint	Construction Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3Н	Department Manager	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055M4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Group Manager (M4)	M4 (Group Mgr
3L	Manager EH&S	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055M3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055M3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Senior Manager (M3)	M3 (Senior Manager)

Census File		
Band	Job Title	Description
1H	Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Sipatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.
1H	Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	Ocnstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
ЗН	Department Manager	Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
3L	Manager EH&S	Maintains comprobancing knowledge of construction cafety regulations. Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence Maintains comprehensive knowledge of constructions affects regulations.
3L	Section Manager	Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence Maintains comprehensive knowledge of construction safety regulations.

Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
Н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P5	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Master (P5)	P4 (Specialist)
н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
Н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
Н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)
н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2H	Project Specialist	Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence Maintains comprehensive knowledge of construction safety regulations.
2Н	Project Specialist	Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
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Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level	
Н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P4 (Specialist)	
н	Project Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P5	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Master (P5)	P4 (Specialist)	
L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	
L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	
L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	
L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P3 (Career)	
L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	
L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	

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Census File		
Band	Job Title	Description
2Н	Project Specialist	Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
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2L	Sr Specialist	Maintains comprehensive knowledge of construction safety regulations Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
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2L	Sr Specialist	Maintains comprehensive safety evaluation of construction eaters and administer accident and illness prevention progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence

2014 Compe	titive Analysis				Danitian			
Census File	Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P3	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Career (P3)	P3 (Career)	
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P4	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Specialist (P4)	P3 (Career)	
1H	Specialist	CONST EHS	EH&S Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS055P2	TW-CDB-GI: Environmental Health and Safety / AHS055 Major Construction Safety / Intermediate (P2)	P2 (Intermediate)	
3L	Construction Manager	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)	
2H	Project Specialist	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	Senior Manager (M3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P4 (Specialist)	
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Career (P3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Sr Specialist	Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
2L	Sr Specialist	Conducts comprehensive safety evaluations of construction cafety equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
2L	Sr Specialist	Maintains comprehensive knowledge of construction safety regulations Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
2L	Sr Specialist	Conducts comprehensive safety evaluations of construction cafety equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications Works with line construction management to develop and administer accident and illness prevention programs Determines safety training requirements and provides employees with safety training applicable to their work processes Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
1H	Specialist	 ▲ Maintains comprehensive knowledge of construction safety regulations ◆ Conducts comprehensive safety evaluations of construction equipment, materials, work in progress, and completed structures to ensure compliance with government safety standards and specifications ◆ Works with line construction management to develop and administer accident and illness prevention programs ◆ Determines safety training requirements and provides employees with safety training applicable to their work processes ◆ Maintains safety-related documentation and performs analysis of accident and incident data for undesired trends ◆ Investigates accidents to determine the root cause, circumstances, and contributing factors in order to recommend corrective actions and prevent reoccurrence
3L	Construction Manager	Maintains comprehensive knowledge of construction safety regulations Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2Н	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Chief Construction Inspector	CONST Bronx Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
3L	Construction Manager	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)	
2H	Project Specialist	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P5	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Master (P5)	P4 (Specialist)	
2L	Sr Specialist	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P3 (Career)	
1H	Chief Construction Inspector	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Brooklyn Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
3L	Construction Manager	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	Intermediate (PP) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)	
2L	Sr Specialist	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	Senior Manager (M3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P3 (Career)	
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Snecialist (PA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2L	Sr Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
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Census File				Position			
eensus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate
Н	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate
н	Chief Construction Inspector	CONST Facilities Protection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate
iL	Construction Manager	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)
Н	Project Specialist	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (PA)	P4 (Specialist)
Н	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M1 (Superviso
Н	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Supervisor (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate
Н	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
Н	Chief Construction Inspector	CONST Lower Manh Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate
L	Construction Manager	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Senjor Manager (M3)	M3 (Senior Manager)
Н	Project Specialist	CONST Manh Public Improvement	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1н	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				

	itive Analysis			Position			
Census File				David and David			
David	Inh Tisla	Con Nama	David Maria		Matching Code General Functional Are		Lavel
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
!L	Sr Specialist	CONST Manh Public	Public	Insufficient Benchmark	AZT580P4	TW-CDB-GI: Technical	P3 (Career)
	'	Improvement	Improvement/Engineering	Data (Less than 5		Specialty/Skilled Trade /	, ,
				comparator matches)		AZT580 Major	
						Construction Design	
						Technical Specialty /	
2L	Sr Specialist	CONST Manh Public	Public	Insufficient Benchmark	AZT580P4	Specialist (P4) TW-CDB-GI: Technical	P3 (Career)
		Improvement	Improvement/Engineering			Specialty/Skilled Trade /	(
				comparator matches)		AZT580 Major	
						Construction Design	
						Technical Specialty /	
1H	Chief Construction	CONST Manh Public	Public	Insufficient Benchmark	AZT580P2	Specialist (P4) TW-CDB-GI: Technical	P2
	Inspector	Improvement	Improvement/Engineering	Data (Less than 5	A2130012	Specialty/Skilled Trade /	(Intermediate)
				comparator matches)		AZT580 Major	(,
						Construction Design	
						Technical Specialty /	
1H	Chief Construction	CONST Manh Public	Public	Insufficient Benchmark	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical	P2
TH	Inspector	Improvement	Improvement/Engineering	Data (Less than 5	AZ1580PZ	Specialty/Skilled Trade /	(Intermediate)
	Пзрестог	improvement	improvement/ Engineering	comparator matches)		AZT580 Major	(intermediate)
				comparator materies,		Construction Design	
						Technical Specialty /	
	1					Intermediate (P2)	
1H	Chief Construction	CONST Manh Public	Public	Insufficient Benchmark	AZT580P2	TW-CDB-GI: Technical	P2
	Inspector	Improvement	Improvement/Engineering	Data (Less than 5		Specialty/Skilled Trade /	(Intermediate)
				comparator matches)		AZT580 Major Construction Design	
						Technical Specialty /	
						Intermediate (P2)	
1H	Chief Construction	CONST Manh Public	Public	Insufficient Benchmark	AZT580P3	TW-CDB-GI: Technical	P2
	Inspector	Improvement	Improvement/Engineering	Data (Less than 5		Specialty/Skilled Trade /	(Intermediate)
				comparator matches)		AZT580 Major Construction Design	
						Technical Specialty /	
						Career (P3)	
1H	Chief Construction	CONST Manh Public	Public	Insufficient Benchmark	AZT580P2	TW-CDB-GI: Technical	P2
	Inspector	Improvement	Improvement/Engineering	Data (Less than 5		Specialty/Skilled Trade /	(Intermediate)
				comparator matches)		AZT580 Major	
						Construction Design	
						Tochnical Coocialty /	
						Technical Specialty /	
3L	Section Manager	CONST Planning	Public	Insufficient Benchmark	AZE580M3	Technical Specialty / Intermediate (P2) TW-CDB-GI: Engineering	M3 (Senior
3L	Section Manager	CONST Planning Engineering	Public Improvement/Engineering	Data (Less than 5	AZE580M3	Intermediate (P2)	M3 (Senior Manager)
3L	Section Manager	_			AZE580M3	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design	•
3L	Section Manager	_		Data (Less than 5	AZE580M3	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior	•
3L	Section Manager	_		Data (Less than 5	AZE580M3	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design	•
	Section Manager Section Francisco	_		Data (Less than 5		Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior	•
		Engineering	Improvement/Engineering	Data (Less than 5 comparator matches)		Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3)	Manager)
3L 2H		Engineering CONST Planning	Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark		Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design	Manager)
		Engineering CONST Planning	Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5		Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master	Manager)
		Engineering CONST Planning	Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5		Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design	Manager)
2Н		Engineering CONST Planning	Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5	AZE580P5	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master	Manager) P4 (Specialist)
2Н	Sr Engineer	Engineering CONST Planning Engineering	Improvement/Engineering Public Improvement/Engineering	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P5	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5)	Manager) P4 (Specialist)
	Sr Engineer	CONST Planning Engineering CONST Planning	Public Improvement/Engineering Public Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark	AZE580P5	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design	Manager) P4 (Specialist)
2Н	Sr Engineer	CONST Planning Engineering CONST Planning	Public Improvement/Engineering Public Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5	AZE580P5	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Specialist	Manager) P4 (Specialist)
2H	Sr Engineer	CONST Planning Engineering CONST Planning	Public Improvement/Engineering Public Improvement/Engineering Public	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5	AZE580P5	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design	Manager) P4 (Specialist)
2H 2H	Sr Engineer Sr Engineer	CONST Planning Engineering CONST Planning Engineering	Public Improvement/Engineering Public Improvement/Engineering Public Improvement/Engineering	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P5 AZE580P4	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Construction Design Engineering / Senior Engineering / Specialist (P4)	Manager) P4 (Specialist) P4 (Specialist)
2H 2H	Sr Engineer	CONST Planning Engineering CONST Planning Engineering CONST Planning Engineering	Improvement/Engineering Public Improvement/Engineering Public Improvement/Engineering	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5	AZE580P5 AZE580P4	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Construction Design Engineering / AZE580 Major Construction Design Engineering / Specialist (P4) TW-CDB-GI: Engineering	Manager) P4 (Specialist) P4 (Specialist)
2H	Sr Engineer Sr Engineer	CONST Planning Engineering CONST Planning Engineering	Public Improvement/Engineering Public Improvement/Engineering Public Improvement/Engineering	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P5 AZE580P4	Intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Construction Design Engineering / Senior Engineering / Specialist (P4)	Manager) P4 (Specialist) P4 (Specialist)
2H 2H	Sr Engineer Sr Engineer	CONST Planning Engineering CONST Planning Engineering CONST Planning Engineering	Improvement/Engineering Public Improvement/Engineering Public Improvement/Engineering	Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches) Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P5 AZE580P4	intermediate (P2) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Senior Manager (M3) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Master (P5) TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Specialist (P4) TW-CDB-GI: Engineering / AZE580 Major	Manager) P4 (Specialist) P4 (Specialist)

Census File	etitive Analysis	
Band	Job Title	Description
Danu	Job Title	best profi
2L	Sr Specialist	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1Н	Chief Construction Inspector	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	 Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Section Manager	 Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
2H	Sr Engineer	I communicates with government agencies to ensure that building code regulations are met Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
2H	Sr Engineer	Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met
2L	Engineer	Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met

•	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Engineer	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580P3	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Career (P3)	P3 (Career)	
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZES80 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	CONST Planning Engineering	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE580M1	TW-CDB-GI: Engineering / AZE580 Major Construction Design Engineering / Supervisor (M1)	P2 (Intermediate)	
4H	General Manager Construction	CONST Pub Improv Eng Dept Off	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M4 (Group Mg	
ЗН	Department Manager	CONST Pub Improv Eng Dept Off	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M4	Group Manager (MA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M4 (Group Mg	
3L	Construction Manager	CONST Pub Improv/Eng- Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	Group Manager (MA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)	
2H	Project Specialist	CONST Pub Improv/Eng- Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	Senior Manager (M3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P4 (Specialist)	
1H	Chief Construction Inspector	CONST Pub Improv/Eng- Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	Specialist (PA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)	

2014 Compet	2014 Competitive Analysis					
Census File						
Band	Job Title	Description				
2L	Engineer	Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
1H	Engineering Supervisor	Communicates with envertment agencies to ensure that huilding code regulations are met Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
1H	Engineering Supervisor	Communicates with government agencies to ensure that huilding code regulations are met Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
1H	Engineering Supervisor	Communicates with envertment agencies to ensure that huilding code regulations are met Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
1H	Engineering Supervisor	Communicates with government agencies to ensure that huilding code regulations are met Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
1H	Engineering Supervisor	Communicates with government agencies to ensure that huilding code regulations are met Plans, directs, and participates in the design of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
4H	General Manager Construction	Communicates with government agencies to ensure that huilding code regulations are met Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
3Н	Department Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations				

•	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level	
				Availability				
н	Chief Construction Inspector	CONST Pub Improv/Eng- Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
LH	Chief Construction Inspector	CONST Pub Improv/Eng- Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
1H	Chief Construction Inspector	CONST Pub Improv/Eng- Major Pr	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
1H	Engineering Supervisor	CONST Queens Eng Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
1H	Engineering Supervisor	CONST Queens Eng Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	Sunervisor (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
3L	Construction Manager	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	Sunervisor (M1) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)	
2H	Sr Engineer	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P5	Senior Manager (M3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P4 (Specialist)	
1H	Chief Construction Inspector	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Master (PS) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
LH	Chief Construction Inspector	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)	
LH	Chief Construction Inspector	CONST Queens Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Career (P3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
BL	Construction Manager	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)	

Census File					
Band	Job Title	Description			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Engineering Supervisor	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Engineering Supervisor	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
2H	Sr Engineer	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (P41)	P4 (Specialist)
1H	Operating Supervisor	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	CONST SI Const Inspection	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)
3L	Construction Manager	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)
2Н	Project Specialist	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M2	Senior Manager (M3) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M2 (Manager)
2L	Sr Specialist	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	Manager (M2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	M1 (Supervisor)
2L	Sr Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M1	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Supervisor (M1)	M1 (Supervisor)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)

Census File	titive Analysis	
Band	Job Title	Description
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Operating Supervisor	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2Н	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations

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Census File					Position		
		Continue			Matching	ı	
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZTS80 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Support Services	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
3L	Construction Manager	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580M3	Intermediate (P2) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	M3 (Senior Manager)
2H	Project Specialist	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P4	Senior Manager (MA) TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Specialist (PA)	P4 (Specialist)
1H	Chief Construction Inspector	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P3	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Career (P3)	P2 (Intermediate)

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
1н	Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Analyst	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
3L	Construction Manager	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
2H	Project Specialist	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations			

Census File					Position		
Cerisus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty /	P2 (Intermediate)
1H	Chief Construction Inspector	CONST Wchester Public Improv	Public Improvement/Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	AZT580P2	TW-CDB-GI: Technical Specialty/Skilled Trade / AZT580 Major Construction Design Technical Specialty / Intermediate (P2)	P2 (Intermediate)
2L	Sr Specialist	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
2L	Sr Specialist	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
2L	Sr Specialist	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P3	(P4) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Engineer	STEAM OPS 59th St Station EH&S	59th Street Station	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
3L	Maintenance Manager	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M3	11 71	M3 (Senior Manager)
2L	Sr Specialist	STEAM OPS 59th St Station Mtce	59th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Career (P3)	P3 (Career)
2L	Administrator	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Maintenance Supervisor	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1Н	Maintenance Supervisor	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1Н	Maintenance Supervisor	STEAM OPS 59th St Station Mtce	59th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
4Н	Plant Manager	STEAM OPS 59th St Station Ops	59th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4		M4 (Group Mgr)

Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
1H	Chief Construction Inspector	Supports construction design engineers in the preparation of plans, designs and analyses in areas such as steel, concrete and formwork/falsework Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses
2L	Sr Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Engineer	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Maintenance Manager	Determines root cause analyses Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Sr Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
4H	Plant Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports

	titive Analysis				Position			
Census File					Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3Н	Operations Manager	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M4 (Group Mgr)	
3L	Project Manager	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2		M3 (Senior Manager)	
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)	
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)	
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2		P3 (Career)	
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)	
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)	
2L	Shift Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)	
1H	Operating Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)	
1H	Operating Supervisor	STEAM OPS 59th St Station Ops	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)	
3L	Technical Manager	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)	
2L	Technical Supervisor	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)	
1H	Supervisor	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	P2 (Intermediate)	
1H	Supervisor	STEAM OPS 59th St Station Svcs	59th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)	

	titive Analysis	
Census File		
Band	Job Title	Description
3Н	Operations Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Project Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Technical Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports

2014 Competi	tive Analysis						
Census File					Position		
C CCGC					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Manager EH&S	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
2L	Sr Specialist	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
2L	Sr Specialist	STEAM OPS 74th St EH&S	74th Street Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
1H	Supervisor	STEAM OPS 74th St EH&S	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030M1	TW-CDB-Energy: Environmental Health and Safety / AHS030 Health/Safety / Supervisor (M1)	P2 (Intermediate)
3L	Project Manager	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior Manager (M3)	M3 (Senior Manager)
3L	Maintenance Manager	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior	M3 (Senior Manager)
2Н	Project Specialist	STEAM OPS 74th St Mtce	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P4	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Specialist (P4)	P4 (Specialist)
2L	Administrator	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1		M1 (Supervisor)
1Н	Specialist	STEAM OPS 74th St Mtce	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1		P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1		P2 (Intermediate)
1Н	Maintenance Supervisor	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
3L	Manager EH&S	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines mod cause analyses
2L	Sr Specialist	Ocnducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
1H	Supervisor	Determines most cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Project Manager	Determines most cause analyses Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
3L	Maintenance Manager	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2H	Project Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
	100		22,7333333	Availability			
1H	Maintenance	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data	ENG-EGF030M1	TW-CDB-Energy: Fossil	P2
	Supervisor			Available		Power Generation / EGF030 Fossil Power	(Intermediate)
						Maintenance /	
1H	Maintenance	STEAM OPS 74th St Mtce	74th Street Station	Benchmark Data	ENG-EGF030M1	Supervisor (M1) TW-CDB-Energy: Fossil	P2
	Supervisor			Available		Power Generation /	(Intermediate)
						EGF030 Fossil Power Maintenance /	
						Supervisor (M1)	
4H	Plant Manager	STEAM OPS 74th St Operations	74th Street Station	Insufficient Benchmark Data (Less than 5	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation /	M4 (Group Mgr)
				comparator matches)		EGF040 Fossil Power	
						Operations / Group	
3H	Operations Manager	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M3	Manager (M4) TW-CDB-Energy: Fossil	M4 (Group Mgr)
		Operations		Available		Power Generation / EGF040 Fossil Power	
						Operations / Senior	
2H	Manager	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGENIOM2	Manager (M3) TW-CDB-Energy: Fossil	M2 (Manager)
211	iviariagei	Operations	74th Street Station	Available	LING-EGI 040IVIZ	Power Generation /	IVIZ (IVIdIIagei)
						EGF040 Fossil Power	
						Operations / Manager (M2)	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M2	TW-CDB-Energy: Fossil	P3 (Career)
		Operations		Available		Power Generation / EGF040 Fossil Power	
						Operations / Manager	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M2	(M2) TW-CDB-Energy: Fossil	P3 (Career)
		Operations		Available		Power Generation /	(,
						EGF040 Fossil Power	
						Operations / Manager (M2)	
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation /	P3 (Career)
		Орегасіонз		Available		EGF040 Fossil Power	
						Operations / Manager	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M2	(M2) TW-CDB-Energy: Fossil	P3 (Career)
		Operations		Available		Power Generation /	
						EGF040 Fossil Power Operations / Manager	
21	Chiff Constitution	CTEANA ODG TAIL G	Tall Court Courts	Developed Date	ENG EGE040143	(M2)	D2 (C)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation /	P3 (Career)
						EGF040 Fossil Power	
						Operations / Manager (M2)	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M2	TW-CDB-Energy: Fossil	P3 (Career)
		Operations		Available		Power Generation / EGF040 Fossil Power	
						Operations / Manager	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	FNG-FGF040M2	(M2) TW-CDB-Energy: Fossil	P3 (Career)
	Sime Supervisor	Operations	74th Street Station	Available	2110 2010401112	Power Generation /	i 5 (curcer)
						EGF040 Fossil Power	
						Operations / Manager (M2)	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M2	TW-CDB-Energy: Fossil	P3 (Career)
		Operations		Available		Power Generation / EGF040 Fossil Power	
						Operations / Manager	
2L	Shift Supervisor	STEAM OPS 74th St	74th Street Station	Benchmark Data	ENG-EGF040M2	(M2) TW-CDB-Energy: Fossil	P3 (Career)
		Operations		Available	12.3.0.012	Power Generation /	
						EGF040 Fossil Power	
						Operations / Manager (M2)	

Census File		
Band	Job Title	Description
1H	Maintenance Supervisor	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1Н	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
4Н	Plant Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3Н	Operations Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2Н	Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
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2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports

Census File					Position		
eensus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2 L	Operations Trainer	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	M1 (Supervisor
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2		P3 (Career)
2L	Shift Supervisor	STEAM OPS 74th St Operations	74th Street Station	Benchmark Data Available	ENG-EGF040M2		P3 (Career)
1H	Specialist	STEAM OPS 74th St Operations	74th Street Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Intermediate (P2)	P2 (Intermediate)
3L	Technical Manager	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Technical Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Technical Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS 74th St Services	74th Street Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ACD030M3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Senior Manager (M3)	M3 (Senior Manager)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Operations Trainer	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Specialist	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Technical Manager	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Section Manager	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies

Canana Fila					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2Н	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)
2Н	Project Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
2Н	Manager	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ACD030M2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Manager (M2)	M2 (Manager)
1H	Analyst	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STEAM OPS Business Development	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P2	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Intermediate (P2)	P2 (Intermediate)
ЗН	Department Manager	STEAM OPS Department Office	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ACD030M4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	STEAM OPS Department Office	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P5 (Master)

Census File		
Band	Job Title	Description
2H	Project Specialist	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2Н	Project Specialist	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Project Specialist	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2H	Manager	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
1H	Analyst	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
1H	Associate Engineer A	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
1H	Specialist	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3H	Department Manager	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3L	Section Manager	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies

2014 Compet	itive Analysis							
Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area Level			
Danu	Job Hile	Sec Name	рерт маше	Availability	Code	General Functional Area	Levei	
3L	Section Manager	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ACD030M3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Senior Manager (M3)	M3 (Senior Manager)	
2H	Project Specialist	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)	
2H	Sr Planning Analyst	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)	
2H	Sr Planning Analyst	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)	
2H	Project Specialist	STEAM OPS Long Range Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)	
3L	Section Manager	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ACD030M3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)	
2H	Sr Planning Analyst	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)	
2H	Project Specialist	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P4	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
3L	Section Manager	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies				
2H	Project Specialist	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Sr Planning Analyst	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Sr Planning Analyst	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Project Specialist	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
3L	Section Manager	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Sr Engineer	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Sr Planning Analyst	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Project Specialist	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies 				
2H	Sr Engineer	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies				

2014 compe	etitive Analysis				Docition		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
				Availability			
2Н	Sr Planning Analyst	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P5	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Master (P5)	P4 (Specialist)
2L	Sr Analyst	STEAM OPS Steam Ops Planning	Customer And Business Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ACD030P3	TW-CDB-Energy: Strategic Planning/Corporate Development / ACD030 Corporate Development / Career (P3)	P3 (Career)
3L	Section Manager	STEAM OPS East River EH&S	East River Station	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	STEAM OPS East River EH&S	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS East River EH&S	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STEAM OPS East River EH&S	East River Station	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career (P3)	P3 (Career)
1H	Specialist	STEAM OPS East River EH&S	East River Station	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety /	P2 (Intermediate)
3L	Maintenance Manager	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M3	Intermediate (P2) TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P5	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Master	P4 (Specialist)
2L	Administrator	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1		M1 (Supervisor)
2L	Sr Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Career (P3)	P3 (Career)
2L	Administrator	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2Н	Sr Planning Analyst	 Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
2L	Sr Analyst	Identifies, investigates, evaluates and negotiates acquisitions/divestitures and strategic business alliances that are in line with the organization's long-range goals Evaluates and develops new market initiatives and analyzes business opportunities in both new and existing markets Develops proposals, including feasibility studies, for new business opportunities Identifies, analyzes and compares alternative opportunities for entering new markets and adopting new technologies
3L	Section Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Sr Specialist	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
1H	Specialist	Determines most cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Maintenance Manager	 Determines root cause analyses Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2H	Project Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Sr Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
2L	Administrator	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)	
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1		P2 (Intermediate)	
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P3	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Career (P3)	P2 (Intermediate)	
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1		P2 (Intermediate)	
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Maintenance Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance /	P2 (Intermediate)	
1H	Specialist	STEAM OPS East River Mtce	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	Sunervisor (M1) TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)	
1H	Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	STEAM OPS East River Mtce	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)	
3H	Operations Manager	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)	
3L	Project Manager	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)	
2H	Project Specialist	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P4 (Specialist)	
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)	

Census File	etitive Analysis					
Band	Job Title	Description				
1H	Specialist	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures 				
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
1H	Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
1H	Maintenance Supervisor	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures 				
1H	Specialist	 Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures 				
1H	Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
1H	Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures				
3H	Operations Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports				
3L	Project Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports				
2H	Project Specialist	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports 				
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports				

					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Operations Trainer	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M2		P3 (Career)
2L	Administrator	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	STEAM OPS East River Ops	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations /	P2 (Intermediate)
1Н	Operating Supervisor	STEAM OPS East River Ops	East River Station	Benchmark Data Available	ENG-EGF040M1	Intermediate (P2) TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
3L	Technical Manager	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Senior Manager (M3)	M3 (Senior Manager)

Census File	etitive Analysis	
Band	Job Title	Description
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Operations Trainer	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Administrator	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Specialist	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Technical Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports

	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Project Specialist	STEAM OPS East River Svcs	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist	P4 (Specialist)
2H	Sr Engineer	STEAM OPS East River Svcs	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P5	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Master (P5)	P4 (Specialist)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	I(M2) TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Technical Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M2	Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
1H	Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M1	IM2) TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor IM1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	P2 (Intermediate)
1H	Supervisor	STEAM OPS East River Svcs	East River Station	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STEAM OPS Maintenance	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF030P2	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Maintenance Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File	etitive Analysis	
Band	Job Title	Description
2H	Project Specialist	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2H	Sr Engineer	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Technical Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Specialist	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures

	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Lovel
Danu	Job Title	Sec Name	рерг мате	Availability	Code	General Functional Area	Level
1H	Maintenance Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS Maintenance	East River Station	Benchmark Data Available	ENG-EGF030M1	TW-CDB-Energy: Fossil Power Generation / EGF030 Fossil Power Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Operations Manager	STEAM OPS Operations	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-egf040m4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	STEAM OPS Operations	East River Station	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	P3 (Career)
4H	Plant Manager	STEAM OPS Services	East River Station	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4		M4 (Group Mgr)
3L	Manager EH&S	STEAM OPS Emissions	Environmental, Health & Safety	Benchmark Data Available	ENG-AHS000M3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	STEAM OPS Emissions	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P4 (Specialist)

Census File	etitive Analysis	
Band	Job Title	Description
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1H	Maintenance Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
1H	Supervisor	Maintains power plant electrical and/or mechanical equipment in safe, efficient and economical working condition, including the direction of maintenance engineering Manages the replacement, installation and removal of mechanical and/or electrical equipment and associated structures
3Н	Operations Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Shift Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
4H	Plant Manager	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Manager EH&S	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines

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Census File								
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Sr Engineer	STEAM OPS Emissions	Environmental, Health & Safety	Benchmark Data Available	ENG-AHS000P4	Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P4 (Specialist)	
2L	Sr Specialist	STEAM OPS Emissions	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P4	a / Spacialist (pA) TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	STEAM OPS Emissions	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P4	a / Specialist (PA) TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin a / Specialist (PA)	P3 (Career)	
2L	Sr Specialist	STEAM OPS Reporting and Audits	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS000P3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
1H	Supervisor	STEAM OPS Reporting and Audits	Environmental,Health & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS000M1	TW-CDB-Energy: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P2 (Intermediate)	
3L	Section Manager	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior	M3 (Senior Manager)	
2Н	Sr Engineer	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P4	Manager (M3) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)	
2L	Sr Analyst	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)	
1H	Specialist	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	STEAM OPS Safety and Training	Environmental,Health & Safety	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AMS520M3	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Senior Manager (M3)	M3 (Senior Manager)	

Census File		
Band	Job Title	Description
2H	Sr Engineer	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
PL	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
1H	Supervisor	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Section Manager	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Sr Engineer	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Analyst	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
LH	Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
1H	Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Section Manager	Determines mot cause analyses Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads

Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520P4	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Specialist	P4 (Specialist)
2L	Technical Supervisor	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AMS520M2	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Manager (M2)	P3 (Career)
2L	Field Operations Planner	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMS520P4		P3 (Career)
1H	Operating Supervisor	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AMS520M1	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Supervisor	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Distr Svc Meter Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AMS520M1	TW-CDB-Energy: Customer Support/Operations / AMS520 Meter Reading - Industrial / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- APM550M3	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	STEAM OPS Perform Projects Grp	Steam Distribution	Benchmark Data Available	ENG-APM550P4	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STEAM OPS Perform Projects Grp	Steam Distribution	Benchmark Data Available	ENG-APM550P4	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Specialist (P4)	P3 (Career)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P3	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Career (P3)	P2 (Intermediate)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2H	Manager	Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
2L	Technical Supervisor	Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
2L	Field Operations Planner	Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
1H	Operating Supervisor	Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
1H	Operating Supervisor	Takes responsibility for training, productivity and accuracy of meter readers, and for maintaining balanced work loads
3L	Section Manager	Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
2L	Field Operations Planner	Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
2L	Field Operations Planner	Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
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	titive Analysis				Position		
Census File	Census File				Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P3	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STEAM OPS Perform Projects Grp	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-APM550P2	TW-CDB-Energy: Project/Program Management / APM550 Fossil Power Generation Project Management / Intermediate (P2)	P2 (Intermediate)
2H	Manager	STEAM OPS Planning	Steam Distribution	Benchmark Data Available	ENG-EGF040M2	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Manager (M2)	M2 (Manager)
2L	Field Operations Planner	STEAM OPS Planning	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STEAM OPS Planning	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist (P4)	P3 (Career)
1H	Specialist	STEAM OPS Planning	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Career (P3)	P2 (Intermediate)
4L	General Manager	STEAM OPS Steam Distr Dept Off	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040M4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	STEAM OPS Steam Field Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P5	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Master (P5)	P5 (Master)
2L	Field Operations Planner	STEAM OPS Steam Field Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P3	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Career (P3)	P3 (Career)

	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	 Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	 Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	 Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
1H	Chief Construction Inspector	 Takes responsibility for projects involving fossil power generating units that use coal, oil or natural gas Typical projects include plant renovation, modification or rehabilitation; replacement of the turbine, generator or boiler feed-pump; installation of gas recirculation systems; SCR (selective catalytic reduction) systems; or wet and dry scrubbers and flue gas desulphurization
2Н	Manager	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Field Operations Planner	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Field Operations Planner	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Specialist	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
4L	General Manager	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
3L	Project Manager	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
2L	Field Operations Planner	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports

	titive Analysis				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	STEAM OPS Steam Field Ops	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EGF040P4	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Specialist	P3 (Career)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STEAM OPS Steam Field Ops Weld	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops Weld	Steam Distribution	Benchmark Data Available	ENG-EGF040M1	TW-CDB-Energy: Fossil Power Generation / EGF040 Fossil Power Operations / Supervisor	P2 (Intermediate)
1H	Operating Supervisor	STEAM OPS Steam Field Ops Weld	Steam Distribution	Benchmark Data Available	ENG-EGF040M1		P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Field Operations Planner	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
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1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Supervisor	 Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports
1H	Operating Supervisor	Meets system load requirements of the plant engaged in operation of boiler-turbine generator units and associated equipment, operation of fuel handling and waste disposal equipment Maintains plant operating records and performance reports

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
BL	Section Manager	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000M3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
H	Sr Engineer	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P4 (Specialist)	
:H	Project Specialist	STEAM OPS Tech Svcs and EHS	Steam Distribution	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS000P5	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Master (PS)	P4 (Specialist)	
2L	Sr Specialist	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P4	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
:L	Operations Trainer	STEAM OPS Tech Svcs and EHS	Steam Distribution	Benchmark Data Available	ENG-AHS000P3	TW-CDB-Energy: Environmental, Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
iL	Area Manager	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ALS020M3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)	
L	Field Operations Planner	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)	
L	Field Operations Planner	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)	
Н	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate	

	etitive Analysis	
Census File		
Band	Job Title	Description
3L	Section Manager	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2Н	Project Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Operations Trainer	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Area Manager	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
2L	Field Operations Planner	 determination of accentable bids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
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1H	Supervisor	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable hids

2014 Compe	titive Analysis						
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BQSI Const Ctrcts	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
2L	Operations Trainer	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-AHR134P4	TW-CDB-Energy: Human Resources / AHR134 Technical Training / Specialist (P4)	P3 (Career)
ZL	Sr Specialist	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Supervisor (M1)	M1 (Supervisor)
1H	Specialist	SUBST OPS BQSI GM & Staff	Bklyn/Queens/SI Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)

Census File					
Band	Job Title	Description			
1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, product or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the 			
1Н	Supervisor	 determination of accentable bids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, product or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable bids 			
1H	Supervisor	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, product or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable bids			
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1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, product or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the 			
4Н	General Manager Central Ops	determination of accentable bids Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government			
2L	Operations Trainer	Develops and implements training activities directed at both employee competencies and technical skills Collaborates with other functions (e.g., engineering, operations, maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment May visit work locations to confirm effectiveness of technical training programs			
2L	Sr Specialist	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of ser interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government 			
1H	Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government			

Census File	etitive Analysis			Position			
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Area Manager	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)
2L	Field Operations Planner	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
2L	Sr Specialist	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2H	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
ZL	Sr Specialist	Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Brooklyn Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
ZL	Field Operations Planner	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
н	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
н	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
Н	Supervisor	SUBST OPS Queens Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
L	Field Operations Planner	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
L	Field Operations Planner	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
н	Supervisor	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS SI Substation	Bklyn/Queens/SI Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior	M3 (Senior Manager)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M2	Manager (M3) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager	M2 (Manager)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master	P4 (Specialist)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager	M2 (Manager)
2H	Project Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030M2	Environmental, Health and Safety / AHS030 Health/Safety / Manager	M2 (Manager)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)

Census File		
Band	Job Title	Description
1н	Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
3L	Section Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines not cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines not cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines rnot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Petermines rnot cause analyses
2L	Sr Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines rnot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines rnot cause analyses

Census File					Position			
Letisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
P.L.	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)	
PL .	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)	
EL	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)	
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	SUBST OPS EHS	Environ, Health & Safety / Sso	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)	
3L	Area Manager	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
L.	Field Operations Planner	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
PL	Engineer	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
LH	Supervisor	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate	

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Petermines root cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Petermines root cause analyses
2L	Sr Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
3L	Area Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	Decease is little to a section of the content
2L	Engineer	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.

Census File	etitive Analysis				Position			
Cerisus i ne					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Supervisor	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Auxiliary Systs Mtce	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Area Manager	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ALS020M3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)	
2L	Field Operations Planner	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)	
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1н	Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1н	Supervisor	Denoncibilities may be limited to an assigned dictaint or associated devices Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	Descensibilities may be limited to an acciment distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Area Manager	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
2L	Field Operations Planner	 determination of accentable hids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
2L	Field Operations Planner	 determination of accentable hids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	determination of accentable hids • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	determination of accentable hids • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable hids

	titive Analysis			Position				
Census File				Benchmark Data Availability				
Band	Job Title	Sec Name	Dept Name		Matching Code General Functional Area		Level	
244	702 11410	geo nume						
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Manh Const Ctrcts	Manhattan Substation Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)	
3L	Area Manager	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)	
ZL	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)	
2L	Field Operations Planner	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)	
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations
		 Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	 determination of accentable bids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services
		 Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	determination of accentable hids Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products
		or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions
21	A M	Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable bids.
3L	Area Manager	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs
		workers to make adjustments as conditions warrant • Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs • Neither maintenance crew of location and decongraphic of troubled costs; and unifies that undersome clear of control of the property of the prope
		Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2 L	Field Operations Planner	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
21.	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1н	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh East Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
2L	Operations Trainer	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	ENG-AHR134P4	TW-CDB-Energy: Human Resources / AHR134 Technical Training / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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4Н	General Manager Central Ops	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2L	Operations Trainer	 Develops and implements training activities directed at both employee competencies and technical skills Collaborates with other functions (e.g., engineering, operations, maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment May visit work locations to confirm effectiveness of technical training programs
2L	Sr Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2L	Sr Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P3 (Career)
1H	Specialist	SUBST OPS Manh GM & Staff	Manhattan Substation Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
ZL	Field Operations Planner	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

2014 COMPE	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2L	Sr Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
1H	Specialist	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

2014 Competi	tive Analysis						
Census File					Position		
	Lab Title Con Name Doub Name				Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1Н	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Manh West Substation	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)

Census File		
Band	Job Title	Description
1H	Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
Н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)	
Н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager	
≀н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager	
н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)	
н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager	
н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager	
н	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist	

Census File		
Band	Job Title	Description
2Н	Manager	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)

Census File		
Band	Job Title	Description
2Н	Manager	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Shift Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor
2L	Engineer	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
ZL	Field Operations Planner	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Shift Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
ZL	Engineer	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Shift Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1н	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Shift Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Solvities maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1Н	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
IH	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
IН	Supervisor	SUBST OPS Operations Center	Manhattan Substation Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	SUBST OPS BQ PST	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior	M3 (Senior Manager)	
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	Manager (M3) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)	
!L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	Manager (MA) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)	

2014 Compet	titive Analysis	
Census File		
Band	Job Title	Description
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	Name operator conscious conscious consequence of a submatically needed to submate label, noticing. Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Finsures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Tensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

Census File				Position			
Census i ne				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	Manager (M2) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
PL .	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	IMANAGER (MA) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (MA)	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	Manager (M2) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS BQ PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Bronx PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
2L	Technical Supervisor	SUBST OPS Bronx PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
Н	Supervisor	SUBST OPS Bronx PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M1	Tw-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Supenisor (M1)	P2 (Intermediate
2L	Sr System Analyst	SUBST OPS Cyber Security	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Career	P3 (Career)

Census File		
Band	Job Title	Description
ZL	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Testing that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
ZL	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Testing that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Sr System Analyst	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	SUBST OPS Manh PST	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior	M3 (Senior Manager)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	Manager (M2) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
2L	Technical Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
1H	Supervisor	SUBST OPS Manh PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Supenjsor (M1)	P2 (Intermediate)
4H	General Manager Central Ops	SUBST OPS PST Dept Office	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD030M4	TW-CD8-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Group	M4 (Group Mgr)
3L	Section Manager	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior	M3 (Senior Manager)
2Н	Manager	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P4 (Specialist)
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
3L	Section Manager	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
4H	General Manager Central Ops	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
3L	Section Manager	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2H	Manager	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

Census File				Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
eL	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	Manager (M2) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS PST Tech Apps Group	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
2L	Technical Supervisor	SUBST OPS Staten Island PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
2L	Technical Supervisor	SUBST OPS Staten Island PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
BL .	Section Manager	SUBST OPS Westchester PST	Protective Systems Testing	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior	M3 (Senior Manager)
PL .	Technical Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P3 (Career)
eL	Technical Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
iL	Technical Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Manager (M2)	P3 (Career)
Н	Supervisor	SUBST OPS Westchester PST	Protective Systems Testing	Benchmark Data Available	ENG- EDD030M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Supensisor (M41)	P2 (Intermediate

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
2L	Technical Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Testing that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures				
2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures 				
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3L	Section Manager	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures				
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2L	Technical Supervisor	 Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures 				
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Section Manager	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
Н	Manager	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager
Н	Manager	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager
н	Sr Engineer	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)
L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

Census File		
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Band	Job Title	Description
3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation
		Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2Н	Manager	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Palans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the

Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level	
PL	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)	
L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)	
L	Sr Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
Н	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
Н	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P2 (Intermediate)	
Н	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P2 (Intermediate)	
Н	Specialist	SUBST OPS Asset Mgmt & Proc	Substation Operations Planning	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
L	Section Manager	SUBST OPS Planning	Substation Operations Planning	Benchmark Data Available	ENG- EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	

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Band	Job Title	Description
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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1H	Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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3L	Section Manager	Directs and coordinates distribution activities that provide electric and/or gas service to customers Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government

Census File					Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
Н	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
1	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	

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2Н	Sr Planning Analyst	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
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Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level	
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Availability Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Planning Analyst	SUBST OPS Planning	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
4L	General Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Benchmark Data Available	ENG- EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr	
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P5 (Master)	
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P5 (Master)	
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P5 (Master)	
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P5 (Master)	

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2Н	Sr Planning Analyst	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
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4L	General Manager	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
3L	Project Manager	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
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Census File					Position			
			I .		Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3L	Project Manager	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P5 (Master)	
2Н	Sr Planning Analyst	SUBST OPS Planning Dept Office	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
3L	Section Manager	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	ENG- EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Manager	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	ENG- EDD000M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Manager (M2)	P4 (Specialist)	
2L	Sr Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Benchmark Data Available	ENG- EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Supervisor (M1)	M1 (Supervisor)	
1H	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)	

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3L	Project Manager	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2Н	Sr Planning Analyst	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
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2H	Manager	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
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Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
Н	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
н	Specialist	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
L	Chief Coordinator	SUBST OPS Supp and Procure Ops	Substation Operations Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Intermediate (P2)	P1 (Entry)
L	Area Manager	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
L	Field Operations Planner	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)

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Band	Job Title	Description
1H	Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
1H	Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
1H	Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
1L	Chief Coordinator	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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	etitive Analysis				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Bronx Substation	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ALS020M3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020P4	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020P3	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Career (P3)	P3 (Career)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit				
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3L	Area Manager	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the				
2L	Field Operations Planner	determination of accentable hids • Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services • Evaluates contract compliance and advises others on contractual rights and obligations • Requests or approves amendments to contract terms or contract extensions • Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable hids				
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2014 Comp	etitive Analysis			Position			
Census File							
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1Н	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS BW Const Contracts	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-ALS020M1	TW-CDB-Energy: Legal Support / ALS020 Contract Administration / Supervisor (M1)	P2 (Intermediate)
4Н	General Manager Central Ops	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD000M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Supervisor (M1)	M1 (Supervisor)
2L	Operations Trainer	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-AHR134P4	TW-CDB-Energy: Human Resources / AHR134 Technical Training / Specialist (P4)	P3 (Career)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Supervisor	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations
		 Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable hids
1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable bids
1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	 Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the
1H	Supervisor	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Products or services Products or services Products or services Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of accentable bids
1H	Supervisor	Participates in the development and fulfillment of contract requirements in the purchase or sale/delivery of equipment, materials, products or services Evaluates contract compliance and advises others on contractual rights and obligations Requests or approves amendments to contract terms or contract extensions Prepares bids or requests for proposals (RFPs) including specifications and requirements; negotiates contract terms and participates in the determination of acceptable bids
4Н	General Manager Central Ops	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2L	Sr Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2L	Operations Trainer	 Develops and implements training activities directed at both employee competencies and technical skills Collaborates with other functions (e.g., engineering, operations, maintenance) to ensure that course materials reflect current specifications and to obtain information on new processes and equipment May visit work locations to confirm effectiveness of technical training programs

2014 Competitive Analysis							
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	SUBST OPS BW Dept Office	Westchester/Bronx Subst Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Intermediate (P2)	P1 (Entry)
3L	Area Manager	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
ZL	Field Operations Planner	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
ZL	Engineer	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

	titive Analysis	
Census File		
Band	Job Title	Description
1H	Specialist	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
1L	Associate Specialist	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
3L	Area Manager	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2L	Engineer	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.
1Н	Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

Census File					Position			
					Matching		I	
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
IH	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1Н	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
IН	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	SUBST OPS Transformer Mtce	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Area Manager	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1н	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Wchester North Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
3L	Area Manager	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)	
2L	Field Operations Planner	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)	
1Н	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Area Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Field Operations Planner	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	SUBST OPS Wchester South Subst	Westchester/Bronx Subst Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit				
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3L	Section Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Sr Specialist	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 				

2014 Compe	etitive Analysis						
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	
1н	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	
1H	Specialist	STO Central Information Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	
3H	Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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3H	Chief District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Assoc Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ET0000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	
L	Assoc Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	
L	Assoc Chief District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ET0000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
Н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist
н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist
Н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist
Н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist
Н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist

2014 Compet	titive Analysis	
Census File		
Band	Job Title	Description
3L	Assoc Chief District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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2H	Sr District Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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2014 Compet	itive Analysis						
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
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2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Sr District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2H	Sr District Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2Н	Sr District Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2Н	Sr District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr District Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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2L	Sr Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

2014 Compe	titive Analysis				D'''		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
ZL	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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Census File				Position			
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
:L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
:L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
eL	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
IL.	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L.	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
ZL	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
eL	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	District Operator	STO District Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Section Manager	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ET0000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	-
н	Sr Engineer	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist
Н	Sr Engineer	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist
L	Engineer	STO Operations Analysis Group	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Section Manager	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ET0000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	

Census File		
Band	Job Title	Description
ZL	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
L	District Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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2L	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
BL	Section Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
₽H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
P.L.	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
BL	Section Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Sr Planning Analyst	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	District Operator	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	District Operator	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	District Operator	STO Scheduling	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
4H	General Manager Central Ops	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr
3H	Department Manager	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr
3L	Systems Manager	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	

Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2Н	Sr Planning Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2Н	Sr Planning Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
ZL	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	District Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
4Н	General Manager Central Ops	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3Н	Department Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Systems Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

2014 Compet	titive Analysis							
Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level	
3L	Systems Manager	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	,	
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2Н	Sr Engineer	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2Н	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2Н	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Systems Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Benchmark Data Available	ENG-ETO000M2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)	

2014 Compe	2014 Competitive Analysis						
Census File							
Band	Job Title	Description					
3L	Systems Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Systems Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Systems Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Systems Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Systems Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					
2H	Systems Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities					

	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Technical Supervisor	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	M1 (Supervisor)	
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
1H	Associate Engineer A	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)	
1H	Associate Engineer A	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)	
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	

Census File						
Band	Job Title	Description				
2L	Sr System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Sr System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Sr System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Technical Supervisor	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Sr System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Sr System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Sr System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
1H	Associate Engineer A	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
1H	Associate Engineer A	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
1H	System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				

2014 Competi	itive Analysis				1		
Census File					Position		
Daniel	Job Title Sec Name Dept Name			Paraller d Para	Matching Code General Functional Area Level		
Band	Job little	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	System Analyst	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	STO Syst Ops Dept Off &Stf Ops	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Entry (P1)	P1 (Entry)
ЗН	Chief System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)

Census File		
Band	Job Title	Description
1H	System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	System Analyst	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1L	Associate Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
ЗН	Chief System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

	etitive Analysis			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Assoc Chief System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	
L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
L	Sr System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	
-	Energy Manager	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	
L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
3L	Assoc Chief System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Sr System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
3L	Energy Manager	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 			
3L	System Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 			

2014 Compet	itive Analysis						
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	System Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2Н	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
3L	System Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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Census File					Position		
Celisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Energy Dispatcher	STO System Operations	System Operation Department	Benchmark Data Available	ENG-ETO000M2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
2Н	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2Н	Energy Dispatcher	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2Н	Project Specialist	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Project Specialist	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)

2014 Compe	titive Analysis				
Census File					
Band	Job Title	Description			
2H	Energy Dispatcher	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
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2H	Project Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
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2H	Transmission Operator	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities			
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2Н	Transmission Operator	STO System Operations	System Operation Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
4Н	General Manager Central Ops	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr	
3L	Project Manager	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)	
3L	Project Manager	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)	
3L	Project Manager	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)		
2H	Project Specialist	STO Department Office	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
3L	Section Manager	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)		

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
2H	Transmission Operator	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 				
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4Н	General Manager Central Ops	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
3L	Project Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
3L	Project Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
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2H	Project Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
3L	Section Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2L	Sr Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2H	Project Specialist	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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1Н	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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Census File				Position			
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Extra High Voltage	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ETM004M3	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Senior	M3 (Senior Manager)
2L	Field Operations Planner	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P3		P3 (Career)
2L	Sr Specialist	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P4	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Specialist (pa)	P3 (Career)
2L	Field Operations Planner	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P4		P3 (Career)

Census File		
Band	Job Title	Description
1H	Supervisor	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared powers of the coordinate loading.
2L	Field Operations Planner	Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment for granes trucks track equipment oil processing trailers mobile power equipment.
2L	Sr Specialist	Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment for a crapes trucks track equipment oil processing trailers, mobile power equipment).
2L	Field Operations Planner	Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment for a crapes truck, track equipment oil processing trailers, mobile power equipment.

2014 Compe	titive Analysis				0		
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P2	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance /	P2 (Intermediate)
1H	Chief Construction Inspector	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P2	Intermediate (P2) TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- ETM004M1	TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance /	P2 (Intermediate)
1H	Specialist	STO Transmission Line Mtce	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETM004P2	Sunenvisor (M1) TW-CDB-Energy: Electric Transmission Constr/Maintenance / ETM004 Electric Transmission Maintenance /	P2 (Intermediate)
3L	Section Manager	STO Transmission Ops EH&S	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	
2Н	Project Specialist	STO Transmission Ops EH&S	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	STO Transmission Ops EH&S	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
ЗН	Department Manager	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared
1H	Chief Construction Inspector	Adultment (a.g. crange: trucks track equipment oil processing trailers mobile nower equipment) • Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements • Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid • May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared equipment (a.g. cranges trucks track equipment oil processing trailers mobile power equipment)
1H	Operating Supervisor	 Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared
1H	Specialist	Maintains electric transmission facilities and equipment including cable, transformers, towers and other associated devices within guidelines established by transmission planning to meet system requirements Dispatches field crews, troubleshooters and testers engaged in the maintenance and emergency restoration of electric transmission facilities, secures transmission line modification documentation and coordinates with surrounding transmission organizations to integrate activities into the overall power grid May coordinate loading, unloading, transporting and relocating large power equipment, and scheduling and/or procuring rental and shared
3L	Section Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Project Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Project Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
зн	Department Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Sr Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Field Operations Planner	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
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1H	Chief Construction Inspector	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	STO Underground Transmission	Transmission Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO000M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
3L	Technical Specialist	STO Bulk Pwr Sys Prf Anly Plng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)
3L	Technical Specialist	STO Bulk Pwr Sys Prf Anly Ping	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P5 (Master)

Census File		
Band	Job Title	Description
1Н	Supervisor	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Chief Construction Inspector	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Technical Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Technical Specialist	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities

Census File	etitive Analysis				Position		
CC113u3 T IIC					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	STO Bulk Pwr Sys Prf Anly Ping	Transmission Planning	Benchmark Data Available	ENG-ETO005M3	TW-CDB-Energy: Electric Transmission Operations / ET0005 Electric Transmission System Operations - Reliability / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	STO Bulk Pwr Sys Prf Anly Plng	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Sr Engineer	STO Bulk Pwr Sys Prf Anly Ping	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2Н	Sr Engineer	STO Bulk Pwr Sys Prf Anly Ping	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2L	Engineer	STO Bulk Pwr Sys Prf Anly Ping	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
1H	Associate Engineer A	STO Bulk Pwr Sys Prf Anly Ping	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	
3L	Section Manager	STO Interconnection Services	Transmission Planning	Benchmark Data Available	ENG-ETO005M3	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Senior Manager (M3)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
3L	Section Manager	Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	Engineer	STO Interconnection Services	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
3L	Section Manager	STO Long Range Ping & Analysis	Transmission Planning	Benchmark Data Available	ENG-ETO005M3	TW-CDB-Energy: Electric Transmission Operations / ET0005 Electric Transmission System Operations - Reliability / Senior Manager (M3)	
2L	Engineer	STO Long Range Plng & Analysis	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
SL	Section Manager	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Senior Manager (M3)	
BL	Technical Specialist	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P5 (Master)
2H	Sr Planning Analyst	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ET0040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	 Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service
2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Section Manager	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3L	Technical Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Sr Planning Analyst	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

2014 Compe	titive Analysis			Desition			
Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Sr Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ET0040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ET0040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Sr Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2L	Engineer	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Associate Engineer A	STO Standards & Compliance	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
4H	Chief Engineer	STO Transmission Reliability	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
4L	Technical Leader	STO Transmission Reliability	Transmission Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
2L	Senior Executive Assistant	CHAIRMAN CEO Chairman CEO	Off Of Chair Of Board & CEO	Benchmark Data Available	AAS042U4	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Lead (U4)	M1 (Supervisor)

Census File		
Band	Job Title	Description
2H	Sr Engineer	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Sr Engineer	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2Н	Sr Planning Analyst	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2Н	Sr Engineer	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Engineer	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Associate Engineer A	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
4Н	Chief Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
4L	Technical Leader	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
2L	Senior Executive Assistant	 Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization

2014 Compet	itive Analysis			0				
Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
11.	Executive Assistant 1L	CHAIRMAN CEO Chairman CEO	Off Of Chair Of Board & CEO	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042U1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (U1)	P1 (Entry)	
2H	Manager	CUST OPS Acct Responsibility	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042m2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Manager (M2)	M2 (Manager)	
1H	Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)	
1L	Customer Ops Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Acct Responsibility	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
3L	Section Manager	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)	
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
1L	Executive Assistant 1L	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization			
2H	Manager	 Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization 			
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
1H	Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
3L	Section Manager	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
2L	Sr Specialist	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers			
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys			
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers 			
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys			

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Acct Svc Personal Svc	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
2L	Sr Specialist	CUST OPS Bronx Walk In Center	Customer Assistance	Benchmark Data Available	CSR.060.521	AH-TCM-GI: Customer Support / 060Call Center / Call Center Team Leader/Supervisor	M1 (Supervisor)
1L	Customer Ops Supervisor	CUST OPS Bronx Walk In Center	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)
2L	Sr Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P3	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS000P4	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
1H	Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P2	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P2	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	CUST OPS Comm Mgmt Group	Customer Assistance	Benchmark Data Available	AMS000P2	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
2Н	Manager	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Manager (M2)	M2 (Manager)
1H	Supervisor	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
2L	Sr Specialist	 Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs
2L	Sr Specialist	Responsibilities are within the Customer Support (Operations Function as a generalist or in a combination of Disciplines Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs
1H	Specialist	Responsibilities are within the Customer Support (Operations Function as a generalist or in a combination of Disciplines Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs
1H	Specialist	Reconstibilities are within the Customer Support (Aparation & Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs
1H	Specialist	Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs
2Н	Manager	Responsibilities are within the Customer Support/Operations Function as a generalist or in a combination of Disciplines Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys

Census File				Position			
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Customer Ops Supervisor	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Credit Operations	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Sr Specialist	CUST OPS Cust Asst GM & Staff	Customer Assistance	Benchmark Data Available	AMS020P3	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P3 (Career
L	Sr Specialist	CUST OPS Cust Asst GM & Staff	Customer Assistance	Benchmark Data Available	AMS020P3	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P3 (Career)
L	Section Manager	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
L	Sr Specialist	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010p3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

Census File	ensus File						
Band	Job Title	Description					
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers 					
2L	Sr Specialist	Develons improvement plans in response to customer surveys Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints					
2L	Sr Specialist	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints					
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					
2L	Sr Specialist	Develons improvement flans in resononse to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.					
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers 					
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys					
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers					

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
IL	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
IL	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 1 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
BL	Section Manager	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	CSR.060.521	(M3) AH-TCM-GI: Customer Support / 060Call Center / Call Center Team Leader/Supervisor	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
IL	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Customer Comm Ctr 2 (Call Center)	Customer Assistance	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

•	etitive Analysis	
Census File		
Band	Job Title	Description
IL	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys. Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
IL	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
3L	Section Manager	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	• Develops improvement plans in response to customer surveys. Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement nlans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
IL	Customer Ops Supervisor	Develons improvement nlans in resonase to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
IL	Customer Ops Supervisor	Develons improvement nlans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
IL	Customer Ops Supervisor	Pevelons improvement nlans in resonnse to customer survevs Provides customer services relating to sales, sales promotions, installations and communications Finsures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
IL	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
LL	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
IL	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	 Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code General Functional Ar		Level	
244	302 11410	See Hame	Dept name				2000.	
2L	Sr Specialist	CUST OPS Harlem Service	Customer Assistance	Benchmark Data	CSR.060.521	AH-TCM-GI: Customer	M1 (Supervisor)	
		Center		Available		Support / 060Call		
						Center / Call Center		
						Team Leader/Supervisor		
3L	Section Manager	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS010M3	TW-CDB-GI: Customer	M3 (Senior	
		Center (Call Center)		Available		Support/Operations / AMS010 Customer	Manager)	
						Service / Senior Manager		
						(M3)		
2L	Sr Specialist	CUST OPS Northern Call Center (Call Center)	Customer Assistance	Benchmark Data Available	CSR.060.521	AH-TCM-GI: Customer Support / 060Call	P3 (Career)	
		Center (Can Center)		Available		Center / Call Center		
						Team Leader/Supervisor		
1L	Customer Ops	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS020M1	TW-CDB-GI: Customer	P1 (Entry)	
11	Supervisor	Center (Call Center)	Customer Assistance	Available	AIVISOZOIVII	Support/Operations /	r I (Entry)	
	'	, ,				AMS020 Customer		
						Contact Center		
						Generalist/Multidisciplin		
1L	Customer Ops	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS020M1	TW-CDB-GI: Customer	P1 (Entry)	
	Supervisor	Center (Call Center)		Available		Support/Operations /		
						AMS020 Customer		
						Contact Center Generalist/Multidisciplin		
						e / Supervisor (M1)		
1L	Customer Ops	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS020M1	TW-CDB-GI: Customer	M1 (Supervisor)	
	Supervisor	Center (Call Center)		Available		Support/Operations / AMS020 Customer		
						Contact Center		
						Generalist/Multidisciplin		
1L	Customer Ons	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS020M1	e / Supervisor (M1) TW-CDB-GI: Customer	D1 (Entry)	
IL	Customer Ops Supervisor	Center (Call Center)	Customer Assistance	Available	AIVISUZUIVII	Support/Operations /	P1 (Entry)	
	Super visor	Senter (sun senter)		7174114376		AMS020 Customer		
						Contact Center		
						Generalist/Multidisciplin		
1L	Customer Ops	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS020M1	e / Supervisor (M1) TW-CDB-GI: Customer	P1 (Entry)	
	Supervisor	Center (Call Center)		Available		Support/Operations /		
						AMS020 Customer		
						Contact Center Generalist/Multidisciplin		
						e / Supervisor (M1)		
1L	Customer Ops	CUST OPS Northern Call	Customer Assistance	Benchmark Data	AMS020M1	TW-CDB-GI: Customer	P1 (Entry)	
	Supervisor	Center (Call Center)		Available		Support/Operations / AMS020 Customer		
						Contact Center		
						Generalist/Multidisciplin		
3L	Section Manager	CUST OPS Off Hours	Customer Assistance	Benchmark Data	AMS010M3	e / Supervisor (M1) TW-CDB-GI: Customer	M3 (Senior	
52	Section manager	Comm Ctr (Call Center)	Customer 7 issistance	Available	7.11.1501011.15	Support/Operations /	Manager)	
						AMS010 Customer		
						Service / Senior Manager		
2L	Sr Specialist	CUST OPS Off Hours	Customer Assistance	Benchmark Data	AMS020P3	(M3) TW-CDB-GI: Customer	P3 (Career)	
		Comm Ctr (Call Center)		Available		Support/Operations /	, ,	
						AMS020 Customer		
						Contact Center		
						Generalist/Multidisciplin		
1L	Customer Ops	CUST OPS Off Hours	Customer Assistance	Benchmark Data	AMS020M1	TW-CDB-GI: Customer	P1 (Entry)	
	Supervisor	Comm Ctr (Call Center)		Available		Support/Operations /		
						AMS020 Customer Contact Center		
						Generalist/Multidisciplin		
					1	e / Supervisor (M1)		

Census File		
Band	Job Title	Description
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	Supervises and directs the day-to-day operations of a team of call center representatives. Maintains work activities to meet operational requirements. Monitors staff performance in accordance to established standards. Please report exempt or nonexempt status for the position in the "Significant Differences column".
1L	Customer Ops Supervisor	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
3L	Section Manager	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develons improvement plans in response to customer surveys Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin e / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Off Hours Comm Ctr (Call Center)	Customer Assistance	Benchmark Data Available	AMS020M1	TW-CDB-GI: Customer Support/Operations / AMS020 Customer Contact Center Generalist/Multidisciplin e / Supervisor (M1)	P1 (Entry)	
3L	Section Manager	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	CSR.000.530	AH-TCM-GI: Customer Support / 000General / Customer Support Manager	M3 (Senior Manager)	
3L	Technical Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	 Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
1L	Customer Ops Supervisor	Provides timely responses to customer inquiries by telephone and/or e-mail in an in- or outbound service center, consistent with service and quality standards Processes customer orders, bills and accounts, and applications for service, maintenance and termination Troubleshoots and resolves customer complaints
3L	Section Manager	Responsible for monitoring activities of customer support staff, ensuring employees are meeting performance measures relating to customer satisfaction. May be responsible for all resolution of customer inquiries in accordance with unit policies.
3L	Technical Specialist	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys

Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)
:L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020Applications / Business Systems Consultant-Intermediate	P3 (Career)
2L	Sr System Analyst	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020Applications / Business Systems Consultant-Intermediate	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020-Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)
EL	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)
2L	Sr Specialist	CUST OPS Project & LAN Support	Customer Assistance	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)

Census File	etitive Analysis	
Band	Job Title	Description
2L	Sr System Analyst	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
2L	Sr System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr Specialist	than 5 years of experience. Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more
2L	Sr Specialist	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
4L	General Manager	CUST OPS Quality Assurance (Call Center)	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Group	M4 (Group Mgr)	
3L	Section Manager	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)	
2L	Sr Analyst	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)	
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)	
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)	
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career	P3 (Career)	
2L	Sr Specialist	CUST OPS Quality Assurance	Customer Assistance	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)	
3H	Department Manager	CUST OPS Customer Outreach	Customer Operations Admin	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS010M4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Group Manager (M4)	M4 (Group Mgr)	
2H	Sr Planning Analyst	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P4 (Specialist)	
2H	Sr Planning Analyst	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)	

ZUIT COMPC	titive Analysis	
Census File		
Band	Job Title	Description
4L	General Manager	Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements
		• Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and
		procedures to increase productivity and reduce cost • Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
3L	Section Manager	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process
		improvements • Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost
		Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	• Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements
		Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost
		Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2L	Sr Analyst	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process
ZL	31 Allalyst	improvements
		• Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost
		Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes.
2L	Sr Specialist	• Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process
		improvements • Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and
		procedures to increase productivity and reduce cost • Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
		• Collaborates with training resources to provide training on improved processes
2L	Sr Specialist	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements
		Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and
		procedures to increase productivity and reduce cost • Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2L	Sr Specialist	Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process
		improvements
		• Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost
		Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2L	Sr Specialist	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process
		improvements
		Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost
		Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
3H	Department Manager	Collaborates with training resources to provide training on improved processes Provides customer services relating to sales, sales promotions, installations and communications
		• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws • Develops organizationwide initiatives to proactively inform and educate customers
211	Ca Diamaia a Analust	Develops improvement plans in response to customer surveys
2H	Sr Planning Analyst	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2H	Sr Planning Analyst	Provides customer services relating to sales, sales promotions, installations and communications
		• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develops improvement plans in response to customer surveys. Provides customer services relating to sales, sales promotions, installations and communications.
21	or opecialist	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.

2014 compe	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1H	Customer Outreach Advocate	CUST OPS Customer Outreach	Customer Operations Admin	Benchmark Data Available	AMS010P2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Intermediate	P2 (Intermediate)
3L	Section Manager	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P3	(M3) TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS EHS	Customer Opers EHS	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Insures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
1H	Customer Outreach Advocate	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2L	Sr Specialist	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develons improvement plans in response to customer surveys. Provides customer services relating to sales, sales promotions, installations and communications. Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws. Develops organizationwide initiatives to proactively inform and educate customers. Develons improvement plans in response to customer surveys.
2L	Sr Specialist	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develops improvement plans in response to customer surveys. Provides customer services relating to sales, sales promotions, installations and communications. Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws. Develops organizationwide initiatives to proactively inform and educate customers.
2L	Sr Specialist	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys. Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develons improvement plans in response to customer surveys.
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
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					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
IL	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
LL	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
LL	Customer Ops Supervisor	CUST OPS Bronx/West Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
BL	Section Manager	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager	M3 (Senior Manager)	
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	(M3) TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
1L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
IL	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
LL	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
IL	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	

Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
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1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
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1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
3L	Section Manager	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Frovides customer services relating to sales, sales promotions, installations and communications Frovides customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
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Census File					Position			
Letisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Brooklyn Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
IL.	Section Manager	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)	
?L	Sr Specialist	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010p3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)	
PL .	Sr Specialist	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)	
L	Sr Specialist	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)	
L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	

Census File		
Band	Job Title	Description
L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
IL	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
IL.	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
IL	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
L	Section Manager	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
eL.	Sr Specialist	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
PL.	Sr Specialist	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
L	Sr Specialist	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Field Ops Collections	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
4L	General Manager	CUST OPS Field Ops GM & Staff	Field Operations	Benchmark Data Available	ams000M4	TW-CDB-GI: Customer Support/Operations / AMS000 Customer Support/Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr
2H	Project Specialist	CUST OPS Field Ops GM & Staff	Field Operations	Non-benchmark Job			
3L	Section Manager	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)

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Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Provides customer surveys
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in resonnee to customer surveys.
11.	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
11.	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
4L	General Manager	Provides new and existing customers with the best possible service in relation to billing inquiries, service requests, suggestions and complaints Resolves customer inquiries and complaints fairly and effectively Provides product and service information to customers, and identifies up selling opportunities to maintain and increase income streams from customer relationships Recommends and implements programs to support customer needs Recommends and implements programs to support Congrations Function as a generalist or in a combination of Disciplines.
2H	Project Specialist	A VECTOR CONTINUES AND WITHIN THE FULL COMMON SURPORT AND ASSESSMENT OF THE ACCOMMINISTRAN OF LUCCIONING
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
11.	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
11.	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
11.	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Manh Meter Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Section Manager	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024M3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Senior Manager (M3)	M3 (Senior Manager)
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)

ensus File		
Band	Job Title	Description
L	Customer Ops	Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
		Develops improvement plans in response to customer surveys
-	Customer Ops	Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws ■ Develops organizationwide initiatives to proactively inform and educate customers
		Develops improvement plans in response to customer surveys
_	Customer Ops	Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
		Develops improvement plans in response to customer surveys
L	Customer Ops	Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
L	Customer Ops	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications
-	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
	Supervisor	accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
		Develops improvement plans in response to customer surveys
L	Customer Ops	Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
	0.1	Develops improvement plans in response to customer surveys
L	Customer Ops	Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
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	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
		Develops improvement plans in response to customer surveys
L	Customer Ops	 Provides customer services relating to sales, sales promotions, installations and communications
	Supervisor	• Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
		accordance with the consumer laws
		 Develops organizationwide initiatives to proactively inform and educate customers
L	Customer Ops	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications
-	Supervisor	Frovides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in
	Super visor	accordance with the consumer laws
		Develops organizationwide initiatives to proactively inform and educate customers
		Develops improvement plans in response to customer surveys
L	Section Manager	Plans and monitors customer contact center schedules and operations
		• Provides management information and productivity forecasts by observing customer call patterns
		Develops, monitors and analyzes key performance indicators
		May schedule call center equipment maintenance and repair appointments
L	Sr Specialist	• Plans and manifers system or contact contact school use and ones "
-	Sr Specialist	Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing systems call patterns.
		Provides management information and productivity forecasts by observing customer call patterns Provides management information and productivity forecasts by observing customer call patterns
		 Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments
		- тау запечие сил септег ециртент таптенапсе ани теран аррининентя
L	Sr Specialist	Plans and monitors customer contact center schedules and operations
		Provides management information and productivity forecasts by observing customer call patterns
		Develops, monitors and analyzes key performance indicators
		May schedule call center equipment maintenance and repair appointments
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Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Sr Analyst	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)	
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P3	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Career (P3)	P3 (Career)	
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)	
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)	
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)	
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)	
L	Sr Specialist	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024P4	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Specialist (P4)	P3 (Career)	
L	Customer Ops Supervisor	CUST OPS Performance Group	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS024M1	TW-CDB-GI: Customer Support/Operations / AMS024 Customer Contact Center Planning and Monitoring / Supervisor (M1)	P1 (Entry)	
L	Section Manager	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)	
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)	

Census File						
Band	Job Title	Description				
2L	Sr Analyst	Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments				
2L	Sr Specialist	Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments				
2L	Sr Specialist	 Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments 				
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2L	Sr Specialist	Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments				
2L	Sr Specialist	Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments				
1L	Customer Ops Supervisor	 Plans and monitors customer contact center schedules and operations Provides management information and productivity forecasts by observing customer call patterns Develops, monitors and analyzes key performance indicators May schedule call center equipment maintenance and repair appointments 				
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers				
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys. Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers				
1L	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys				

Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
-	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
-	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Customer Ops Supervisor	CUST OPS Queens Meter Ops	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
L	Section Manager	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M3	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Senior	M3 (Senior Manager)
-	Sr Specialist	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020P4	Manager (M2) TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site /	P3 (Career)
L	Sr Specialist	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020P4	Snecialist (PA) TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site /	P3 (Career)

Census File		
Band	Job Title	Description
-	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
L	Customer Ops Supervisor	Develons improvement nlans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Consures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
-	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
-	Customer Ops Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
_	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
-	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
-	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
-	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
-	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
	Customer Ops Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
	Section Manager	Develons improvement plans in response to customer surveys Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
	Sr Specialist	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
	Sr Specialist	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance

Conque File					Position			
Census File				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site /	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	Sunervisor (M1) TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supposition (M1)	M1 (Supervisor)	
1H	Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site /	P2 (Intermediate)	
1H	Operating Supervisor	CUST OPS Revenue Protection	Field Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AMT020M1	Supervisor (M1) TW-CDB-GI: Technical Customer Support / AMT020 Technical Customer Support - Customer Site / Supervisor (M1)	P2 (Intermediate)	
2Н	Manager	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Manager (M2)	M2 (Manager)	
1H	Operating Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Insures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Insures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
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1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Insures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
1H	Operating Supervisor	Delivers post-sale services at customer sites including installation, maintenance and repair of organization and third-party products and services to ensure that all function properly Ensures customer satisfaction by advising customers on preventative maintenance and configurations that may favorably impact performance
2H	Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Operating Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Customer Ops Supervisor	CUST OPS SI Field Operations	Field Operations	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P1 (Entry)
1L	Executive Assistant 1L	CUST OPS Office of SVP	Off Sr VP Customer Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042U1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (U1)	P1 (Entry)
3L	Section Manager	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1Н	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1L	Customer Ops Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in resonnse to customer surveys
1L	Customer Ops Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in resonnse to customer surveys
1L	Executive Assistant 1L	 Develons improvement plans in response to customer surveys Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1Н	Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Povelops improvement plans in resonnes to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1Н	Supervisor	Povelops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Corp Cust Accounts	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010p3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1Н	Supervisor	CUST OPS Executive Action Grp	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Senior Manager (M3)	M3 (Senior Manager)
2Н	Manager	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M2	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Manager	M2 (Manager)
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	(P3) TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)

Census File	etitive Analysis	
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Band	Job Title	Description
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Insures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1H	Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
3L	Section Manager	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2H	Manager	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2L	Sr Specialist	Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collectes with training resources to work training and improved processes.
2L	Sr Specialist	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
				Availability			
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)
2L	Sr Specialist	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career (P3)	P3 (Career)
1H	Supervisor	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M1	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Quality Assurance	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M1	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040M4	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040M3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040P3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution /	P3 (Career)
2L	Sr Specialist	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040P3	Career (P3) TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040P3	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Career (P3)	P3 (Career)
1H	Supervisor	CUST OPS Retail Choice Ops	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS040M1	TW-CDB-GI: Customer Support/Operations / AMS040 Customer Billing Resolution / Supervisor (M1)	P2 (Intermediate)
2H	Project Specialist	CUST OPS Team Telecom App Mgmt	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	ait090p4	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	CUST OPS Team Telecom App Mgmt	Specialized Activities	Insufficient Benchmark Data (Less than 5 comparator matches)	ait090p5	TW-CDB-GI: IT Administration / AIT090 Voice Communications / Master (P5)	P4 (Specialist)
3L	Section Manager	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)

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Census File		
Band	Job Title	Description
2L	Sr Specialist	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2L	Sr Specialist	 Collaborates with training resources to provide training on improved processes. Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
1H	Supervisor	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
1H	Supervisor	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
4L	General Manager	Collaborates with training resources to provide training on improved processes Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
3L	Section Manager	 Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2L	Sr Specialist	 Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2L	Sr Specialist	 Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2L	Sr Specialist	 Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
1H	Supervisor	 Investigates, analyzes, negotiates, resolves, documents, and reports on consumer and commercial billing issues and complaints against the organization Identifies solutions that address billing issues, and presents appropriate resolution options to customers Negotiates and authorizes billing settlements within established limits, and adjusts customer accounts
2H	Project Specialist	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
2H	Project Specialist	Performs technical analysis of software, hardware and transmission systems for voice communications Ensures that remote hardware and communication facilities have procedures for installation and support of voice communications systems Collaborates with internal and external customers and vendors to determine voice communications system requirements
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1Н	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Unmetered & Mtr Svcs	Specialized Activities	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
2H	Manager	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M2	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Manager (M2)	M2 (Manager)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1Н	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	CUST OPS Auto Meter Reading	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	CUST OPS Central Credit	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS010P5	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Master (P5)	P4 (Specialist)
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in resonnee to customer surveys.
2H	Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Operating Supervisor	Develops improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Operating Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Operating Supervisor	Prevides customer services relating to sales, sales promotions, installations and communications Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
1H	Operating Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2H	Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.

2014 Compe	titive Analysis				Docition		
Census File	Census File				Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
2L	Sr Specialist	CUST OPS Central Credit	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010p4	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Specialist (P4)	P3 (Career)
1Н	Supervisor	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1Н	Supervisor	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CUST OPS Final Bills & PAC	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CUST OPS Metering	Strategic Applications	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	CUST OPS Metering	Strategic Applications	Benchmark Data Available	AMS010P3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Career (P3)	P3 (Career)
3H	Department Manager	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / M3 (Senior Manager)	M3 (Section Mgr)
3L	Technical Specialist	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / M3 (Senior Manager)	M3 (Senior Manager)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Sr Analyst	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Insures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys.
2L	Sr Specialist	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
1H	Supervisor	 Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
1H	Supervisor	Pevelons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Finsures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2L	Sr Specialist	Develons improvement plans in response to customer surveys Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
3Н	Department Manager	Develops improvement plans in response to customer surveys Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
3L	Technical Specialist	Tvnically resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
2L	Sr System Analyst	Tvnically resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Taisingly resolves issues referred by help desk support
2L	Sr System Analyst	Twicially resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Truically resolves issues referred by help desk support
2L	Sr System Analyst	Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Troically resolves issues referred by help desk support

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025M1	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Manager (M2)	M1 (Supervisor)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P3	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / Career (P3)	P3 (Career)
2L	Sr Specialist	CUST OPS Ops &Application Supp	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT025P4	TW-CDB-GI: IT Administration / AIT025 IT Onsite Support / P4 (Specialist)	P3 (Career)
1H	System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
1H	System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
1H	System Analyst	CUST OPS Ops &Application Supp	Strategic Applications	Benchmark Data Available	ITS.020.039	AH-TCM-GI: Information Technology Services / 020Applications / Business Systems Consultant-Intermediate	P2 (Intermediate)
3L	Section Manager	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Senior	M3 (Senior Manager)
2H	Manager	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M2	Manager (M2) TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Manager (M2)	M2 (Manager)
2H	Sr Planning Analyst	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026M2	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Manager	M2 (Manager)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr System Analyst	Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
2L	Sr System Analyst	Tvnically resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Tvnically resolves issues referred by help desk support
2L	Sr System Analyst	Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Typically resolves issues referred by help desk support.
2L	Sr System Analyst	 Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
2L	Sr System Analyst	Tvoically resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems
2L	Sr Specialist	Tvnically resolves issues referred by help desk support Provides onsite technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes) Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems Tvnically resolves issues referred by help desk support
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
1H	System Analyst	Manages moderately complex problems with regard to business systems projects. Assists with the development and maintenance of business systems applications. Develops alternatives, software routines, and procedures for business systems applications. Designs system back-up and recovery procedures, as well as monitoring and controlling client production charges. Acts as a liaison between Applications Analyst/Programmers and Business Sponsors. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2H	Manager	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
2H	Sr Planning Analyst	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes

2014 Competitive Analysis								
Census File					Position			
census i ne		1	1		Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career	P3 (Career)	
2L	Sr Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P4	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Specialist	P3 (Career)	
1H	Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Insufficient Benchmark Data (Less than 5 comparator matches)	AMS026P3	TW-CDB-GI: Customer Support/Operations / AMS026 Customer Contact Center Process Improvement / Career	P2 (Intermediate)	
1H	Specialist	CUST OPS Reg Perf Analysis	Strategic Applications	Non-benchmark Job				
1H	Supervisor	CUST OPS Replevin	Strategic Applications	Benchmark Data Available	AMS010M1	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Supervisor (M1)	P2 (Intermediate)	
4L	General Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Non-benchmark Job				
3L	Section Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Benchmark Data Available	AMS010M3	TW-CDB-GI: Customer Support/Operations / AMS010 Customer Service / Senior Manager (M3)	M3 (Senior Manager)	
2H	Manager	CUST OPS Strat Apps GM & Staff	Strategic Applications	Non-benchmark Job				
2H	Project Specialist	CUST OPS Strat Apps GM & Staff	Strategic Applications	Non-benchmark Job				
ЗН	Department Manager	BQ Control Center	Bklyn & Qns Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)	
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)	
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations
2L	Sr Specialist	 Collaborates with training resources to provide training on improved processes Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
1H	Specialist	 Analyzes and measures the effectiveness of existing contact center processes and develops sustainable, repeatable and quantifiable process improvements Collects and analyzes contact center activity data and initiates, develops and recommends improvements to systems, processes and procedures to increase productivity and reduce cost Monitors resource requirements, call volume, quality and efficiency of customer contact center operations Collaborates with training resources to provide training on improved processes
1H	Specialist	
1H	Supervisor	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers Develops improvement plans in response to customer surveys
4L	General Manager	• Develors intorovement dians in resource to distorner surveys
3L	Section Manager	Provides customer services relating to sales, sales promotions, installations and communications Ensures that good customer relations are maintained, and customer claims and complaints are resolved fairly and effectively, and in accordance with the consumer laws Develops organizationwide initiatives to proactively inform and educate customers
2H	Manager	Develons improvement plans in response to customer surveys
2H	Project Specialist	
зн	Department Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant It is birects substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

	titive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

Census File		
Band	Job Title	Description
2Н	Manager	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
ZL	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Sr Specialist	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
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L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
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L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
ZL	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
ZL	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
ZL	Operating General Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
1Н	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2014 Competi	tive Analysis						
Census File					Position		
Band	Job Title Sec Name Dept Name			Benchmark Data	Matching Code General Functional Area Level		
Dallu	Job Hile	Set Name	Берг Name	Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Control Center	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
4Н	General Manager Electric Ops	BQ Electric Ops GM & Staff	Bklyn & Qns Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit				
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4Н	General Manager Electric Ops	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit				
3L	Section Manager	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and coustomers' service facilities				
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				

Census File				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
		Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric
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1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
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1H	Operating Supervisor	Despossibilities may be limited to an assigned district or area Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
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1H	Operating Supervisor	distribution facilities and customers' service facilities • Despossibilities may be limited to an excise addictaint or area • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other
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Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Emergency Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Environmental Operations	Bklyn & Qns Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ahs010P5	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Master (P5)	P5 (Master)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)

2014 Competitive Analysis						
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3L	Section Manager	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies 				
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Census File					Position		
					Matching		1
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1Н	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1Н	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Environmental Operations	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Operating Supervisor	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
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					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Manager	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
2L	Field Operations Planner	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2Н	Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1Н	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
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1H	Operating Supervisor	BQ Field Substation Ops	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Project Manager	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)

2014 Compet	2014 Competitive Analysis					
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
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3L	Project Manager	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines				

Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level	
2H	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)	
2Н	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530P5	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Master (P5)	P4 (Specialist)	
2Н	Project Specialist	BQ Project Management	Bklyn & Qns Electric Ops	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)	
2L	Planner Field Tech Specialist	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)	
2L	Planner Field Tech Specialist	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2Н	Project Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
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ZL	Planner Field Tech Specialist	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
111	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
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Census File	titive Analysis				Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BQ Cable	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
4H	General Manager Electric Ops	BQ Electric Const GM & Staff	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)	
3L	Section Manager	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
2L	Planner Field Tech Specialist	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
2L	Planner Field Tech Specialist	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
4H	General Manager Electric Ops	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities.

					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1н	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
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411	O continue of continue	distribution facilities and customers' service facilities
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
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1H	Operating Supervisor	Despossibilities may be limited to an assigned district or area Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
		Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric
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		distribution facilities and customers' service facilities

2014 Competitive Analysis							
Census File					Position		
Band	Job Title	Sec Name	Don't Name	Developed Date	Matching Code	Carrant Franchismal Arra	Lovel
вапо	Job little	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Equipment	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric
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3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

Census File	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
ZL	Planner Field Tech Specialist	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2014 Compet	•				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
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1H	Operating Supervisor	Despossibilities may be limited to an assigned district or area Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
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		distribution facilities and customers' service facilities

2014 Compet	•				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Underground East	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
ZL	Planner Field Tech Specialist	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File	titive Analysis	
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Competitive Analysis					
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1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities 			
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2014 Compet	itive Analysis						
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Operating Supervisor	BQ Underground West	Bklyn & Qns Undrgrnd & Equipmt	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2Н	Manager	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000M2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P3	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P3	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BQ Administrative Support	BQ Overhead & Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAS000P2	TW-CDB-Energy: Administrative Services / AAS000 Administrative Services Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)

2014 Competi	tive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2H	Manager	Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
1H	Specialist	• Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
1Н	Specialist	Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
1H	Specialist	• Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
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1Н	Specialist	• Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
1H	Specialist	• Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function
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2014 Competitive Analysis								
Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
4H	General Manager Electric Ops	BQ GM & Staff	BQ Overhead & Services	Benchmark Data Available	ENG-edd020m4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)	
1H	Operating Supervisor	BQ Meter and Test West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-edd010p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)	
ZL	Planner Field Tech Specialist	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-edd010p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)	
2L	Planner Field Tech Specialist	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)	
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
4н	General Manager Electric Ops	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
3L	Section Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Planner Field Tech Specialist	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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1H	Operating Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
IH	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
LH	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Overhead MH5966	BQ Overhead & Services	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)
ZL	Planner Field Tech Specialist	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Band	Job Title	Description
1H	Operating Supervisor	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
		Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric
411	O continue of continue	distribution facilities and customers' service facilities
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
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1H	Operating Supervisor	Despossibilities may be limited to an assigned district or area Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
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		distribution facilities and customers' service facilities

	itive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BQ Services East	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2 L	Planner Field Tech Specialist	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
LH	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

Census File	titive Analysis	
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
Н	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
ш	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
LH	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
IH	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
Н	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
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411	O continue of continue	distribution facilities and customers' service facilities
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1H	Operating Supervisor	Despossibilities may be limited to an assigned district or area Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices
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		distribution facilities and customers' service facilities
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		generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and
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		distribution facilities and customers' service facilities

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Census File				Benchmark Data Availability	Matching		
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
1H	Operating Supervisor	BQ Services West	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2Н	Manager	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
ZL	Planner Field Tech Specialist	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
І Н	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
IH .	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
н	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
Н	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2H	Manager	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities are volumed.
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Celisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BQ Subsurface Construction	BQ Overhead & Services	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior	M3 (Senior Manager)	
2Н	Manager	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030M2	Manager (M3) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager	M2 (Manager)	
2Н	Project Specialist	BQ EHS	Brooklyn & Queens EHS	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	IM2) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)	
2Н	Project Specialist	BQ EHS	Brooklyn & Queens EHS	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master	P4 (Specialist)	
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)	
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)	
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-ahs030p4	(P3) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)	
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-ahs030p4	(P4) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Manager	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines mont cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines most cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses

Census File					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)	
2L	Sr Specialist	BQ EHS	Brooklyn & Queens EHS	Benchmark Data Available	ENG-AHS030P3		P3 (Career)	
3L	Section Manager	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
ZL	Planner Field Tech Specialist	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Sr Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines mot cause analyses A Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and
ZL	or specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Section Manager	Determines root cause analyses Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other
		associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other
Δ	Specialist	 Coordinates, schedules and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other
		 May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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		associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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		associated devices • May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) • May be responsible for field engineering and/or operating activities • Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment • Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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·	itive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
н	Operating Supervisor	BW Construction Eastview	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
SL	Section Manager	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
L	Planner Field Tech Specialist	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
н	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
н	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
н	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Construction Rye	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities.
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Construction South	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M3	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P4	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P4	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	Chain and Logistics / ASC080 Services Purchasing / Supervisor	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P2	(M1) TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Intermediate (P2)	P2 (Intermediate)

2014 Compe	014 Competitive Analysis						
Census File							
Band	Job Title	Description					
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					
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3L	Section Manager	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds					
2L	Field Operations Planner	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds					
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1Н	Operating Supervisor	0					
1H	Chief Construction Inspector	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds					

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P2	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	Chain and Logistics / ASC080 Services Purchasing / Supervisor	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P3	(M1) TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Career (P3)	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P3	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Career (P3)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P2	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor	P2 (Intermediate)
1H	Chief Construction Inspector	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080P3	TW-CDB-Energy: Supply Chain and Logistics / ASCO80 Services Purchasing / Career (P3)	P2 (Intermediate)
1H	Operating Supervisor	BW Contract Management	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ASC080M1	TW-CDB-Energy: Supply Chain and Logistics / ASC080 Services Purchasing / Supervisor	P2 (Intermediate)
4H	General Manager Electric Ops	BW Electric Const GM & Staff	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)

Census File		
Band	Job Title	Description
1H	Chief Construction Inspector	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Chief Construction Inspector	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
1H	Chief Construction Inspector	Negotiates favorable terms, volume discounts and long-term contracts with suppliers, and prepares and processes requisitions and purchase orders for the procurement of services (e.g., travel, cleaning, transportation, consulting services) Develops and implements strategies for cost reduction, supplier consolidation, service delivery improvements and process efficiencies Sources services for the organization and its employees (e.g., travel, cleaning, transportation, consulting services) or the negotiation of contracts with third-party suppliers (e.g., software licenses) Reviews purchase order claims and contracts for conformance to company policy, and discusses defects and delivery problems with suppliers and negotiates refunds
1H	Operating Supervisor	0
4Н	General Manager Electric Ops	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.

	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Manager	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)
1н	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	BW Field Services	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
2L	Planner Field Tech Specialist	BW Meter and Test	Bronx & West Electric Constr	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services /	P3 (Career)
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD074M1	Specialist (PA1) TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2H	Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1н	Specialist	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1Н	Specialist	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities
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2L	Planner Field Tech Specialist	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

Consus File					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services /	P2 (Intermediate)	
1H	Operating Supervisor	BW Meter and Test	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD074M1	Sunenvisor (M1) TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Sunenvisor (M1)	P2 (Intermediate)	
3L	Section Manager	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Substation Maintenance	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1Н	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
3L	Section Manager	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	itive Analysis			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Technical Services	Bronx & West Electric Constr	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	BW Control Center	Bronx & West Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
2Н	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
ЗН	Department Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)	
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)	
2H	Manager	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)	
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
ZL	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	

Census File		
Band	Job Title	Description
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File				Position			
Letisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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ZL ZL	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
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L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Control Center	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD010M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Supervisor (M1)	P2 (Intermediate)	
4Н	General Manager Electric Ops	BW Electric Ops GM & Staff	Bronx & West Electric Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)	
3L	Section Manager	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
ZL	Field Operations Planner	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
111	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
4H	General Manager Electric Ops	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Oirects substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Availability Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Emergency	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
2H	Manager	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)	
2L	Field Operations Planner	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
2L	Field Operations Planner	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2H	Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.
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Census File	titive Analysis				Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
111	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
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1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level	
				Availability				
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Field Operations	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Project Manager	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)	
2Н	Project Specialist	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Project Manager	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2Н	Project Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

2014 Competi	tive Analysis							
Census File					Position			
David	Job Title Sec Name Dept Name			Developed Date	Matching Code General Functional Area Level			
Band	Job little	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei	
2L	Sr Specialist	BW Project Management	Bronx & West Electric Ops	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)	
2L	Field Operations Planner	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
2L	Field Operations Planner	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment
		• Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position		
					Matching	I	
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Operating Supervisor	BW Red Wagon	Bronx & West Electric Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
₽H	Manager	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010M2	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Manager (M2)	M2 (Manager)
ĽL	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
EL.	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
:L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
ĽL	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)
L	Sr Specialist	BW Environmental	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
L	Section Manager	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
L	Sr Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
PL.	Sr Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P3		P3 (Career)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2H	Manager	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
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3L	Section Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)	
1H	Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	BW Environmental & Safety	Bronx & West Environ Affairs	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1н	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
1H	Specialist	Determines nont cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses
1H	Specialist	Ocnducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses
3L	Section Manager	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File	titive Analysis				Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
111	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
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Census File	-				Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Const Underground South	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
ZL	Planner Field Tech Specialist	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File	titive Analysis	
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2014 Competi	itive Analysis						
Census File					Position		
Band	loh Titlo	Job Title Sec Name Dept Name		Benchmark Data	Matching Code General Functional Area Level		
Dallu	Job IItle	Sec Name	Берт маше	Availability	Code	General Functional Area	Level
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	BW Distribution Services North	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	BW Electric Const GM & Staff	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1н	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities are visited in the construction, maintenance and emergency restoration of electric distribution facilities are visited in the construction, maintenance and emergency restoration of electric distribution facilities are visited in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1Н	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities are visited in the construction, maintenance and emergency restoration of electric distribution facilities are visited in the construction, maintenance and emergency restoration of electric distribution facilities are visited in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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4H	General Manager Electric Ops	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities.

Census File	titive Analysis				Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Field Operations Planner	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
111	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
111	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Field Operations Planner	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File	titive Analysis				Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Environmental Ops	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
ZL	Planner Field Tech Specialist	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2L	Planner Field Tech Specialist	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
111	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Equipment Group	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
1H	Operating Supervisor	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	BW Installation and Apparatus	Electric Construction Networks	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

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1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	Oconstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Position		
census i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1L	Executive Assistant 1L	ELEC OPS Office of SVP	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042p1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (P1)	P1 (Entry)
4H	General Manager Electric Ops	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Group	M4 (Group Mgr)
ЗН	Department Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M4		M4 (Group Mgr)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5		P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (PS)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric	M3 (Senior Manager)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1L	Executive Assistant 1L	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
4Н	General Manager Electric Ops	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3H	Department Manager	eliable operation of the electronic transmission system for actual or optential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Section Manager	reliable operation of the electronic transmission system for actual or potential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Section Manager	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Section Manager	reliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
3L	Project Manager	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Section Manager	eliable eneration of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
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3L	Section Manager	reliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations

<u> </u>	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior	M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3	Manager (M3) TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3		M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3		M3 (Senior Manager)
3L	Project Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P5 (Master)
3L	Section Manager	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (PS)	P5 (Master)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2Н	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (PS)	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2Н	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (P5)	P4 (Specialist)

Census File		
Band	Job Title	Description
3L	Project Manager	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Project Manager	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Ocordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Project Manager	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations.
3L	Project Manager	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Project Manager	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Section Manager	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations.
2Н	Project Specialist	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2Н	Project Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations.
2H	Project Specialist	Operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations.
2Н	Project Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations.

2014 Compet	titive Analysis				1		
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2H	Systems Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2Н	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2H	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P5	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Master (PS)	P4 (Specialist)
2Н	Project Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P4 (Specialist)
2Н	Sr Financial Analyst	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M2	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Manager	M2 (Manager)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Field Operations Planner	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Sr Analyst	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2Н	Project Specialist	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations
2H	Systems Specialist	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2H	Project Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations.
2Н	Project Specialist	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2H	Project Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2H	Project Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Ocordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations.
2Н	Sr Financial Analyst	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations.
2L	Sr Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations.
2L	Field Operations Planner	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Sr Analyst	of Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations

Census File					Position		
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ET0016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
2L	Sr Specialist	ELEC OPS Work Management Team	Off Sr VP Electric Oprs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
4L	General Manager	ELEC OPS Wk Res Mgt Mgr&Staff	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Group	M4 (Group Mgr)
3L	Section Manager	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3		M3 (Senior Manager)
2L	Program & Project Planner	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3		P3 (Career)
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ET0016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)
2L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Engineer	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Sr Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Ocordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Sr Specialist	reliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations
2L	Sr Specialist	Operation of the electronic transmission without of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Sr Specialist	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
4L	General Manager	Operates the real-time bulk power system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
3L	Section Manager	Operates the real-time bulk power system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Program & Project Planner	old per a contact of the electronic transmission system for actual or notantial cituations. Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations.
2L	Work Organizer	Operation of the electronic transmission system for actual or notential situations. Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations.
2L	Scheduler	 Coperates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations.

2014 Competitive Analysis					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)	
L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (pg)	P3 (Career)	
L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
L	Work Organizer	ELEC OPS Work Res Mgmt		Non-benchmark Job				
L	Work Organizer	B/W ELEC OPS Work Res Mgmt B/W	Management Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (pg)	P3 (Career)	
PL .	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (pg)	P3 (Career)	

2014 Compe	2014 Competitive Analysis					
Census File						
Band	Job Title	Description				
2L	Work Organizer	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the 				
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the				
2L	Work Organizer	eliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the				
2L	Scheduler	eliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the				
2L	Scheduler	Operates the real-time bulk power system for actual or notantial cituations. Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the				
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2L	Work Organizer	reliable oneration of the electronic franchission custom for actual or notential circulations				
2L	Work Organizer	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or notential situations 				
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Scheduler	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)	
2L	Work Organizer	ELEC OPS Work Res Mgmt B/W	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
3L	Section Manager	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)		
2L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Scheduler	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
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2L	Scheduler	reliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
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census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
PL .	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (PA)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ET0016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
PL.	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3		P3 (Career)	

Census File		
Band	Job Title	Description
2L	Program & Project Planner	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
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Census File				Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Scheduler	ELECT OPS Work Res Mgmt Manh	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Section Manager	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016M3		M3 (Senior Manager)
L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Work Organizer	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
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3L	Section Manager	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
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Census File				Position			
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Program & Project Planner	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist (pd)	P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4		P3 (Career)
L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Work Organizer	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Program & Project Planner	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	reliable operation of the electronic transmission system for actual or potential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	reliable operation of the electronic transmission system for actual or potential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations.

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P4	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Specialist	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Program & Project Planner	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Scheduler	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations.
2L	Scheduler	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	of Departes the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations.
2L	Scheduler	 Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	o Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential situations
2L	Program & Project Planner	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations.
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or potential cituations.

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Scheduler	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
2L	Work Organizer	ELECT OPS Work Res Mgmt Queens	Work Resource Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO016P3	TW-CDB-Energy: Electric Transmission Operations / ETO016 Electric Transmission System Operations - Generation Operations / Career (P3)	P3 (Career)	
ЗН	Department Manager	ENG PLAN CSO Dept Office	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Group Manager (M4)	M4 (Group Mgr)	
2H	Manager	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)	
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M1	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Supervisor (M1)	M1 (Supervisor)	
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)	
2L	Sr Analyst	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M1	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Supervisor (M1)	M1 (Supervisor)	

Census File		
Band	Job Title	Description
2L	Scheduler	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Reliable operation of the electronic transmission system for actual or notential situations Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the reliable operation of the electronic transmission system for actual or optential situations
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
2L	Work Organizer	Operates the real-time bulk power system by directing the output of generating units to maintain system control performance within established criteria at the lowest possible cost Coordinates load estimating, determination of generation requirements, and generating unit scheduling and dispatching for all generation under the operational control of the organization Communicates with balancing authorities, and generating plants regarding the status of generation units Maintains a balance between electric generation and total customer electricity demand, and maintains operating reserves to provide for the
ЗН	Department Manager	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Manager	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Analyst	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

2014 Compe	titive Analysis						
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M1	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1Н	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	

Census File		
Band	Job Title	Description
EL	Customer Project Manager A	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
L	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
EL .	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
eL	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
LL C	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
eL	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
Н	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
Н	Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
LH	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	ENG PLAN Safety & Training	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
2H	Manager	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Self Assess	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)

Census File		
Band	Job Title	Description
LH	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
:H	Manager	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
EL .	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
eL	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
PL	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
PL	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
LH	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
ІН	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

Communa File				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2Н	Manager	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040M2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-eto040p4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P3 (Career)
2L	Sr Analyst	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1Н	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Supp Ops Admin Supp	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P3	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Career (P3)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2H	Manager	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
ZH	Manager	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2L	Sr Analyst	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
LH	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
LH	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
І Н	Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
LH	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P5	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Master (P5)	P4 (Specialist)
2Н	Project Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P4	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Specialist (P4)	P4 (Specialist)
1H	Specialist	ENG PLAN Supp Ops Tech Support	Central Support Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO040P2	TW-CDB-Energy: Electric Transmission Operations / ETO040 Transmission Operations Compliance / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543M3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior	M3 (Senior Manager)
2Н	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	Manager (M3) TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2Н	Manager	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager	M2 (Manager)
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	(M2) TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master	P4 (Specialist)

Census File		
Band	Job Title	Description
2H	Project Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
2H	Project Specialist	 Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
1H	Specialist	Develops, implements and maintains an operating an reliability standards compliance framework Monitors transmission operations to ensure compliance with national, regional and local regulations Evaluates operating events, disturbances an performance Provides support in responding to regulatory data requests, investigations, compliance and regulatory audits and customer inquires Ensures that all documentation is complete, accurate and in compliance with applicable regulatory standards
3L	Section Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2Н	Manager	 Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2Н	Sr Engineer	 Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

2014 Competi	itive Analysis						
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master	P4 (Specialist)
2L	Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Area Station Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Project Manager	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543m3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Manager	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543m2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P4	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Specialist	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Distr Eng Dept Office	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2Н	Sr Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Project Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Customer Project Manager A	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	 Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	 Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

Census File				Position			
Band Job Title Sec Name Dept Name				Matching County Street Associated Associated			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3Н	Department Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M4 (Group Mgr)
3L	Technical Specialist	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Manager	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2Н	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
2Н	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
ЗН	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Technical Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Technical Specialist	endition of inculation of all major custom electric apparatus Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Section Manager	endition of inculstion of all major curtom electric apparents. Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Section Manager	condition of inculation of all major custom electric apparatus Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all major custom electric apparatus.
2Н	Manager	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	endition of inculation of all major curtom electric apparents. Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	endition of inculation of all major custom electric apparatus Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all major custom electric apparatus.

Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
Н	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
Н	Sr Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
L	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
-	Sr Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
-	Engineer	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2Н	Sr Engineer	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.

Census File					Position		
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)
1H	Operating Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Operating Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Operating Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission circuits, system interconnections, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all major system electric apparatus.
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all major system operative.

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Analyst	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN Distr Equipment	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Associate Engineer A	ENG PLAN Distr Equipment	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2H	Sr Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2L	Engineer	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Analyst	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all major system apparatus.

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Associate Engineer A	ENG PLAN Distribution Cable Sy	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P2 (Intermediate)
2H	Manager	ENG PLAN Distribution Eng EHS	Distribution Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Distribution Eng EHS	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN Distribution Eng EHS	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
3Н	Department Manager	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Group Manager (M4)	M4 (Group Mgr
3L	Technical Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Technical Expert	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)

Census File	titive Analysis	
Band	Job Title	Description
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3Н	Department Manager	endition of inculation of all major systems alectric apparatus Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Technical Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Technical Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3L	Technical Expert	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all maior system operation.

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
Н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
Н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)
Н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist
Н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist
Н	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (PS)	P4 (Specialist
Н	Systems Specialist	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (PS)	P4 (Specialist

Census File		
Band	Job Title	Description
2H	Sr Engineer	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Systems Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (PS)	P4 (Specialist)	
2H	Systems Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	
2H	Project Specialist	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P4 (Specialist)	
2L	Sr System Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
2Н	Sr Engineer	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Systems Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Peigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Project Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	endition of inculation of all major system electric apparatus Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr System Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Pens and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the

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Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2L	Sr System Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Engineer	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)
1H	System Analyst	ENG PLAN Network Systems	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
2H	Manager	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager	M2 (Manager)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	IM2) TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Sr System Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	System Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Field Operations Planner	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Field Operations Planner	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
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	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-aze543p4	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Specialist	P3 (Career)
2L	Field Operations Planner	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Overhead Planning	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Performance & Ops Eng	Distribution Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENG PLAN Performance & Ops Eng	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540P5	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Master (P5)	P4 (Specialist)
1H	Associate Engineer A	ENG PLAN Performance & Ops Eng	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Performance & Ops Eng	Distribution Engineering	Benchmark Data Available	ENG-AZE540P2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Intermediate (P2)	P2 (Intermediate)
ЗН	Department Manager	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
2L	Field Operations Planner	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs				
2L	Field Operations Planner	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs				
1H	Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs				
3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the				
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the				
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the				
1H	Associate Engineer A	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the				
3H	Department Manager	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2H	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2Н	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				

Census File				Position			
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P4	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Benchmark Data Available	ENG-ETO005M2	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Benchmark Data Available	ENG-ETO005M2	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Manager (M2)	M2 (Manager)
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)

Census File	Census File						
Band	Job Title	Description					
2H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 					
2H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 					
2Н	Sr Engineer	 Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service 					
2Н	Manager	 Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service 					
2H	Sr Engineer	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities 					

2014 Compe	titive Analysis			Desition				
Census File					Position			
David.					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Benchmark Data Available	ENG-ETO005M2	TW-CDB-Energy: Electric Transmission Operations / ETO005 Electric Transmission System Operations - Reliability / Manager (M2)	M2 (Manager)	
2H	Sr Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P5	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P3	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Career (P3)	P3 (Career)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
2Н	Sr Engineer	 Monitors and controls the bulk power transmission system parameters including system load, frequency, voltage, line flows, transformer flows, tap positions and direction of energy flow, and maintains acceptable voltage profiles in accordance with established reliability standards Analyzes SCADA (supervisory control and data acquisition) inputs of system voltage, line loading and system alarms, and takes appropriate Takes direct and timely real-time actions (without obtaining higher level approval) including directing shedding of firm load to prevent or alleviate system operating limit (SOL) and interconnection reliability operating limit (IROL) violations, dispatching generation and initiating transmission switching to maintain transmission-level voltages Integrates resource plans "ahead of time," maintains load/interchange/generation balance within the metered boundary, and supports system frequency in real time Ensures real-time security-constrained (security refers to system parameters and not a physical threat) economic generation dispatch throughout the balancing authority area Maintains real-time compliance with reliability standards set by regulatory authorities Determines trouble location and analyzes cause, routes trouble report to appropriate unit for corrective action and advises all those affected of corrective actions Evaluates, coordinates and directs all switching operations to take transmission facilities out of service for maintenance and return those facilities to service 				
2Н	Sr Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
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2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
ZL	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				
2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities				

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	M1 (Supervisor)
1H	Engineering Supervisor	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005M1	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	ENG PLAN Scada, USS, Ovrhd S&P	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETO005P2	TW-CDB-Energy: Electric Transmission Operations / ETO000 Electric Transmission Operations Generalist/Multidisciplin e / Intermediate (P2)	
3Н	Department Manager	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543M3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M4 (Group Mgr)
3L	Section Manager	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543M3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2H	Manager	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543M2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Manager	M2 (Manager)
2H	Sr Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master	P4 (Specialist)
2Н	Sr Engineer	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543P5	(P5) TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Master	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	(P5) TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543P4	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Specialist	P3 (Career)

Census File		
Band	Job Title	Description
2L	Engineer	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Engineering Supervisor	 Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
1H	Associate Engineer A	Operates a safe, reliable, stable and economic electric transmission system round-the-clock operation as a generalist or in combination of Disciplines in the Electric Transmission Operations Function Ensures the electric transmission system meets demand while maintaining system parameters such as frequency, line flows and transmission-level voltage within prescribed limits Acts promptly to return the system to a stable state when voltage and/or frequency excursions occur Maintains real-time compliance with reliability standards set by regulatory authorities
3H	Department Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Section Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Manager	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2H	Sr Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2Н	Sr Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	 Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	 Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Sr Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs

Compute File					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P3	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Career (P3)	P3 (Career)	
1H	Associate Engineer A	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE543M1		M1 (Supervisor)	
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering /	P2 (Intermediate)	
1H	Associate Engineer A	ENG PLAN Secondary Syst Anis	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)	
1H	Associate Engineer A	ENG PLAN Secondary Syst Anls	Distribution Engineering	Benchmark Data Available	ENG-AZE543P2	TW-CDB-Energy: Engineering / AZE543 Electric Distribution Engineering / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)	
2L	Engineer	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
2L	Engineer	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Specialist	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
1H	Associate Engineer A	Plans and designs distribution systems with voltage levels typically 34.5K and below Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs
3L	Section Manager	 Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required
2L	Engineer	 Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required
2L	Engineer	 Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required

	titive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	ENG PLAN Analysis	Edison Project	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)
3L	Section Manager	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
3L	Account Executive -A	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
2L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)

2014 Competitive Analysis							
Census File							
Band	Job Title	Description					
2L	Sr Specialist	 Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required 					
3L	Section Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
3L	Account Executive -A	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs					

Census File				Position			
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Account Executive -C	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Specialist (P4)	P3 (Career)
Н	Specialist	ENG PLAN Acct Exc Grp&Bldg Eng	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate
L	Section Manager	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
Н	Manager	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Manager (M2)	M2 (Manager
Н	Manager	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Manager (M2)	M2 (Manager
L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Account Executive -C	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	Section Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M1	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Comm Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Senior Manager (M3)	M3 (Senior Manager)
2Н	Project Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P5	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Master (P5)	P4 (Specialist)
2Н	Project Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M1	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Supervisor (M1)	M1 (Supervisor)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	Section Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Project Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Project Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2Н	Project Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

2014 Compet	itive Analysis			Т				
Census File					Position			
		I .			Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	ENG PLAN Customer Technology	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)	
4Н	Director Engy EFF Prog	ENG PLAN Manager & Staff	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Group Manager (M4)	M4 (Group Mgr)	
3L	Section Manager	ENG PLAN Market Research	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-amk040M3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Planning Analyst	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P4	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Career (P3)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P3	TW-CDB-Energy: Marketing / AMK040 Market Research/Intelligence / Career (P3)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Market Research	Energy Eff & Demand Mgt	Benchmark Data Available	ENG-amk040P3		P3 (Career)	
3L	Section Manager	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M3		M3 (Senior Manager)	
2Н	Manager	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Manager (M2)	P4 (Specialist)	
2L	Sr Specialist	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Career	P3 (Career)	
1H	Specialist	ENG PLAN Marketing	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Intermediate (P2)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4H	Director Engy EFF Prog	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
3L	Section Manager	Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends Researches market conditions to determine potential sales of a product
2H	Sr Planning Analyst	Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends Researches market conditions to determine potential sales of a product
2L	Sr Specialist	 Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends Researches market conditions to determine potential sales of a product
2L	Sr Specialist	 Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends Researches market conditions to determine potential sales of a product
2L	Sr Specialist	 Performs analyses and prepares forecasts and recommendations in the areas of product preferences, sales coverage, market penetration, market practices and sales trends Researches market conditions to determine potential sales of a product
3L	Section Manager	Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
2H	Manager	Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
2L	Sr Specialist	Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
1H	Specialist	Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes

Consus Filo					Position Matching		
Census File							
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Senior	M3 (Senior Manager)
2H	Manager	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P4	Manager (M3) TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Specialist (P4)	P4 (Specialist)
2Н	Manager	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Manager (M2)	P4 (Specialist)
2Н	Sr Planning Analyst	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation / Specialist (RA)	P4 (Specialist)
1H	Specialist	ENG PLAN Meas Verf & Eval	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE040P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE040 Energy Efficiency/Conservation - Residential Implementation /	P2 (Intermediate)
3L	Section Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Senior Manager (M3)	M3 (Senior Manager)
2Н	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2Н	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)

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Band	Job Title	Description
3L	Section Manager	 Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
2Н	Manager	 Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
2Н	Manager	 Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
2H	Sr Planning Analyst	 Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
1Н	Specialist	 Performs on-site inspections of residential customer homes to identify opportunities to conserve energy Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Markets efficiency programs to eligible customers Provides customer analysis and support for demand side management projects and processes
3L	Section Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2Н	Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2H	Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EF programs
2H	Manager	O evelops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2H	Manager	Invoke awarded for DSM/EE programs Oevelops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2Н	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Specialist (P4)	P4 (Specialist)
2Н	Manager	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	P4 (Specialist)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
2L	Sr Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)

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Census File		
Band	Job Title	Description
2H	Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives
		 Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2H	Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers
		 Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs
		 Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/FF programs
2H	Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt
		demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2L	Sr Specialist	funds awarded for DSM/EF programs • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for
	or openinse	residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives
		 Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt
		demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2L	Sr Specialist	 funds awarded for DSM/EE programs Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers
		• Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives
		 Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers
		 Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs
		• Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt
		demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
1H	Specialist	funds awarded for DSM/FE programs Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for
		residential customers • Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives
		 Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers
		Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost benefit analyses and evaluates the impact of EE_DSM and DR programs.
		 Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)

Census File					Position		
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	ENG PLAN Resid Cust Solutions	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
ЗН	Department Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Group Manager (M4)	M4 (Group Mgr)
2Н	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2Н	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P4	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Specialist (P4)	P4 (Specialist)
2Н	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2Н	Manager	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020m2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	ENG PLAN Strategic Services	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE020P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE020 Energy Efficiency/Conservation - Residential Design / Intermediate (P2)	P1 (Entry)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs
3H	Department Manager	• Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs • Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for
		residential customers • Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives • Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs • Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2H	Manager	funds awarded for DSM/EE programs ■ Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers ■ Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ■ Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs ■ Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2H	Manager	funds awarded for DSM/EE programs ■ Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers ■ Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives ■ Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs ■ Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2Н	Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2H	Manager	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC)
1H	Specialist	funds awarded for DSM/EE programs Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
11.	Associate Specialist	 blooks awarded for DSM/EE programs. Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for residential customers. Provides residential customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives. Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs. Ensures that residential programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs.

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010M2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Manager (M2)	M2 (Manager)
2L	Sr Specialist	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P3	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Career (P3)	P3 (Career)
1H	Specialist	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Targeted DSM	Energy Eff & Demand Mgt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDE010P2	TW-CDB-Energy: Energy Efficiency/Conservation / EDE010 Energy Efficiency/Conservation - Commercial/Industrial Design / Intermediate (P2)	P2 (Intermediate)
4Н	GM Central Energy Service	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	ENG- EDD000M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
ЗН	Department Manager	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	ENG- EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	ENG SERVICES GM & Staff	Energy Services GM and Staff	Benchmark Data Available	ENG- EDD000M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
3L	Account Executive -A	ENG SERVICES GM & Staff	Energy Services GM and Staff	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Master (P5)	P5 (Master)
2L	Account Executive -C	ENG SERVICES GM & Staff	Energy Services GM and Staff	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P3 (Career)

_	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Manager	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
2L	Sr Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
1H	Specialist	 Develops and designs energy efficiency (EE), demand side management (DSM), demand response (DR) and conservation programs for commercial/industrial customers Provides commercial/industrial customers with technical advice and assistance to design, procure and install energy efficient equipment and adopt demand-reduction initiatives Conducts cost-benefit analyses and evaluates the impact of EE, DSM and DR programs Ensures that commercial/industrial programs are in compliance with regulatory guidelines, and may be responsible for Public Utility Commission (PUC) funds awarded for DSM/EE programs
4Н	GM Central Energy Service	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
ЗН	Department Manager	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
3L	Section Manager	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
3L	Account Executive -A	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2L	Account Executive -C	Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG SERVICES GM & Staff	Energy Services GM and Staff	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD000P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD000 Energy Delivery/Distribution Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2H	Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG- AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager	M2 (Manager)
2Н	Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG- AMK090M2	IM2) TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager IM2)	M2 (Manager)
2Н	Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG- AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)
1H	Specialist	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2		P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management /	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	Intermediate (P2) TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN Manh Business Svcs	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AMK090P2		P2 (Intermediate)
2Н	Manager	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG- AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager (M2)	M2 (Manager)

Census File		
Band	Job Title	Description
ZL	Customer Project Manager A	 Directs and coordinates distribution activities that provide electric and/or gas service to customers Has responsibilities that typically include operations, line construction and/or maintenance and field engineering Plans, directs and coordinates activities to prevent electric service interruptions and minimize the impact and restoration time of service interruptions Schedules maintenance, trouble operations/service restoration, metering operations, and operations planning work Provides adequate, accurate information to the customer service centers to keep affected customers properly informed Ensures compliance with all safety, training and auditable guidelines, policies, practices, organization standards, and government
2H	Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	Specialist	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
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1H	District Manager	 Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2H	Manager	 Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation

	etitive Analysis				Position		
Census File							
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2Н	Manager	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG- AMK090M2	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Manager	M2 (Manager)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3		P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3		P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AMK090M1	(P3) TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Supervisor (M1)	M1 (Supervisor)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3		P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	eng-amk090p4	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3		P3 (Career)

Census File		
Band	Job Title	Description
2Н	Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
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2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation

2021 00pc	etitive Analysis				Docition		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
				Availability			
2L	Customer Project	ENG PLAN Manh Major	Energy Services	Benchmark Data	ENG-AMK090P3	TW-CDB-Energy:	P3 (Career)
	Manager A	Services	Manhattan	Available		Marketing / AMK090 Marketing Program	
						Management / Career	
2L	Customer Project	ENG PLAN Manh Major	Energy Services	Insufficient Benchmark	eng-amk090p4	(P3) TW-CDB-Energy:	P3 (Career)
	Manager A	Services	Manhattan	Data (Less than 5		Marketing / AMK090	, ,
				comparator matches)		Marketing Program Management / Specialist	
						(P4)	
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090	P3 (Career)
						Marketing Program	
						Management / Career (P3)	
2L	Customer Project	ENG PLAN Manh Major	Energy Services	Benchmark Data	ENG-AMK090P3	TW-CDB-Energy:	P3 (Career)
	Manager A	Services	Manhattan	Available		Marketing / AMK090 Marketing Program	
						Management / Career	
2L	Customer Project	ENG PLAN Manh Major	Energy Services	Benchmark Data	ENG-AMK090P3	(P3) TW-CDB-Energy:	P3 (Career)
	Manager A	Services	Manhattan	Available		Marketing / AMK090	,
						Marketing Program Management / Career	
						(P3)	
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090	P3 (Career)
	manager / t	Services	The infection	7.174.114.51.0		Marketing Program	
						Management / Career (P3)	
2L	Customer Project	ENG PLAN Manh Major	Energy Services	Benchmark Data	ENG-AMK090P3	TW-CDB-Energy:	P3 (Career)
	Manager A	Services	Manhattan	Available		Marketing / AMK090 Marketing Program	
						Management / Career	
2L	Customer Project	ENG PLAN Manh Major	Energy Services	Benchmark Data	ENG-AMK090P3	(P3) TW-CDB-Energy:	P3 (Career)
	Manager A	Services	Manhattan	Available		Marketing / AMK090	, ,
						Marketing Program Management / Career	
						(P3)	
2L	Customer Project Manager A	ENG PLAN Manh Major Services	Energy Services Manhattan	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090	P3 (Career)
						Marketing Program	
						Management / Career (P3)	
3H	Department Manager	ENG PLAN BW Manager &	Energy Svcs	Insufficient Benchmark	ENG-	TW-CDB-Energy: Client	M4 (Group Mgr)
		Staff	Bronx/Westchester	Data (Less than 5 comparator matches)	CDM000M4	Service Delivery Management / CDM000	
				,		Client Service Delivery	
						Management Generalist/Multidisciplin	
						e / Group Manager (M4)	
3H	Department Manager	ENG PLAN BW Manager &	Energy Svcs	Insufficient Benchmark	ENG-	TW-CDB-Energy: Client	M4 (Group Mgr)
		Staff	Bronx/Westchester	Data (Less than 5	CDM000M4	Service Delivery	
				comparator matches)		Management / CDM000 Client Service Delivery	
						Management	
						Generalist/Multidisciplin e / Group Manager (M4)	
2H	Manager	ENG PLAN BW New Bus	Energy Svcs	Insufficient Benchmark	ENG-	TW-CDB-Energy: Client	M2 (Manager)
	Manager	Major Svcs	Bronx/Westchester	Data (Less than 5	CDM000M2	Service Delivery	(ividilagei)
				comparator matches)		Management / CDM000	
						Client Service Delivery Management	
						Generalist/Multidisciplin	
						e / Manager (M2)	

2014 Compe	2014 Competitive Analysis					
Census File						
Band	Job Title	Description				
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
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2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
2L	Customer Project Manager A	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
3H	Department Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) 				
3H	Department Manager	 Contracts may involve both short, and long term commitment of sensice and vary simplificantly in value/stratagic importance Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) 				
2H	Manager	 Contracts may involve both chart—and long form commitment of conjugated and vary significantly in value/strategic importance. Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short—and long-term commitment of service and vary significantly in value/strategic importance. 				

Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2H	Manager	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
Н	Manager	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
PL	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
'L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2H	Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2Н	Manager	Contracts may involve both chart, and long term commitment of control and user climificantly in value (chartogic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both short, and long-term commitment of sequice and you similificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	A Contractic may involve both chart, and long form commitment of conice and user circuificantly is value (chestoric importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both short, and long term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both short, and long term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both chart, and long form commitment of control and user climificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Ontracts may involve both short, and long term commitment of sensice and vary significantly in value (strategic importance).
2L	Customer Project Manager A	A Contact was manufacture to the chort and long form commitment of source and vary commitment with chort and long form commitment of source level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)

Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area		Level	
				Availability				
L.	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve host and long form commitment of confice and your climiticantly is value (stratagic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve hoth short, and long term commitment of sequice and you climificantly in valual strategic importance Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve host and long form commitment of confice and your climiticantly in value (stratagic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve hoth short, and long term commitment of sengice and your similificantly in value/strategic importance Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short, and long-term commitment of sengice and your significantly in value/strategic importance.
2L	Customer Project Manager A	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short, and long term compilment of service and your significantly in value (strategic importance).
2L	Customer Project Manager A	Contracts may involve both chort, and long form commitment of sensice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both chost, and long torm commitment of contract extensions or involve both chost, and long torm commitment of contract extensions or involve both chost, and long torm commitment of contract extensions.

	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
L	Customer Project Manager A	ENG PLAN BW New Bus Major Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
Н	Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager	
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate	
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate	
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate	
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate	
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career	P2 (Intermediate	
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate	

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve hath chort—and long form commitment of condice and user circuificantly in value (chrostoric importance) Manages the delivery of contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2H	Manager	Contracts may involve hort, and long term commitment of sensice and you similificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	Contracts may involve both cheet, and long form commitment at condice and your climiticanthy in value (testagic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	Contracts may involve hath short, and long term commitment of sendice and vary similificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	 Contracts may involve hath short, and long-term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	Contracts may involve hoth chart, and long term commitment of contracts and very cimilificantly in value (charteria: importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	Contracts may involve hort, and long term commitment of sensice, and vary similificantly in value/strategic importance Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation

Census File				Benchmark Data	Position		
Band	Job Title	Sec Name			Matching Code General Functional Area		Level
				Availability			
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
Н	District Manager	ENG PLAN BW New Bus Rtail Svcs	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
P.L.	Customer Project Manager A	ENG PLAN BW Resid Subdivision	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2H	Manager	ENG PLAN BW Svcs Assmt Team	Energy Svcs Bronx/Westchester	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
₽H	Manager	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
Н	Manager	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
1H	District Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	District Manager	Contracts may involve both cheet and long term commitment of contracts and user climificantly in value (cheetoric importance) Manages the delivery of contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both short, and long term commitment of sequice and you climificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2Н	Manager	Contracts may involve hath chart, and long form commitment of condice and underline in value (the total inmentance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2Н	Manager	Contracts may involve both chort, and long term commitment of sengice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
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2Н	Manager	Contracts may involve both chart and long form commitment of sensine and very cignificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short, and long term commitment of sensice and vary significantly in value (strategic importance).
2L	Customer Project Manager A	Contracts may involve both chart, and long form commitment of sensites and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both chost, and long torm commitment of contract extensions or involve both chost, and long torm commitment of contract extensions or involve both chost, and long torm commitment of contract extensions or involve both chost, and long torm commitment of contract extensions or additional business within the account(s)

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both chart, and long term commitment of contract and using contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both short, and long term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	A Contexts may involve both chart, and long form commitment of conice and use circuificantly in value (testoric importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both chart, and long term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Acontracts may involve both short, and long term commitment of senvice and you significantly in value (strategic importance).
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	A Contract: max involve both chart and lose form commitment of conice and user circulations by a value (treatesic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) A contracts manipulate both chart, and long term compilment of sonice and you confidently in value (strategic importance).

Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both chart, and long term commitment of contract and using contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both short, and long term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	A Contexts may involve both chart, and long form commitment of conice and use circuificantly in value (testoric importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both chart, and long term commitment of sendice and your significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Acontracts may involve both short, and long term commitment of senvice and you significantly in value (strategic importance).
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	A Contract: max involve both chart and lose form commitment of conice and user circulations by a value (treatesic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
1H	Associate Engineer A	ENG PLAN BQ Major Services	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
ЗН	Department Manager	ENG PLAN BQ Manager & Staff	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mg
2H	Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
2H	Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2H	Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- CDM000M2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)
1H	Specialist	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)

	titive Analysis	
Census File		
Band	Job Title	Description
2L	Customer Project Manager A	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements
		 Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	Associate Engineer A	Contracts may involve both short, and long term commitment of sonice and year similificantly in value strategic importance. Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
ЗН	Department Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2Н	Manager	Contracts may involve both short, and long term commitment of sonice and year significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2Н	Manager	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2Н	Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
1H	Specialist	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both chart, and long torm compiltment of conics and vary cignificantly in value/stratagic importance.

2014 Competitive Analysis							
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3		P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3		P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2		P2 (Intermediate)
1H	Specialist	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P2	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	District Manager	ENG PLAN BQ Rtail ES Mgr & Stf	Energy Svcs Brooklyn & Queens	Benchmark Data Available	ENG-AMK090P3	TW-CDB-Energy: Marketing / AMK090 Marketing Program Management / Career (P3)	P2 (Intermediate)
2H	Manager	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2H	Manager	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job			

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	District Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) 				
1Н	District Manager	Contracts may involve both chest, and long term commitment of contracts may involve invol				
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
1H	District Manager	Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
1H	District Manager	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) 				
1H	Specialist	Contacts may involve both chest, and long term commitment of contine and vary significantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)				
1H	District Manager	Contracts may involve both short, and look form commitment of sensice and vary significantly in value/strategic importance Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)				
1H	Specialist	Contacte may layely be both chart, and long torm commitment of conjugate and your cignificantly in value (etcatoric importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)				
1H	District Manager	Contracts may involve both chart, and long term commitment of considerant and vary significantly in value (strategic importance) Designs, develops and coordinates marketing programs for various service offerings Develops marketing plans for program implementation, monitoring and evaluation				
2H	Manager					
2H	Manager					
2L	Customer Project Manager A					
2L 2L	Customer Project Manager A Customer Project Manager A					

Census File					Position			
census i ne					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job				
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job				
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job				
2L	Customer Project Manager A	ENG PLAN Planning	Planning & Project Management	Non-benchmark Job				
2Н	Manager	ENG PLAN Project Management	Planning & Project Management	Benchmark Data Available	ENG- APM530M2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Manager (M2)	M2 (Manager)	
2L	Sr Specialist	ENG PLAN Project Management	Planning & Project Management	Benchmark Data Available	ENG-APM530P3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Career (P3)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Project Management	Planning & Project Management	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P3 (Career)	
3L	Section Manager	ENG PLAN BQ Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)	
2L	Engineer	ENG PLAN BQ Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN BQ Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	

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Census File		
Band	Job Title	Description
2L	Customer Project	
2L	Manager A Customer Project	
2L	Manager A Customer Project	
	Manager A	
2L	Customer Project Manager A	
2Н	Manager	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	• Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers • Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2L	Sr Specialist	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of all major custom algoritic apparents.
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of includation of all major custom electric approaches.

Census File					Position			
				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
3Н	Department Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)	
2Н	Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2Н	Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2Н	Manager	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)	

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
3Н	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of invulstice of invulstice of all mains system representatives.
2Н	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major system pages in the condition of inculation of all major systems are conditioned in the condition of inculation of all major systems are conditioned in the condition of inculation of all major systems are conditioned in the condition of inculation of all major systems are conditioned in the condition of inculation of all major systems are conditioned in the condition of inculation of all major systems are conditioned in the condition of inculation of all major systems are conditioned in the condition of inculations are conditioned in the cond

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)	
2L	Sr Specialist	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor)	
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN BQ Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Engineer	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
Н	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Operating Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
н	Operating Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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Census File					Position			
				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BQ Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	ENG PLAN BW Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Senior Manager)	
1H	Engineering Supervisor	ENG PLAN BW Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BW Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
3H	Department Manager	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)	

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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3L	Section Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
ЗН	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inpulsition of all maior system operation.

Census File					Position			
Band	Job Title	Sec Name Dept Name	Ranchmark Data	Matching Code	Lovel			
ballu	Job Title	Set Name	Берг наше	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Manager	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2H	Sr Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2H	Sr Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
2H	Manager	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	P4 (Specialist)	
2L	Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor	
2L	Sr Specialist	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	M1 (Supervisor	
2L	Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
2L	Engineer	ENG PLAN BW Distr Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
2H	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation
2H	Sr Engineer	Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major systems electric apparatus. Plans and designs transmission systems with voltage levels typically above 34.5K
211	Si Liigineei	Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Sr Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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Census File				Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
lН	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
LH	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
н	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)

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1H	Engineering Supervisor	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN BW Distr Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
2H	Manager	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Manager (M2)	M2 (Manager)	
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)	
2L	Sr Specialist	ENG PLAN Central St Light Ops	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P3 (Career)	
3H	Department Manager	ENG PLAN Manh Cust Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
1H	Engineering Supervisor	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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2H	Manager	Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required
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ЗН	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of including of all major cystem electric apparatus.

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
LH	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Cust Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
4H	Chief Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Group Manager (M4)	M4 (Group Mg
зн	Department Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)
2H	Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation
1H	Engineering	Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all maior custom electric apparatus. Plans and designs transmission systems with voltage levels typically above 34.5K
111	Engineering Supervisor	 Prairs and designs transmission systems with voltage levels typically above 34.5x. Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission circuits, system interconnections, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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4Н	Chief Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
ЗН	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2Н	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all maior curton electric propagature.

Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area		Lovel	
Dallu	Job Hue	Set Wallie	Dept Name	Availability	Code	General Functional Area	Level	
Н	Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	P4 (Specialist)	
Н	Manager	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
PL.	Sr Specialist	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)	
PL	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
L	Engineer	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)	
'L	Sr Analyst	ENG PLAN Manh Electric Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
2H	Manager	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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2L	Sr Analyst	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the

Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
IН	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
IН	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
IH	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
LH	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
LH	Engineering Supervisor	ENG PLAN Manh Electric Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
2Н	Manager	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	 Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2H	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.

Census File					Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Operating General Supervisor	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-aze540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	P3 (Career)	
2L	Sr Specialist	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-aze540p4	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Specialist (P4)	P3 (Career)	
2L	Engineer	ENG PLAN MANH Field Eng	Regional Engineering	Benchmark Data Available	ENG-AZE540P3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Career (P3)	P3 (Career)	
1H	Operating Supervisor	ENG PLAN MANH Field Eng	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	
2L	Supervising Designer	ENG PLAN Manh Vault & Bus Dsgn	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Specialist (P4)	P3 (Career)	
2L	Engineer	ENG PLAN Manh Vault & Bus Dsgn	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)	
1H	Engineering Supervisor	ENG PLAN Manh Vault & Bus Dsgn	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)	

Census File		
Band	Job Title	Description
2L	Operating General Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Sr Specialist	Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric annaratus.
2L	Engineer	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Operating Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
2L	Supervising Designer	Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required
2L	Engineer	0
1H	Engineering Supervisor	0
3L	Section Manager	Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required
2L	Field Operations Planner	0

					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Field Operations Planner	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)
2L	Field Operations Planner	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	M1 (Supervisor)
1H	Analyst	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
2L	Field Operations Planner	0			
2L	Field Operations Planner	0			
1H	Analyst	0			
1H	Specialist	0			
1H	Specialist	 Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required 			
1H	Specialist	Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required			
1H	Specialist	0			
1H	Specialist	Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required			
1H	Specialist	0			
1H	Specialist	0			

	titive Analysis				Position			
Census File				Benchmark Data				
Band	Job Title	Sec Name	Dept Name		Matching Code General Functional Area		Level	
Duna	Job Hile	Sec Hume	Deprivation	Availability	Couc	General Functional Area	Level	
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Career (P3)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070P2	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Intermediate (P2)	P2 (Intermediate)	
1H	Engineering Supervisor	ENG PLAN Quality Assurance	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT070M1	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT070 Test Equipment Technical Specialty / Supervisor (M1)	P2 (Intermediate)	
3Н	Department Manager	ENG PLAN SI Dist Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M3	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Senior Manager (M3)	M3 (Section Mgr)	
2Н	Manager	ENG PLAN SI Dist Engineering	Regional Engineering	Benchmark Data Available	ENG-AZE540M2	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Manager (M2)	M2 (Manager)	
1H	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)	

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
1H	Specialist	0			
1H	Specialist	0			
1H	Specialist	Plans, lays out, assembles, modifies, validates, and maintains test equipment and related structural assemblies by reading and interpreting blueprints, engineering drawings, and sketches Assists engineers in operating test equipment to obtain performance data on parts and assemblies under varying operating conditions Collects, compiles and summarizes test data, and reviews results with engineering to resolve problems such as product or equipment issues, malfunctions and incomplete test data Diagnoses test equipment malfunctions, and services and repairs equipment as required			
1H	Specialist	0			
1H	Specialist	0			
1H	Engineering Supervisor	0			
ЗН	Department Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the			
2H	Manager	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission circuits, system interconnections, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system protectic apparatus.			
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of inculation of all mains custom algoritic apparatus.			

Census File				Position			
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
lН	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
Н	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
LH	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
LH	Engineering Supervisor	ENG PLAN SI Dist Engineering	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
lН	Engineering Supervisor	ENG PLAN SI Eng Services	Regional Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE540M1	TW-CDB-Energy: Engineering / AZE540 Electric Transmission Asset Planning and Operations Engineering / Supervisor (M1)	P2 (Intermediate)
PL	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-CDM000P3	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
'L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
1Н	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
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1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the
1H	Engineering Supervisor	Plans and designs transmission systems with voltage levels typically above 34.5K Plans and designs transmission systems with voltage levels typically above 34.5K Pesigns transmission lines, bulk and distribution substations, and system protection and relaying Focuses on transmission circuits, system interconnections, and bulk substations Determines need, size, location and timing of system development, to balance economic, environmental, social and regulatory constraints and reliability needs Coordinates activities with other utilities and nonutility generation Tests and maintains on a system-wide basis the relay protective and control equipment essential to system operation and tests the condition of insulation of all major system electric apparatus.
2L	Customer Project Manager A	Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Customer Project Manager A	Contracts may involve both chart and long form commitment of contracts and under climiterable in value (testage) importance Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both short, and long term commitment of sentice and vary significantly in value (strategic importance).
2L	Customer Project Manager A	Contracts may involve both chort, and long form commitment of sonice and your cinnificantly in value (strategic importance) Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both chost, and long term commitment of contract extensions or additional business within the account(s)

Census File					Position			
				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L.	Customer Project Manager A	ENG PLAN SI Major Services	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
L	Energy Services Manager	ENG PLAN SI Resid & Cmrcl Svcs	Staten Island Energy Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-cdm000p4	TW-CDB-Energy: Client Service Delivery Management / CDM000 Client Service Delivery Management Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
L	Section Manager	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
н	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate	
Н	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate	
н	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate	
н	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate	
н	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate	

Census File	etitive Analysis	
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Band	Job Title	Description
2L	Customer Project Manager A	 Manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s)
2L	Energy Services Manager	A Construction may involve both chart, and long term commitment of considerant may climificantly in value (strategic importance) A manages the delivery of contracted services to clients to ensure that SLAs (service level agreements) and KPI (key performance indicators) as defined in the relevant contracts are met or exceeded Maintains tight control over the project schedule, risks, scope of work and budget; ensures that operational teams and subcontractors have a clear understanding of client requirements Builds and maintains strong client relationships, and provides day-to-day client advice and support Promotes the organization's capabilities to clients, identifies sales opportunities to be forwarded to the account managers, and achieves contract extensions or additional business within the account(s) Contracts may involve both shorts, and longs term commitment of conice and vany significantly in value (strategic importance)
3L	Section Manager	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1Н	Operating Supervisor	 Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Communicates with government agencies to ensure that building code regulations are met Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Computations and analyzes performance of subcontractors

	titive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
LH	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Cable	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
ZL	Planner Field Tech Specialist	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities 				
1H	Operating Supervisor	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
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Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
LH	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
ΙΗ	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
lH	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
Н	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
н	Operating Supervisor	MANH District 1 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
н	Department Manager	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Section Mgr)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
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1Н	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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ЗН	Department Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

Census File					Position			
Danel	Job Title Sec Name Dept Name			Benchmark Data	Matching			
Band	Job little	Sec Name	Dept Name	Availability	Code	General Functional Area	Level	
2L	Planner Field Tech Specialist	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

Census File	etitive Analysis	
Band	Job Title	Description
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1н	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Communicates with government agencies to ensure that building code regulations are met Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to possure that building code constitutions are met.
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Census File					Position			
Daniel John Title Con Name				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 1 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or
		improvements as needed • Compunicates with government agencies to ensure that building code regulations are met
1H	Operating Supervisor	 Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1Н	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Computing the with poverage agencies to ensure that building code regulations are met

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
111	Specialist	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2014 Compe	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3L	Section Manager	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities			
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2014 Compe	etitive Analysis				T			
Census File					Position			
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Band	Job little	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 2 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Planner Field Tech Specialist	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

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Census File							
Band	Job Title	Description					
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed					
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed					
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					
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3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.					
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	

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Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric
1H	Operating Supervisor	distribution facilities and customers' service facilities • Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other
		associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level	
				Availability				
2L	Planner Field Tech Specialist	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	0, 0,	P2 (Intermediate)	
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met.
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	titive Analysis				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
111	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH District 3 Underground	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
4H	General Manager Electric Ops	MANH Electric Const GM & Staff	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr)
2L	Planner Field Tech Specialist	MANH Electric Meter and Test	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services /	P3 (Career)
1H	Operating Supervisor	MANH Electric Meter and Test	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD074M1	Specialist (PA1) TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Electric Meter and Test	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD074M1	Nunervisor (M1) TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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4H	General Manager Electric Ops	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.
2L	Planner Field Tech Specialist	 Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

2014 Competitive Analysis								
Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH Electric Meter and Test	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M3		M3 (Senior Manager)	
2L	Sr Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P3	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Planner Field Tech Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P4	TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579M1	Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	M1 (Supervisor)	
2L	Sr Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P3	A / Supposition (M1) TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin	P3 (Career)	
1H	Specialist	MANH Performance Analysis	Manhattan Elect Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT579P2	A / Caroner (P31) TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT579 Major Construction Technical Specialty Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
2L	Planner Field Tech Specialist	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
3L	Section Manager	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Planner Field Tech Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Sr Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
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1H	Specialist	 Supports major construction engineers in the preparation of plans, designs and analyses, development and maintenance of cost estimates, and drafting and monitoring of work schedules Inspects construction work in progress to ensure compliance with design specifications Maintains and reviews vendor design documentation to ensure compliance with design requirements Researches government building code regulations
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Sipatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.

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Census File				Position Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1Н	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Subsurface Construction	Manhattan Elect Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	MANH Control Center	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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зн	Department Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P4 (Specialist)
2Н	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2Н	Manager	 Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Manager	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)	
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
ZL	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	

Census File		
Band	Job Title	Description
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File				Position			
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Sr Specialist	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

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Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Sr Specialist	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
ZL	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Sr Specialist	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD010P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Career (P3)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
L	Operating General Supervisor	MANH Control Center	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Specialist	MANH Control Center	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579P3	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)	
4H	General Manager Electric Ops	MANH Electric Ops GM & Staff	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mg	
3L	Section Manager	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	MANH Emergency	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

2014 Compe	2014 Competitive Analysis						
Census File							
Band	Job Title	Description					
1H	Specialist	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed					
4Н	General Manager Electric Ops	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit					
3L	Section Manager	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities					
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed					
1H	Operating Supervisor	Communicates with orwernment agencies to ensure that building code regulations are met Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed					
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Census File					Position			
eensus rne			 		Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Emergency	Manhattan Electric Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
2L	Field Operations Planner	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)	
ZL	Field Operations Planner	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	M1 (Supervisor	
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)	
ſН	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)	
IН	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-ahs010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
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2L	Field Operations Planner	Oewelops and implements programs to ensure that environment regulatory obligations are met Oewelops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies				
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH Environmental Services	Manhattan Electric Operations	Benchmark Data Available	ENG-AHS010M1	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Supervisor (M1)	P2 (Intermediate)	
21	Field Operations Planner	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Specialist	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	MANH Field Operations	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)	
2L	Sr Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-edd020p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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2014 Compet	•				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)
111	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
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	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
111	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)
1H	Specialist	MANH Field Services and Env	Manhattan Electric Operations	Benchmark Data Available	ENG-EDD020P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Intermediate (P2)	P2 (Intermediate)
3L	Project Manager	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG- APM530M3	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2Н	Project Specialist	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG-APM530P4	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Specialist (P4)	P4 (Specialist)
2Н	Manager	MANH Project Management	Manhattan Electric Operations	Benchmark Data Available	ENG- APM530M2	TW-CDB-Energy: Project/Program Management / APM530 Electric Transmission and/or Distribution Project Management / Manager (M2)	P4 (Specialist)

Census File		
Band	Job Title	Description
1H	Specialist	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Specialist	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities
1H	Specialist	Denonctibilities may be limited to an accious district or analysis of the constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Project Manager	 ■ Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers ● Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Project Specialist	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2Н	Project Specialist	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2Н	Project Specialist	 Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines
2H	Manager	Takes responsibility for projects involving transmission systems that carry high-power (typically above 34.5 KV) electricity from generating plants to substations; and/or distribution systems that carry electricity (typically 34.5 KV and below) from substations to final consumers Typical projects include substation construction, generator interconnection, new transmission line construction, rebuilding and replacing switching equipment, breakers, transformers, GSUs (generator step-up transformers), or rebuilding and installing new transmission lines

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3Н	Department Manager	MANH GM EHS	Manhattan Environ Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030M4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Group Manager (M4)	M4 (Group Mgr)	
2H	Project Specialist	MANH GM EHS	Manhattan Environ Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)	
2H	Project Specialist	MANH GM EHS	Manhattan Environ Affairs	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P4 (Specialist)	
2L	Sr Specialist	MANH GM EHS	Manhattan Environ Affairs	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)	
1Н	Specialist	MANH GM EHS	Manhattan Environ Affairs	Benchmark Data Available	ENG-AHS030P2	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Intermediate (P2)	P2 (Intermediate)	
2L	Sr Specialist	MANH Elec Ops Cust Advocacy	Off Of VP Manhattan	Non-benchmark Job				
3L	Section Manager	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD074M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Senior Manager (M3)	M3 (Senior Manager)	
2L	Administrator	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Specialist (P41)	P3 (Career)	
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Benchmark Data Available	ENG- EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Benchmark Data Available	ENG- EDD074M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Supenisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE000M1		P2 (Intermediate)	
1H	Operating Supervisor	SI ELEC SVCS Electric Meter	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE000M1		P2 (Intermediate)	
2Н	Sr Engineer	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Specialist (P41)	P4 (Specialist)	

Census File		
Band	Job Title	Description
3H	Department Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines most cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mont cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines mot cause analyses
2L	Sr Specialist	Ornducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
1H	Specialist	Ordinates studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines mot cause analyses
2L	Sr Specialist	Vereithings that Lause Analyses
3L	Section Manager	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
2L	Administrator	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1Н	Operating Supervisor	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
1H	Operating Supervisor	Performs engineering work in operations, production, construction or maintenance environments Responsibilities are within the Engineering Function as a generalist or in a combination of Disciplines
2H	Sr Engineer	 Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

2014 Compe	titive Analysis				ı		
Census File	Census File				Position		
census i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Engineer	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Career	P3 (Career)
2L	Engineer	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Career (P3)	P3 (Career)
1Н	Associate Engineer A	SI ELEC SVCS Revenue Metering	Meter Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD074P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD074 Distribution Meter Services - Electric Meter Services / Intermediate (P2)	P2 (Intermediate)
3L	Project Manager	SI ELEC SVCS Smrt Grid Dem Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530P5	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Master (PS)	P5 (Master)
2Н	Project Specialist	SI ELEC SVCS Smrt Grid Dem Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
41	General Manager	SI ELEC SVCS Smrt Grid Inv	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530M4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Group Manager (M4)	M4 (Group Mgr)

Census File	etitive Analysis	
Band	Job Title	Description
2L	Engineer	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
2L	Engineer	 Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Associate Engineer A	Tests, repairs and maintains inventory of electric metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
3L	Project Manager	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission organizations May represent the organization at regional transmission councils and/or regional transmission organizations
2H	Project Specialist	Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission organizations
4L	General Manager	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission ines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations

Census File	etitive Analysis				Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
ЗН	Department Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530M4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530P5	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Master (P5)	P5 (Master)
3L	Section Manager	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE530P5	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Master (P5)	P5 (Master)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
ЗН	Department Manager	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission ines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations
3L	Project Manager	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission ines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations
3L	Section Manager	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission ines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations
2H	Project Specialist	Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations

2014 Compe	titive Analysis			0			
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	SI ELEC SVCS Smrt Grid Inv Grp	Smart Grid Implementation Grp	Benchmark Data Available	ENG-AZE530P4	TW-CDB-Energy: Engineering / AZE530 Electric System/Grid Planning Engineering / Specialist (P4)	P4 (Specialist)
1Н	Operating Supervisor	SI ELEC SVCS Subst Mtce	Staten Island Apparatus Svcs	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2H	Project Specialist	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations
2H	Project Specialist	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations
2Н	Project Specialist	 Takes responsibility for regional transmission system planning including load/zone planning and baseline reliability planning to ensure reliable operation under various operating scenarios in compliance with regulatory planning standards and guidelines Interfaces with load-serving entities, generation entities, regulatory agencies, regional reliability councils, and other transmission providers to obtain necessary inputs into the planning process Identifies and documents recurring system operation conditions and trends (e.g., low voltage, unusual flows) requiring planning attention Assesses the capabilities of the regional transmission system and its compliance with the planning criteria Conducts load saturation studies to determine the long-range substation needs in the service territory Conducts power flow studies, builds power flow models, and prepares economic analyses to develop short- and long-term transmission system plans Develops expansion plans for the regional transmission system and distribution substations Provides technical support to licensing and certification proceedings related to new transmission lines and distribution substation sites May represent the organization at regional transmission councils and/or regional transmission organizations
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1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

2014 Compet					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	SI ELEC SVCS Const Supp Svcs	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)	
1Н	Supervisor	SI ELEC SVCS Const Supp Svcs	Staten Island Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	SI ELEC SVCS Overhead	Staten Island Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD020P5	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Master (P5)	P5 (Master)	
2L	Planner Field Tech Specialist	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)	
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Planner Field Tech Specialist	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Ocnstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Sipatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities

2014 Compet	, , , , , , , , , , , , , , , , , , ,			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Overhead	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Planner Field Tech Specialist	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)

2014 Competi	2014 Competitive Analysis					
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities 				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
2L	Planner Field Tech Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Compunicates with government agancies to ensure that building code regulations are met				

	itive Analysis			Position			
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1н	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Underground	Staten Island Construction	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2Н	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)

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Band	Job Title	Description
Dallu	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment □ Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric
411	0	distribution facilities and customers' service facilities
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities
		Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2H	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2H	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2H	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	M2 (Manager)
2Н	Manager	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG-EDD010P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P4 (Specialist)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
ZL	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)

Census File		
Band	Job Title	Description
2Н	Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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2014 Competitive Analysis								
Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	SI ELEC SVCS Control Center	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Manager (M2)	P3 (Career)	
3L	Section Manager	SI ELEC SVCS Ctrl Ops Dept Off	Staten Island Control Ops	Benchmark Data Available	ENG- EDD010M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Senior Manager (M3)	M3 (Senior Manager)	
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor)	
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

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Census File		
Band	Job Title	Description
2L	Operating General Supervisor	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
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3L	Section Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed
1H	Operating Supervisor	Communicator with apparament apparier to ensure that building code conditions are met Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed Communicates with government agencies to ensure that building code regulations are met.

Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	SI ELEC SVCS Emergency Ops	Staten Island Control Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
ZL	Operating General Supervisor	SI ELEC SVCS Field Operations	Staten Island Control Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	M1 (Supervisor	
1H	Operating Supervisor	SI ELEC SVCS Field Operations	Staten Island Control Ops	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010M3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)	
2L	Sr Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010P3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)	
2L	Sr Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010p4	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)	
1H	Specialist	SI ELEC SVCS Env Affairs	Staten Island Environ Affairs	Benchmark Data Available	ENG-ahs010p3	TW-CDB-Energy: Environmental, Health and Safety / AHS010 Environmental Science / Career (P3)	P2 (Intermediate)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
2L	Operating General Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	 Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities 				
3L	Section Manager	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies				
2L	Sr Specialist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies				
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	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	General Manager	SI ELEC SVCS Ops GM & Staff	Staten Island Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD010M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	SI ELEC SVCS Ops GM & Staff	Staten Island Operations	Benchmark Data Available	ENG-EDD010p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD010 Electric Distribution Systems Operations / Specialist (P4)	P3 (Career)
3H	Department Manager	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M4 (Group Mgr)
3L	Section Manager	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG- EDD020M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Sr Specialist	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
4L	General Manager	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
2L	Sr Specialist	Operates electric power distribution system to ensure adequate distribution of electricity to meet power demands Calculates load estimates according to corrected weather and consumer-demand records and notifies power supply function of electric power required to meet fluctuating demands Monitors control board showing operating condition of lines and equipment throughout the system and makes adjustments or directs workers to make adjustments as conditions warrant Directs substations to deenergize malfunctioning circuits or adjusts switches to ensure safety of maintenance crew and avoid interruptions of service during repairs Notifies maintenance crew of location and deenergization of troubled sector, and verifies that workers are clear of repaired equipment before directing energization of circuit
ЗН	Department Manager	Ocnstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Onstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
3L	Section Manager	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities
2L	Sr Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities
2L	Field Operations Planner	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities.

2014 Compet	itive Anarysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
2L	Sr Specialist	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG-EDD020P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Benchmark Data Available	ENG- EDD020M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD020 Electric Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	SI ELEC SVCS Transformer Shop	Transformer Shop	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE579M1	TW-CDB-Energy: Engineering / AZE579 Major Construction Engineering Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)
4L	Director	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
ZL ZL	Sr Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
2L	Sr Specialist	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Oconstructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Constructs, removes and maintains electric distribution facilities and equipment including cable, transformers, breakers and other associated devices May be responsible for sub transmission facilities (transmission lines of voltages between transmission voltages and distribution voltages, generally between 69 KV-138 KV) May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises line crews (underground, overhead or substation) engaged in the construction, removal and maintenance of electric distribution facilities and equipment Dispatches field crews, troubleshooters and testers engaged in the construction, maintenance and emergency restoration of electric distribution facilities and customers' service facilities				
1H	Operating Supervisor	Plans, directs, and participates in the design, cost and scheduling of major construction projects Prepares plans, designs and analyses in accordance with established codes, standards and drawings Develops and maintains project budgets, forecasts, and cash flows Provides overall project schedule development, monitoring, progress measurement, and change order management Monitors and analyzes performance of subcontractors Inspects construction work in progress to ensure compliance with design specifications and recommends corrective action and/or improvements as needed				
4L	Director	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines.				

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
ЗН	Department Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Section Mgr)	
iL	Section Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
BL	Technical Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000M3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
₽H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
₽H	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Insufficient Benchmark Data (Less than 5 comparator matches)	AAY000P5	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Master (PS)	P4 (Specialist)	
≀Н	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
Н	Systems Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
!H	Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	HRM.240.140	AH-TCM-GI: Human Resources / 240 Security / Security Manager	M2 (Manager	
2H	Manager	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	HRM.240.140	AH-TCM-GI: Human Resources / 240 Security / Security Manager	M2 (Manager	

Census File		
Band	Job Title	Description
3Н	Department Manager	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
3L	Section Manager	Responsibilities are within the Security Eulertina as a generalist or in a combination of Discinline. Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
3L	Technical Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Discinlines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2H	Systems Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2H	Systems Specialist	Recommends hiring of outside security contractors as a generalist or in a combination of Discipline Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2H	Systems Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Discinlines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2H	Systems Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Discinlines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2H	Systems Specialist	Reproncibilities are within the Security Eulertina as a generalist or in a combination of Discinline. Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger. Develops security policies and procedures that comply with government guidelines and standards. Conducts investigations to protect organization assets. Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies. Recommends hiring of outside security contractors as necessary and may oversee contract guard force.
2H	Manager	Responsibilities are within the Security Function as a generalist or in a combination of Discinlines. Responsible for developing and implementing the organization's security and loss prevention policies. Supervises the daily activities of security personnel. Recommends and establishes a security system to monitor personnel and property protection, building access, parking enforcement, visitor control, employee identification. Prepares security budget and ensures proper budget administration. Coordinates and administers security clearances. May be required to have a valid firearms license and carry a firearm while on duty. Must be knowledgeable of all company policies and procedures. This role may go through Legal or Human Resources.
2H	Manager	Responsible for developing and implementing the organization's security and loss prevention policies. Supervises the daily activities of security personnel. Recommends and establishes a security system to monitor personnel and property protection, building access, parking enforcement, visitor control, employee identification. Prepares security budget and ensures proper budget administration. Coordinates and administers security clearances. May be required to have a valid firearms license and carry a firearm while on duty. Must be knowledgeable of all company policies and procedures. This role may go through Legal or Human Resources.

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
!L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	aay000p4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	 Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Reconnecibilities are within the Security Eurotion as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Reconncibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Reconncibilities are within the Security Eurotion as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on previses from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Resconsibilities are within the Security Function as a generalist or in a combination of Disciplines. Protects the organization's employees, properties and all items of value on previses from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines.

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
ZL	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P3	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	aay000p4	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
1H	Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P2	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P2	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
IL	Associate Specialist	CORP SEC CE Corporate Security	Corporate Security	Benchmark Data Available	AAY000P1	TW-CDB-GI: Security / AAY000 Security Generalist/Multidisciplin e / Entry (P1)	P1 (Entry)	
41	Discotos	FFO Desertes est Office	FFO Affeire	Non-boschman Lob				
4L 2H	Director Manager	EEO Department Office EEO Department Office	EEO Affairs EEO Affairs	Non-benchmark Job Benchmark Data Available	AHR110M2	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)	
2H	Project Specialist	EEO Department Office	EEO Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR110P5	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
ZL	Sr Analyst	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P3	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P3	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P3	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Career (P3)	P3 (Career)	

Census File	etitive Analysis	
Band	Job Title	Description
2L	Sr Specialist	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
2L	Sr Specialist	Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Responsibilities are within the Security Function as a generalist or in a combination of Disciplines
1H	Specialist	 Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
1H	Specialist	Responsibilities are within the Security Function as a generalist or in a combination of Discipilines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force
1L	Associate Specialist	Recomposibilities are within the Security Eunction as a generalist or in a combination of Disciplines Protects the organization's employees, properties and all items of value on premises from any preventable harm or danger Develops security policies and procedures that comply with government guidelines and standards Conducts investigations to protect organization assets Responds to contingency events including bomb threats, sabotage and severe weather conditions through onsite security force or with the assistance of government law enforcement agencies Recommends hiring of outside security contractors as necessary and may oversee contract guard force Recomposibilities are within the Security Function as a generalist or in a combination of Disciplines
4L	Director	
2Н	Manager	 Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2Н	Project Specialist	 Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2L	Sr Analyst	 Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2L	Sr Specialist	 Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
2L	Sr Specialist	 Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations

C 5:1-				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	EEO Department Office	EEO Affairs	Benchmark Data Available	AHR110P2	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1L	Associate Specialist	EEO Department Office	EEO Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR110P1	TW-CDB-GI: Human Resources / AHR110 Diversity/EEO Generalist/Multidisciplin e / Entry (P1)	P1 (Entry)
4L	Director	EMERG MGMT Elec Ops Emerg Mgmt	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EMERG MGMT Overhead	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Overhead	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Overhead	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (PS)	P4 (Specialist)
3Н	Department Manager	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)
2Н	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)

Consus File		
Census File		
Band	Job Title	Description
1H	Specialist	Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
1L	Associate Specialist	 Develops, implements and evaluates diversity/EEO and affirmative action programs to ensure compliance with government legislation and organization goals Provides training and coaching for employees and managers on diversity issues Determines the efficiency and effectiveness of the EEO (equal employment opportunity) data system Prepares employment trend reports related to the utilization of the job market in employment practices Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations
4L	Director	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
2Н	Project Specialist	 Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2Н	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
ЗН	Department Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militany)
2Н	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militany)
2Н	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militany)
2Н	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militany)

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2Н	Project Specialist	EMERG MGMT Underground	Electric Ops Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)	
3H	Department Manager	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr	
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (PS)	P4 (Specialist)	
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)	
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)	
2H	Project Specialist	EMERG MGMT Ops Emerg Mgmt	Operations Emergency Mgmt	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist)	
4L	Director	EMERG MGMT Emerg Mgmt Ops Srvc	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr	
3H	Department Manager	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M4	TW-CDB-Energy: Security / AAY010 Business Continuation / Group Manager (M4)	M4 (Group Mgr	
3L	Project Manager	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010p5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (PS)	P5 (Master)	
3L	Project Manager	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010p5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P5 (Master)	

Census File		
Band	Job Title	Description
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
ЗН	Department Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2Н	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militany)
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	military) Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
4L	Director	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
ЗН	Department Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militany)
3L	Project Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3L	Project Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, militaps)

Census File					Position			
cerisus i ne					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
:H	Project Specialist	EMERG MGMT Prepared & Liaison	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist	
L	Section Manager	EMERG MGMT Risk Mgmt & Bnchmkg	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M3	TW-CDB-Energy: Security / AAY010 Business Continuation / Senior Manager (M3)	M3 (Senior Manager)	
н	Project Specialist	EMERG MGMT Risk Mgmt & Bnchmkg	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist	
н	Project Specialist	EMERG MGMT Risk Mgmt & Bnchmkg	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist	
L	Section Manager	EMERG MGMT Strategic Planning	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M3	TW-CDB-Energy: Security / AAY010 Business Continuation / Senior Manager (M3)	M3 (Senior Manager)	
L	Sr Specialist	EMERG MGMT Strategic Planning	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P3	TW-CDB-Energy: Security / AAY010 Business Continuation / Career (P3)	P3 (Career)	
L	Project Manager	EMERG MGMT Support Services	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010M3	TW-CDB-Energy: Security / AAY010 Business Continuation / Senior Manager (M3)	M3 (Senior Manager)	
н	Project Specialist	EMERG MGMT Support Services	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P4	TW-CDB-Energy: Security / AAY010 Business Continuation / Specialist (P4)	P4 (Specialist	
н	Project Specialist	EMERG MGMT Support Services	Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AAY010P5	TW-CDB-Energy: Security / AAY010 Business Continuation / Master (P5)	P4 (Specialist	

Census File		
Band	Job Title	Description
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
		 emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
3L	Section Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
JL.	Section Manager	emergencies
		Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	military Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
		emergencies
		Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		• Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
		emergencies
		• Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions Develops and coordinates provention and empresses proportion plans with government cafety and cocycles provention and empresses proportion plans with government cafety and cocycles are police fire.
		Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire, military)
3L	Section Manager	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
		emergencies
		• Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		 Develops and tests infrastructure protection strategies and incident response exercises Coordinates disaster recovery initiatives and plans with staff and line functions
		Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
		military)
2L	Sr Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
		 emergencies Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
3L	Project Manager	military • Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
3L	Project Manager	emergencies
		◆ Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
	i rojece specialise	emergencies
		Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,
2H	Project Specialist	military Develops and implements plans and practices to achieve efficient and effective communication and restoration of operations during
	-3 -	emergencies
		Conducts assessments to identify gaps in business continuity, emergency and disaster recovery plans
		Develops and tests infrastructure protection strategies and incident response exercises
		Coordinates disaster recovery initiatives and plans with staff and line functions
		• Develops and coordinates prevention and emergency preparation plans with government safety and security agencies (e.g., police, fire,

					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000M3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P5	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2Н	Sr Planning Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P5	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2Н	Sr Engineer	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P5	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Engineer	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-efs000p4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
3L	Section Manager	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2Н	Sr Engineer	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2Н	Sr Planning Analyst	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2Н	Sr Engineer	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2L	Sr Analyst	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2L	Sr Analyst	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2L	Engineer	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in

				Position			
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Analyst	ENGY MGMT Billing and Analysis	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P2	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate
SL	Section Manager	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000M3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
н	Sr Planning Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
н	Sr Planning Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)
L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
1H	Analyst	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other function to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts
3L	Section Manager	Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other function to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts
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Census File					Position			
				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-efs000p4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
1H	Analyst	ENGY MGMT Elec Supply & Sched	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P2	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000M3	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2Н	Sr Planning Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000P4	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin	P4 (Specialist)	
2H	Sr Planning Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000P4	TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin	P4 (Specialist)	
2L	Sr Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000P3	e / Specialist (PA) TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin	P3 (Career)	
2L	Sr Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000P3	A / Career (P3) TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin	P3 (Career)	
2L	Sr Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000P3	e / Career (P3) TW-CD8-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin	P3 (Career)	
1H	Analyst	ENGY MGMT Elect & Gas Hedging	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- Emm000P2	e / Career (P3) TW-CDB-Energy: Energy Marketing and Trading / EMM000 Energy Marketing Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	

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Band	Job Title	Description
2L	Sr Analyst	 Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
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3L	Section Manager	Sells energy products, supplies and services Identifies prospects, prepares proposals, makes presentations, and negotiates and administers intermediate and long-term energy sales contracts Manages ongoing business relationships with customers, including identifying strategies to meet customer requirements Solicits and evaluates energy market alternatives and prepares sales recommendations
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	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4H	Director - Energy Management	ENGY MGMT Forecasting	Electricity Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AEM000M4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000m3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Planning Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P4	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P3 (Career)
1H	Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P3	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)

Census File		
Band	Job Title	Description
ballu	Job Hile	Description
4H	Director - Energy Management	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
3L	Section Manager	 Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Analyst	ENGY MGMT Gas Billing & Anlys	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EFS000P2	TW-CDB-Energy: Energy Supply / EFS000 Energy Supply Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
PH	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P5	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Master (P5)	P4 (Specialist)
2H	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P5	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Master (P5)	P4 (Specialist)
Н	Sr Planning Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Benchmark Data Available	ENG-ETG020P4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P4 (Specialist)
L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)
L	Sr Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)
н	Analyst	ENGY MGMT Gas Sply Purch &Plan	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P2	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Intermediate (P2)	P2 (Intermediate)

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1H	Analyst	 Plans and secures adequate supplies of one or more energy commodities to meet the organization's needs Develops long-term supply agreements, which may include transportation and storage arrangements Ensures all contracts and transactions are conducted within prescribed legal policies and procedures, and works closely with other functions to determine pricing and terms of new contracts Negotiates purchase contracts Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts Identifies new long-term supply opportunities, and assists in determining prices and contract terms for profitable transactions, in
2H	Sr Planning Analyst	Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and
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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
4L	Director	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020M4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Group Manager (M4)	M4 (Group Mgr)	
3L	Section Manager	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-ETG020M3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Planning Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-ETG020P4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P4 (Specialist)	
2H	Manager	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-ETG020M2	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Manager (M2)	M2 (Manager)	
2Н	Sr Planning Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P5	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Master (P5)	P4 (Specialist)	
2L	Sr Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Career (P3)	P3 (Career)	
2L	Sr Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)	

Census File	Census File					
Band	Job Title	Description				
4L	Director	 Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with othe groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and 				
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2014 Comp	etitive Analysis							
Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Benchmark Data Available	ENG-etg020p4	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Specialist (P4)	P3 (Career)	
1H	Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P2	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Intermediate (P2)	P2 (Intermediate)	
1H	Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Career (P3)	P2 (Intermediate)	
1H	Analyst	ENGY MGMT Gas Transp Services	Gas Supply	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-ETG020P3	TW-CDB-Energy: Gas Transmission / ETG020 Gas Supply / Career (P3)	P2 (Intermediate)	
3L	Section Manager	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG- AEM000M3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Sr Planning Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2H	Sr Planning Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	

Census File	etitive Analysis	
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2L	Sr Analyst	 Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and
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1H	Analyst	Plans and secures adequate supplies of natural gas to meet the organization's needs Develops long-term supply, which may include transportation and storage arrangements Negotiates gas purchase contracts with suppliers and, as required, with transportation organizations and storage operators Develops forecasts of needed supply, transportation requirements, and available storage Manages relationships with suppliers Administers and monitors existing purchase and sale contracts within prescribed legal policies and procedures, and works closely with other groups to determine pricing and terms of new contracts Identifies new long-term supply opportunities, and, working with the energy marketing and trading group, assists in determining prices and
3L	Section Manager	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2H	Sr Planning Analyst	Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
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	titive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
н	Sr Planning Analyst	ENGY MGMT Demand Forecast	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000P5	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
T.	Sr Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Career (P3)	P3 (Career)
PL .	Sr Analyst	ENGY MGMT Demand Forecast	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Career (P3)	P3 (Career)
iL	Section Manager	ENGY MGMT Forecasting Services	Resource Planning	Benchmark Data Available	ENG- AEM000M3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
н	Sr Engineer	ENGY MGMT Forecasting Services	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000P5	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)
L	Sr Analyst	ENGY MGMT Forecasting Services	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Career (P3)	P3 (Career)
T.	Sr Analyst	ENGY MGMT Forecasting Services	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
2Н	Sr Planning Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
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3L	Section Manager	Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2Н	Sr Engineer	Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2L	Sr Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes

	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Analyst	ENGY MGMT Forecasting Services	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AEM000P2	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG- AEM000M3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2Н	Sr Planning Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)

Census File	titive Analysis	
Band	Job Title	Description
1H	Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
3L	Section Manager	Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2Н	Sr Planning Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
2Н	Sr Planning Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
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2L	Sr Analyst	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Analyst	ENGY MGMT Resource Analysis	Resource Planning	Benchmark Data Available	ENG-AEM000P3	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Career (P3)	P3 (Career)
4L	Director	ENGY MGMT Resource Modeling	Resource Planning	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- AEM000M4	TW-CDB-Energy: Modeling, Forecasting, Economic Analysis / AEM000 Modeling, Forecasting and Economic Analysis Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
4L	Director	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3L	Project Manager	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M3 (Senior Manager)
3L	Project Manager	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P5	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Master (P5)	P5 (Master)
2H	Project Specialist	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2L	Sr Analyst	Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
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4L	Director	 Develops analyses and models based on complex operational, economic and accounting data to quantify the competitive performance of business segments, evaluate potential operational changes, and design new approaches and methodologies Defines problems, collects data, applies advanced economic and mathematical concepts, establishes facts and draws valid conclusions Applies an in-depth understanding of advanced mathematical concepts, operations and economics to solve new and complex problems and develop innovative strategies Develops reports for management on the overall performance of business segments and develops metrics to measure various characteristics of the business Analyzes historical operations and market information using business software packages and statistical software tools, and develops models to predict future outcomes
4L	Director	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
2H	Project Specialist	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Project Specialist	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)
1H	Analyst	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P2	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Intermediate (P2)	P2 (Intermediate)
1L	Associate Analyst	ENGYPOLRA Engy Mrk Ply Gp	Energy Markets Policy Group	Benchmark Data Available	ENG-ACA050P2	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Intermediate (P2)	P1 (Entry)
4L	Director	ENGYPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3L	Project Manager	ENGYPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	ENG-ACA050M3	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Senior Manager (M3)	M3 (Senior Manager)
2Н	Project Specialist	ENGYPOLRA State Reg Affairs	State Regulatory Affairs	Benchmark Data Available	ENG-ACA050P4	TW-CDB-Energy: Corporate Affairs/Communications / ACA050 Regulatory Affairs and Compliance / Specialist (P4)	P4 (Specialist)
1H	Operating Supervisor	FACIL Administrative Services	Facilities Management	Non-benchmark Job			
4L	General Manager	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ADM.020.108	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Management Corporate	M4 (Group Mgr)
3L	Section Manager	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030m3	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	ahs030p5	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Project Specialist	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
2H	Project Specialist	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
1H	Analyst	Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
1L	Associate Analyst	 Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
4L	Director	Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
3L	Project Manager	Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
2Н	Project Specialist	Maintains the organization's ongoing relationships with regulatory commissions/authorities Coordinates and conducts the assessment of internal controls to ensure compliance as required by regulatory commissions/authorities Develops programs and processes to manage complaint cases brought to regulatory authorities and develops process improvements to avoid future complaints Advances organization positions with internal and external parties Prepares and sponsors testimony to governmental or regulatory agencies
1H	Operating Supervisor	
4L	General Manager	Responsible the management of all facilities within the company including maintenance, construction, and renovations. Evaluates policies and programs for existing and/or new facilities. Works with top management in the finalization of these policies. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses
2Н	Project Specialist	Determines most cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
Н	Project Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist	P4 (Specialist)
Н	Project Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
L	Sr Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p3	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
L	Sr Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
L	Sr Specialist	FACIL Facil Mgmt Dir & EHS	Facilities Management	Benchmark Data Available	ahs030p4	TW-CDB-GI: Environmental Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
L	Section Manager	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170m3	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Senior Manager (M3)	M3 (Senior Manager)
Н	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist)
н	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p5	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Master (P5)	P4 (Specialist)

Census File		
Band	Job Title	Description
2Н	Project Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses
2H	Project Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines rnot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines rnot cause analyses
3L	Section Manager	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2Н	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2Н	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs

ensus File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
н	Sr Architect	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist
н	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist
ZH	Sr Architect	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p4	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Specialist (P4)	P4 (Specialist
≀Н	Sr Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p5	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Master (P5)	P4 (Specialist
eL	Engineer	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p3	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	

Census File		
Band	Job Title	Description
2H	Sr Architect	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2Н	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2Н	Sr Architect	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2Н	Sr Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs
2L	Engineer	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bids from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost of repairs

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Census File							
Band	Job Title	Sec Name	Dont Name	Benchmark Data	Matching Code	General Functional Area	Lovel
Dallu	Job Title	Sec Name	Dept Name	Availability	Code	General Functional Area	Levei
2L	Architect	FACIL Facilities Engineering	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	AZE170p3	TW-CDB-GI: Engineering / AZE170 Structural/Facilities Engineering / Career (P3)	P3 (Career)
3L	Section Manager	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Planning Analyst	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M2 (Manager)
2L	Sr Specialist	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020p4	Manager TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Shift Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
2L	Sr Specialist	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	are020p3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Career (P3)	P3 (Career)
1Н	Operating Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Maintenance Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Architect	 Develops and implements capital improvement projects, such as construction, remodeling, renovation, and maintenance of buildings and facilities, including preliminary concept development, detailed engineering design and bidding Conducts preliminary surveys and prepares schematics and work drawings for the construction and maintenance of new or remodeled structures and facilities Examines and approves engineering and architectural drawings and design computations for buildings and facilities to ensure compliance with sound engineering practices and codes; incorporates functional requirements into facility requirements Estimates cost of projects, writes contracts and specifications for labor, materials and equipment for construction projects, and secures bid from contractors Conducts periodic inspections of work in progress and advises construction supervisors and contractors on plans and specifications Inspects existing facilities and prepares reports on the condition, deficiencies observed, designs necessary for repairs, and estimated cost or repairs
3L	Section Manager	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Planning Analyst	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility system to ensure full and efficient operations.
2L	Sr Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	 Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Maintenance Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance

2014 Compc	titive Analysis				Docition		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
				Availability			
1H	Maintenance Supervisor	FACIL Irving PI Ops & Mtce	Facilities Management	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
2Н	Manager	FACIL Mail Operations	Facilities Management	Benchmark Data Available	aas010M2	TW-CDB-GI: Administrative Services / AAS010 Office/Location/Post and Messenger Services / Manager (M2)	M2 (Manager)
1H	Supervisor	FACIL Mail Operations	Facilities Management	Benchmark Data Available	aas010M1	TW-CDB-GI: Administrative Services / AAS010 Office/Location/Post and Messenger Services / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Mail Operations	Facilities Management	Benchmark Data Available	aas010M1	TW-CDB-GI: Administrative Services / AAS010 Office/Location/Post and Messenger Services / Supervisor (M1)	P2 (Intermediate)
2H	Manager	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M2 (Manager)
2L	Sr Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020m1	Manager TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	M1 (Supervisor)
2L	Sr Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Sr Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
1H	Specialist	FACIL Proj & Ctrctr Oversight	Facilities Management	Benchmark Data Available	are020p2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020m3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Senior Manager (M3)	M3 (Senior Manager)
2H	Sr Engineer	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2Н	Sr Engineer	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)

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Census File		
Band	Job Title	Description
1H	Maintenance Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Manager	Coordinates the administrative activities of an office Evaluates office production and devises alternative methods to improve workflow Oversees opening, sorting and routing of incoming and makes preparations for outgoing correspondence, post, mail and packages; organizes special mailings Coordinates the receipt, storage and issuance of stationary and office supplies; oversees periodic inventories and reorders items as required Acts as the first point of contact for internal facilities issues, and logs all maintenance, cleaning and office/location services and refers related issues to the appropriate personnel; negotiates contracts for services such as cleaning and maintenance
1H	Supervisor	Coordinates the administrative activities of an office Fvaluates office production and devises alternative methods to improve workflow Oversees opening, sorting and routing of incoming and makes preparations for outgoing correspondence, post, mail and packages; organizes special mailings Coordinates the receipt, storage and issuance of stationary and office supplies; oversees periodic inventories and reorders items as required Acts as the first point of contact for internal facilities issues, and logs all maintenance, cleaning and office/location services and refers related issues to the appropriate personnel; negotiates contracts for services such as cleaning and maintenance
1H	Operating Supervisor	Coordinates the administrative activities of an office Evaluates office production and devises alternative methods to improve workflow Oversees opening, sorting and routing of incoming and makes preparations for outgoing correspondence, post, mail and packages; organizes special mailings Coordinates the receipt, storage and issuance of stationary and office supplies; oversees periodic inventories and reorders items as required Acts as the first point of contact for internal facilities issues, and logs all maintenance, cleaning and office/location services and refers related issues to the appropriate personnel; negotiates contracts for services such as cleaning and maintenance
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2L	Sr Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Specialist	 Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Engineer	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Engineer	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Architect	FACIL Proj Plan & Development	Facilities Management	Insufficient Benchmark Data (Less than 5 comparator matches)	are020p5	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Master (P5)	P4 (Specialist)
2H	Sr Architect	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2L	Sr Analyst	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Architect	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Career (P3)	P3 (Career)
2L	Sr Analyst	FACIL Proj Plan & Development	Facilities Management	Benchmark Data Available	are020p3	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Career (P3)	P3 (Career)
3L	Section Manager	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M3 (Senior Manager)
2H	Manager	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	Manager AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance Manager	M2 (Manager)
1H	Operating Supervisor	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Astoria Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M3 (Senior Manager)
2L	Operating General Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	are020M2	Manager TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)
1H	Operating Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Architect	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Sr Architect	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Analyst	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Architect	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Sr Analyst	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
1H	Operating Supervisor	 Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2L	Operating General Supervisor	 Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	 Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance

2014 Compet	itive Analysis						
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Operating Supervisor	FACIL Bklyn Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	AREO20M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
2H	Manager	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance Manager	M2 (Manager)
1H	Operating Supervisor	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	FACIL Bronx Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	ADM.020.108	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Management Corporate	M4 (Group Mgr)
3L	Section Manager	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M3 (Senior Manager)
2H	Sr Planning Analyst	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	Manager TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2H	Sr Planning Analyst	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
2L	Sr Specialist	FACIL Facil Ops & Mtce GM &Stf	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P3 (Career)
3L	Section Manager	FACIL Manh Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M3 (Senior Manager)
2L	Operating General Supervisor	FACIL Manh Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	are020M2	Manager TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)

Job Title Departing Supervisor Manager Departing Supervisor	Description Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
Operating Supervisor Manager	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems
Manager	 Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems
Operating Supervisor	
	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
General Manager	Responsible the management of all facilities within the company including maintenance, construction, and renovations. Evaluates policies and programs for existing and/or new facilities. Works with top management in the finalization of these policies. Only one incumbent should be reported at this position for a specific business unit.
Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
or Planning Analyst	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
or Planning Analyst	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
or Planning Analyst	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
Sr Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
Sr Specialist	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
Operating General Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
	operating Supervisor Operating

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	FACIL Manh Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)	
2H	Manager	FACIL Queens Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance Manager	M2 (Manager)	
1H	Operating Supervisor	FACIL Queens Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	FACIL SI Facil Ops & Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	FACIL Wchester Facil Ops &Mtce	Facilities Operation & Maint	Benchmark Data Available	ADM.020.908	AH-TCM-GI: Administration / 020 Administrative Services / Facilities Maintenance	M3 (Senior Manager)	
2H	Project Specialist	FACIL Wchester Facil Ops &Mtce	Facilities Operation & Maint	Benchmark Data Available	are020p4	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Specialist (P4)	P4 (Specialist)	
1H	Operating Supervisor	FACIL Wchester Facil Ops &Mtce	Facilities Operation & Maint	Benchmark Data Available	ARE020M1	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Supervisor (M1)	P2 (Intermediate)	
2L	Shift Supervisor	FACIL West End Facil Ops Mtce	Facilities Operation & Maint	Benchmark Data Available	are020m2	TW-CDB-GI: Real Estate and Facilities / ARE020 Facilities Management / Manager (M2)	P3 (Career)	
4L	Director	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.136	AH-TCM-GI: Human Resources / 020 Benefits / Benefits Corporate	M4 (Group Mgr)	
ЗН	Department Manager	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Section Mgr)	
3L	Section Manager	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
3L	Section Manager	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020M3	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2H	Project Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	AHR020P4	TW-CDB-GI: Human Resources / AHR020 Compensation Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020 Benefits / Benefits Analyst-Senior	P3 (Career)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1Н	Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2H	Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
1H	Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
3L	Section Manager	Responsible for the maintenance of buildings and grounds. Prepares cost estimates for renovations, expansions, etc. Monitors utility systems to ensure full and efficient operations.
2H	Project Specialist	 Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
1H	Operating Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
2L	Shift Supervisor	Ensures the optimal utilization of the organization's facilities Assesses and evaluates the physical space requirements of the organization and recommends plans to meet needs Ensures proper functioning of facilities through ongoing inspection and maintenance
4L	Director	Responsible for the development and administration of employee benefit programs, including retirement, savings, and medical and life insurance plans. Ensures benefits programs comply with legal and reporting requirements. Only one incumbent should be reported at this position for a specific business unit.
ЗН	Department Manager	Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
3L	Section Manager	Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
3L	Section Manager	Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
2H	Project Specialist	Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level	
Dana	Job Hile	See Nume	Dept Nume	Availability	Couc	General Functional Area	Level	
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data	HRM.020.130	AH-TCM-GI: Human	P3 (Career)	
				Available		Resources / 020		
						Benefits / Benefits		
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data	HRM.020.130	Analyst-Senior AH-TCM-GI: Human	P3 (Career)	
		, ,		Available		Resources / 020		
						Benefits / Benefits		
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data	HRM.020.130	Analyst-Senior AH-TCM-GI: Human	P3 (Career)	
	Si Specialist	The Employee Benefits	belients	Available	111111.020.130	Resources / 020	1 5 (career)	
						Benefits / Benefits		
2L	Cu Cu a sialist	IID Caralanaa Dagafita	Danafita	Danish made Data	HRM.020.130	Analyst-Senior	D2 (C)	
ZL	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HKIVI.U2U.13U	AH-TCM-GI: Human Resources / 020	P3 (Career)	
						Benefits / Benefits		
			- 6			Analyst-Senior	/-	
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data Available	HRM.020.130	AH-TCM-GI: Human Resources / 020	P3 (Career)	
				Available		Benefits / Benefits		
						Analyst-Senior		
2L	Sr Specialist	HR Employee Benefits	Benefits	Benchmark Data	HRM.020.130	AH-TCM-GI: Human	P3 (Career)	
				Available		Resources / 020 Benefits / Benefits		
						Analyst-Senior		
1H	Specialist	HR Employee Benefits	Benefits	Benchmark Data	HRM.020.141	AH-TCM-GI: Human	P2	
				Available		Resources / 020	(Intermediate)	
						Benefits / Benefits Analyst-Intermediate		
4L	Director	HR Compensation	Compensation	Benchmark Data	HRM.040.131	AH-TCM-GI: Human	M4 (Group Mgr)	
				Available		Resources / 040		
						Compensation /		
						Compensation Corporate		
3L	Section Manager	HR Compensation	Compensation	Benchmark Data	AHR020M3	TW-CDB-GI: Human	M3 (Senior	
				Available		Resources / AHR020	Manager)	
						Compensation Generalist/Multidisciplin		
						e / Senior Manager (M3)		
2H	Project Specialist	HR Compensation	Compensation	Benchmark Data	HRM.000.106	AH-TCM-GI: Human	P4 (Specialist)	
				Available		Resources / 000		
						General / Human		
						Resources Generalist- Advanced Senior		
2H	Sr Planning Analyst	HR Compensation	Compensation	Benchmark Data	HRM.000.106	AH-TCM-GI: Human	P4 (Specialist)	
				Available		Resources / 000		
						General / Human		
						Resources Generalist- Advanced Senior		
2L	Sr Specialist	HR Compensation	Compensation	Benchmark Data	HRM.040.133	AH-TCM-GI: Human	P3 (Career)	
				Available		Resources / 040		
						Compensation /		
						Compensation Analyst- Senior		
2L	Sr Specialist	HR Compensation	Compensation	Benchmark Data	HRM.040.133	AH-TCM-GI: Human	P3 (Career)	
				Available		Resources / 040		
						Compensation / Compensation Analyst-		
						Senior		
1H	Specialist	HR Compensation	Compensation	Benchmark Data	ahr020P2	TW-CDB-GI: Human	P2	
				Available		Resources / AHR020 Compensation	(Intermediate)	
						Generalist/Multidisciplin		
						e / Intermediate (P2)		
		1	1	1	i	1	I	
3H	Denartment Manager	HR Case Management	Employee And Lahor	Insufficient Renchmark	AHR095M3	TW-CDB-GI: 0 / ΔHR005	M4 (Group Mar)	
3H	Department Manager	HR Case Management	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5	AHR095M3	TW-CDB-GI: 0 / AHR095 Employee Relations /	M4 (Group Mgr)	

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for employee benefit programs including retirement plans, savings plans, and group insurance. Assists in the design and implementation benefit plans, programs, and procedures. Makes recommendations to offer cost effective and competitive employee benefits. May guide less-experienced Benefits Analysts. Role typically requires more than 5 years of experience.
1H	Specialist	Provides analytical support for employee benefit programs. Maintains and analyzes various types of benefits information. Gathers data and participates in the analysis of employee benefits issues and trends. Conducts and participates in benefits surveys. Analyzes results to determine their impact. Role typically requires between 3 and 5 years of experience.
4L	Director	Responsible for the development and administration of compensation programs, including job evaluation, salary administration, and short- and long-term incentive plan design. Coordinates design and administration of executive programs. Only one incumbent should be reported at this position for a specific business unit.
3L	Section Manager	Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
2H	Project Specialist	Responsible for interpreting and administering a variety of human resources programs such as: compensation, human resources planning, employee relations, benefits, hourly employment, equal employment planning, training or labor relations. Counsels and advises management and employees on personnel programs and policies. Conducts research studies and prepares special reports and presentations. Has thorough knowledge and understanding of most of the major areas in the human resources function.
2H	Sr Planning Analyst	Responsible for interpreting and administering a variety of human resources programs such as: compensation, human resources planning, employee relations, benefits, hourly employment, equal employment planning, training or labor relations. Counsels and advises management and employees on personnel programs and policies. Conducts research studies and prepares special reports and presentations. Has thorough knowledge and understanding of most of the major areas in the human resources function.
2L	Sr Specialist	Provides comprehensive analytical support for the design and administration of compensation programs, position evaluations, salary recommendations, and other detailed research projects. Participates in compensation surveys, coordinates job descriptions, and prepares market data reports for management review and consideration. Prepares and monitors merit budget process and develops/updates salary ranges. May guide less-experienced Compensation Analysts. Role typically requires more than 5 years of experience.
2L	Sr Specialist	Provides comprehensive analytical support for the design and administration of compensation programs, position evaluations, salary recommendations, and other detailed research projects. Participates in compensation surveys, coordinates job descriptions, and prepares market data reports for management review and consideration. Prepares and monitors merit budget process and develops/updates salary ranges. May guide less-experienced Compensation Analysts. Role typically requires more than 5 years of experience.
1H	Specialist	Develops, implements and administers compensation, such as salaries, short- and long-term incentives, job evaluations, performance appraisals, salary increases, salary surveys, and long- and short-term incentive plans May provide services in Executive Compensation, International Compensation, Sales Compensation, and other specialized areas of compensation
3H	Department Manager	Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records

	titive Analysis				Position			
Census File								
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level	
Danu	Job IIIIe	Sec Name	Dept Name	Availability	Code	General Functional Area	Level	
2H	Labor Relations Admin	HR Case Management	Employee And Labor	Benchmark Data	AHR095P4	TW-CDB-GI: Human	P4 (Specialist)	
			Relations	Available		Resources / AHR095		
						Employee Relations /		
2H	Lahor Relations Admin	HR Case Management	Employee And Labor	Benchmark Data	AHR095P4	Specialist (P4) TW-CDB-GI: Human	P4 (Specialist)	
211	Labor Relations Admin	Till Case Wallagement	Relations	Available	A11105514	Resources / AHR095	14 (Specialist)	
						Employee Relations /		
						Specialist (P4)		
2H	Labor Relations Admin	HR Case Management	Employee And Labor	Benchmark Data	AHR095P4	TW-CDB-GI: Human	P4 (Specialist)	
			Relations	Available		Resources / AHR095		
						Employee Relations / Specialist (P4)		
2H	Labor Relations Admin	HR Case Management	Employee And Labor	Benchmark Data	AHR095P4	TW-CDB-GI: Human	P4 (Specialist)	
			Relations	Available		Resources / AHR095		
						Employee Relations /		
41	Director	IID Fara Q Labar Dal Dir Q	Faralassa And Labor	Januffiniant Danaharani	ALIDOGONAA	Specialist (P4)	NAA /C NA	
4L	Director	HR Emp & Labor Rel Dir & Staff	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5	AHR090M4	TW-CDB-GI: Human Resources / AHR090	M4 (Group Mgr	
		Stair	Relations	comparator matches)		Medical Services -		
				comparator materies,		Nursing / Group		
						Manager (M4)		
3H	Department Manager	HR Labor & Wage	Employee And Labor	Benchmark Data	AHR100M3	TW-CDB-GI: Human	M4 (Group Mgr	
			Relations	Available		Resources / AHR100		
						Labor Relations / Senior		
2H	Manager	HR Labor & Wage	Employee And Labor	Benchmark Data	AHR100M2	Manager (M3) TW-CDB-GI: Human	M2 (Manager)	
	- Tranager	The Labor & Wage	Relations	Available	,	Resources / AHR100	iniz (inidilagel)	
						Labor Relations /		
						Manager (M2)		
2L	Sr Specialist	HR Labor & Wage	Employee And Labor	Benchmark Data	AHR100P3	TW-CDB-GI: Human	P3 (Career)	
			Relations	Available		Resources / AHR100		
						Labor Relations / Career (P3)		
2L	Sr Specialist	HR Labor & Wage	Employee And Labor	Benchmark Data	AHR100P3	TW-CDB-GI: Human	P3 (Career)	
			Relations	Available		Resources / AHR100		
						Labor Relations / Career		
1H	Consistint	IID I ah an 0 M/ana	Faralassa And Labor	Januffiniant Danaharani	AHR100P2	(P3)	P2	
ın	Specialist	HR Labor & Wage	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5	AHK100P2	TW-CDB-GI: Human Resources / AHR100	(Intermediate)	
			Relations	comparator matches)		Labor Relations /	(intermediate)	
				от принасти		Intermediate (P2)		
1H	Specialist	HR Labor & Wage	Employee And Labor	Insufficient Benchmark	AHR100P2	TW-CDB-GI: Human	P2	
			Relations	Data (Less than 5		Resources / AHR100	(Intermediate)	
				comparator matches)		Labor Relations /		
3H	Department Manager	HR Operations Support	Employee And Labor	Insufficient Benchmark	AHR160M3	Intermediate (P2) TW-CDB-GI: Human	M4 (Group Mgr	
	1,1111111111111111111111111111111111111		Relations	Data (Less than 5		Resources / AHR160 HR	(* * *)	
				comparator matches)		Service Center / Senior		
						Manager (M3)		
2H	Manager	HR Operations Support	Employee And Labor	Insufficient Benchmark	AHR160M2	TW-CDB-GI: 0 / AHR160	M2 (Manager)	
			Relations	Data (Less than 5		HR Service Center /		
				comparator matches)		Manager (M2)		
2H	Manager	HR Operations Support	Employee And Labor	Insufficient Benchmark	AHR160M2	TW-CDB-GI: 0 / AHR160	M2 (Manager)	
			Relations	Data (Less than 5		HR Service Center /	,6/	
				comparator matches)		Manager (M2)		
	İ							
			1	4				
211	Managor	UP Operations Connect	Employee And Labor	Incufficient Denchmant	A H D 1 6 O N 4 2	TW/ CDD CI-O / AUD4CO	142 (142222221	
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5	AHR160M2	TW-CDB-GI: 0 / AHR160	M2 (Manager)	
2H	Manager	HR Operations Support	Employee And Labor Relations	Data (Less than 5	AHR160M2	HR Service Center /	M2 (Manager)	
2H	Manager	HR Operations Support			AHR160M2		M2 (Manager)	

Labor Relations Admin	Description Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews
Labor Relations Admin	Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews
Labor Relations Admin	 Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews
	 Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews
Labor Bolations Admin	Researches and responds to employee questions, concerns and grievances Maintains employee relations records
Labor Relations Admin	Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records
Labor Relations Admin	Manages employee relations programs to ensure compliance with policies and practices Develops and implements policies and procedures including grievance procedures and exit interviews Researches and responds to employee questions, concerns and grievances Maintains employee relations records
Director	#N/A
Department Manager	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
Manager	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
Sr Specialist	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
Sr Specialist	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
Specialist	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
Specialist	Establishes and maintains labor-management relations Represents the organization in contract negotiations with labor unions Administers the collective bargaining agreements and grievances
Department Manager	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
Manager	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
Manager	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
Manager	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
	Director Department Manager Manager Sr Specialist Specialist Specialist Department Manager Manager Manager

2014 Compet	itive Analysis			Desition				
Census File					Position			
Band	Job Title	Sec Name	Double to	Benchmark Data	Matching Code	General Functional Area	1	
Dallu	Job Hite	Sec Name	Dept Name	Availability	Code	General Functional Area	Level	
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)	
2Н	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)	
2Н	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)	
2H	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)	
2Н	Manager	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center / Manager (M2)	M2 (Manager)	
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P4	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P4	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)	
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)	
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)	
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)	

Census File		
Band	Job Title	Description
₽H	Manager	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
:H	Manager	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
H	Manager	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
H	Manager	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
H	Manager	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
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L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
PL .	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists

2014 Compet	itive Analysis			0			
Census File					Position		
D I	Lab water	Carthana		Developed Date	Matching		I
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P4	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Specialist (P4)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Operations Support	Employee And Labor Relations	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR160P3	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Career (P3)	P3 (Career)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
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2014 Comp	etitive Analysis				Danitian		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	General Functional Area	Level
Danu	Job Hile	Sec Name	Dept Name	Availability	Code	General Functional Area	Level
1Н	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Operations Support	Employee And Labor Relations	Benchmark Data Available	AHR160P2	TW-CDB-GI: Human Resources / AHR160 HR Service Center / Intermediate (P2)	P2 (Intermediate)
2H	Project Specialist	HR Communications and Projects	Human Resource Support	Benchmark Data Available	HRM.180.473	AH-TCM-GI: Human Resources / 180 Internal Communications / Internal Communications	M2 (Manager)
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA100P3	Manager TW-CDB-GI: Corporate Affairs/Communications / ACA100 Internal/Employee Communications / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA100P3	TW-CDB-GI: Corporate Affairs/Communications / ACA100 Internal/Employee Communications /	P3 (Career)
2L	Sr Specialist	HR Communications and Projects	Human Resource Support	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA100P3	Career (P2) TW-CDB-GI: Corporate Affairs/Communications / ACA100 Internal/Employee Communications /	P3 (Career)
4L	Director	HR HRS Director and Staff	Human Resource Support	Benchmark Data Available	ahr000M4	Career (P3) TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	HR Payroll Support	Human Resource Support	Benchmark Data Available	FIN.240.114	AH-TCM-GI: Finance / 240Payroll / Payroll Manager	M3 (Senior Manager)
2H	Systems Specialist	HR Payroll Support	Human Resource Support	Benchmark Data Available	HRM.160.154	AH-TCM-GI: Human Resources / 160HR Information Systems / HRIS Analyst-Senior	P4 (Specialist)

Census File		
Band	Job Title	Description
1H	Specialist	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Specialist	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
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1H	Specialist	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
1H	Specialist	Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists
2H	Project Specialist	Responsible for developing the content that is available for internal websites or intranet. Coordinates with various internal stakeholders to provide content on issues that address internal HR communication, change management launches, strategic communication, etc. May supervise and edit the content of other writers to prepare it for internal communication. Interfaces with senior leadership to identify key areas of communication.
2L	Sr Specialist	Develops and coordinates lines of communication within the organization among employees Implements policies and programs to increase employee awareness and knowledge of activities affecting employees
2L	Sr Specialist	Develops and coordinates lines of communication within the organization among employees Implements policies and programs to increase employee awareness and knowledge of activities affecting employees
2L	Sr Specialist	Develops and coordinates lines of communication within the organization among employees Implements policies and programs to increase employee awareness and knowledge of activities affecting employees
4L	Director	Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
3L	Section Manager	Responsible for the accurate and timely processing of exempt and nonexempt payrolls. Prepares data necessary for the filing of payroll-related tax returns and miscellaneous withholding forms. Leads a team of direct reports.
2H	Systems Specialist	Provides comprehensive analysis of employee records. Generates retrieval of statistical summary reports from information systems. Researches and recommends new or modified systems, equipment, and software. Role typically requires more than 5 years of experience.

2014 Compe	titive Analysis						
Census File				Benchmark Data Availability	Position		
David	Job Title	Can Nama	D. J. N		Matching Code General Functional Area		11
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Levei
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark	AHR160P3	TW-CDB-GI: Human	P3 (Career)
				Data (Less than 5		Resources / AHR160 HR	
				comparator matches)		Service Center / Career (P3)	
						(F3)	
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark	AHR160P3	TW-CDB-GI: Human	P3 (Career)
				Data (Less than 5 comparator matches)		Resources / AHR160 HR Service Center / Career	
				comparator materies,		(P3)	
2L	Sr Specialist	HR Payroll Support	Human Decourse Cunnert	Insufficient Benchmark	AHR160P3	TW-CDB-GI: Human	P3 (Career)
ZL	3i Specialist	тік ғауғон заррогс	Human Resource Support	Data (Less than 5	AIIKIOUFS	Resources / AHR160 HR	rs (Career)
				comparator matches)		Service Center / Career	
						(P3)	
2L	Sr Specialist	HR Payroll Support	Human Resource Support	Insufficient Benchmark	AHR160P3	TW-CDB-GI: Human	P3 (Career)
•				Data (Less than 5		Resources / AHR160 HR Service Center / Career	
				comparator matches)		(P3)	
3L	Section Manager	HR Service Center	Human Resource Support	Insufficient Benchmark	AHR160M3	TW-CDB-GI: Human	M3 (Senior
				Data (Less than 5 comparator matches)		Resources / AHR160 HR Service Center / Senior	Manager)
				comparator materies)		Manager (M3)	
2L	Benefits Supervisor	HR Service Center	Human Resource Support	Insufficient Benchmark Data (Less than 5	AHR160M2	TW-CDB-GI: 0 / AHR160 HR Service Center /	P3 (Career)
				comparator matches)		Manager (M2)	
1H	Supervisor	HR Service Center	Human Resource Support	Benchmark Data	AHR160M1	TW-CDB-GI: Human	P2
				Available		Resources / AHR160 HR	(Intermediate)
						Service Center / Supervisor (M1)	
						Supervisor (WL)	
65	Medical Director	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark	AHS100M4	TW-CDB-GI:	M4 (Group Mgr)
				Data (Less than 5 comparator matches)		Environmental Health and Safety / AHS100	
				,		Medical Services -	
						Nonmedical Degree / Group Manager (M4)	
64	Administrative	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark	AHS080M4	TW-CDB-GI:	M4 (Group Mgr)
	Physician			Data (Less than 5 comparator matches)		Environmental Health and Safety / AHS080	
				comparator materies,		Medical Services -	
						Medical Doctor / Group Manager (M4)	
2H	Manager	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark	AHS100M2	TW-CDB-GI:	M2 (Manager)
				Data (Less than 5 comparator matches)		Environmental Health and Safety / AHS100	
				comparator matches)		Medical Services -	
						Nonmedical Degree /	
2L	Sr Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark	AHS100P3	Manager (M2) TW-CDB-GI:	P3 (Career)
				Data (Less than 5		Environmental Health	
				comparator matches)		and Safety / AHS100 Medical Services -	
						Nonmedical Degree /	
			L	<u> </u>	l	Career (P3)	<u> </u>

Census File							
Band	Job Title	Description					
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
L	Sr Specialist	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
iL	Section Manager	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
·L	Benefits Supervisor	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
Н	Supervisor	 Provides centralized human resource services spanning payroll, benefits and other transactions Ensures efficiency of service center operations, technology, and transaction processes Establishes standards and procedures for handling employee questions, transactions and administration of human resource programs Coordinates services with the human resource information systems, human resource program managers, and technology specialists 					
5	Medical Director	Supports doctors and nurses providing medical care for the comfort and well-being of employees Prepares and maintains patient clinical records Develops preventive health care programs May maintain established inventory levels for medicines, supplies and equipment					
4	Administrative Physician	 Provides professional medical care for the comfort and well-being of employees, including examinations and treatments Develops preventive health care programs 					
Н	Manager	Supports doctors and nurses providing medical care for the comfort and well-being of employees Prepares and maintains patient clinical records Develops preventive health care programs May maintain established inventory levels for medicines, supplies and equipment					
PL	Sr Specialist	Supports doctors and nurses providing medical care for the comfort and well-being of employees Prepares and maintains patient clinical records Develops preventive health care programs May maintain established inventory levels for medicines, supplies and equipment					

LOI4 Compe	etitive Analysis				Position			
Census File					Position			
David	Job Title Sec Name Dept Name			Danish was de Data	Matching Code General Functional Area Level			
Band	Job little	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei	
2L	Sr Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100p4	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Specialist (PA)	P3 (Career)	
2L	Sr Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100p4	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Specialist (P4)	P3 (Career)	
1H	Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100P2	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree /	P2 (Intermediate)	
1H	Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	ahs100p3	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Career (P3)	P2 (Intermediate)	
1H	Specialist	HR Occup Health Dept Off	Occupational Health	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS100P2	TW-CDB-GI: Environmental Health and Safety / AHS100 Medical Services - Nonmedical Degree / Intermediate (P2)	P2 (Intermediate)	
4L	Director	HR Executive Loan Program	Off Of VP Human Resources	Benchmark Data Available	AHR000M4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	
2L	Sr Specialist	HR Executive Loan Program	Off Of VP Human Resources	Benchmark Data Available	AHR000P3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
3L	Section Manager	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130M3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2L	Sr Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P3	e / Career (P3) TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Sr Specialist	Supports doctors and nurses providing medical care for the comfort and well-being of employees Prepares and maintains patient clinical records Develops preventive health care programs May maintain established inventory levels for medicines, supplies and equipment
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1H	Specialist	Supports doctors and nurses providing medical care for the comfort and well-being of employees Prepares and maintains patient clinical records Develops preventive health care programs May maintain established inventory levels for medicines, supplies and equipment
4L	Director	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
3L	Section Manager	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
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	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1Н	Specialist	HR Employee Programs and Svcs	Talent Management	Benchmark Data Available	AHR130P2	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
4L	Director	HR Leadership Services	Talent Management	Benchmark Data Available	AHR120M4	TW-CDB-GI: Human Resources / AHR120 Organization Development / Group Manager (M4)	M4 (Group Mgr)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	a / Career (P3) TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P3	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin	P3 (Career)
2L	Sr Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130p4	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin	P3 (Career)
1H	Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P2	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	HR Organizational Development	Talent Management	Benchmark Data Available	AHR130P2	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000M3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Planning Analyst	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
4L	Director	 Analyzes the organizational structure, determines changes to organizational responsibilities, staffing, managerial skills and the quality of work life Ensures policy/program changes affecting employees do not conflict with the organization's objectives
2L	Sr Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
2L	Sr Specialist	Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
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1H	Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
1H	Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training, or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs
3L	Section Manager	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines
2H	Sr Planning Analyst	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines

2014 Compe	2014 Competitive Analysis							
Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Project Specialist	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P4	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Specialist (P4)	P4 (Specialist)	
2Н	Manager	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000M2	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Manager (M2)	M2 (Manager)	
2L	Sr Specialist	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	HR Quality Excell & Perf Mgmt	Talent Management	Benchmark Data Available	ahr000P3	TW-CDB-GI: Human Resources / AHR000 HR Generalist/Consultant Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
3L	Section Manager	HR Recruitment	Talent Management	Benchmark Data Available	AHR140M3	TW-CDB-GI: Human Resources / AHR140 Recruitment Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2Н	Manager	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.110	AH-TCM-GI: Human Resources / 220 Recruitment / Recruiting Manager	M2 (Manager)	
2L	Sr Specialist	HR Recruitment	Talent Management	Benchmark Data Available	AHR140P3	TW-CDB-GI: Human Resources / AHR140 Recruitment Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	HR Recruitment	Talent Management	Benchmark Data Available	AHR140P3	TW-CDB-GI: Human Resources / AHR140 Recruitment Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
1H	Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220 Recruitment / Professional Recruiter- Intermediate	P2 (Intermediate)	
1H	Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220 Recruitment / Professional Recruiter- Intermediate	P2 (Intermediate)	
1H	Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220 Recruitment / Professional Recruiter- Intermediate	P2 (Intermediate)	
1L	Associate Specialist	HR Recruitment	Talent Management	Benchmark Data Available	HRM.220.144	AH-TCM-GI: Human Resources / 220 Recruitment / Professional Recruiter- Intermediate	P1 (Entry)	

Census File						
Band	Job Title	lob Title Description				
2H	Project Specialist	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines 				
2Н	Manager	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines 				
2L	Sr Specialist	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines 				
2L	Sr Specialist	 Designs, implements and monitors a variety of human resource programs Anticipates and plans for long-term human resource needs and trends in partnership with business management Responsibilities are within the Human Resources Function as a generalist or in a combination of Disciplines 				
3L	Section Manager	Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics				
2H	Manager	Manages staffing and recruiting activities, including budgeting for employment/recruiting expenditures. Responsible for managing and retaining Recruiters, designing and administering recruitment strategies and implementing recruitment plans/procedures. Researches efficient and cost effective open job placements and maintains extensive pre/post hire documentation. Maintains familiarity with recruiting				
2L	Sr Specialist	tools. • Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management • May utilize the services of employment agencies • Places employment ads in appropriate sources, including the Internet and print media • Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics				
2L	Sr Specialist	May recruit from colleges technical schools and inh fairs Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management May utilize the services of employment agencies Places employment ads in appropriate sources, including the Internet and print media Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics				
1H	Specialist	■ May recruit from colleges, technical schools and inh fairs Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.				
1H	Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resume checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conduct college recruiting. Role typically requires between 3 and 5 years of experience.				
1H	Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.				
1L	Associate Specialist	Identifies potential sources of new hires. Conducts initial screening interviews of prospective professional new hires. Reviews resumes, checks references, negotiates starting salaries and often conducts exit interviews. Makes recommendations to management. Conducts college recruiting. Role typically requires between 3 and 5 years of experience.				

2021 00	etitive Analysis				Docition		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	HR Cost Mgmt & Workforce Ping	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200 Organizational Development / Manager Learning and	M3 (Senior Manager)
2H	Sr Planning Analyst	HR Cost Mgmt & Workforce Plng	The Learning Center	Non-benchmark Job			
2L	Sr Specialist	HR Cost Mgmt & Workforce Ping	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Automotive and Driving	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
3L	Section Manager	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200 Organizational Development / Manager Learning and	P5 (Master)
2H	Sr Engineer	HR TLC Central Operations	The Learning Center	Non-benchmark Job		Develonment	
2H	Sr Engineer	HR TLC Central Operations	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
ZL	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)

2014 Comp	etitive Analysis						
Census File							
Band	Job Title	Description					
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.					
2H	Sr Planning Analyst						
2L	Sr Specialist						
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.					
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.					
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.					
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.					
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.					
2H	Sr Engineer						
2H	Sr Engineer						
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.					
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.					
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.					

Census File					Position			
Cerisus i lie					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	M1 (Supervisor	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
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2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code	Level	
24.14	302 11410	See Hame	Dept Hame	Availability	5545	General Famous names	1010.
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Central Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
2H	Manager	HR TLC Customer Operations	The Learning Center	Non-benchmark Job			
2H	Project Specialist	HR TLC Customer Operations	The Learning Center	Non-benchmark Job			
2L	Sr Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)

Census File		
Band	Job Title	Description
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1Н	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2H	Manager	
2H	Project Specialist	
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

	etitive Analysis				Position			
Census File				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1н	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)	
1H	Instructor	HR TLC Customer Operations	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)	
3L	Section Manager	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200 Organizational Development / Manager Learning and	M3 (Senior Manager)	
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	Development AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
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1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

Concus Eila					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
LH	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)	
LH	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
IH	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)	
1H	Instructor	HR TLC EHS	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)	
2H	Sr District Operator	HR TLC Electric Operations	The Learning Center	Non-benchmark Job				
2H	Manager	HR TLC Electric Operations	The Learning Center	Non-benchmark Job				
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	

Census File		
Band	Job Title	Description
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Instructor	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
2H	Sr District Operator	
2H	Manager	
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

Census File				Position			
Cerisus i lie					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
2L	Sr Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1н	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
1H	Instructor	HR TLC Electric Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
3L	Section Manager	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200 Organizational Development / Manager Learning and	M3 (Senior Manager)	
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
1H	Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
1H	Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
1н	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coaches associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.

Census File					Position			
Lensus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
IН	Instructor	HR TLC Gas Operations	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P2 (Intermediate)	
BL	Section Manager	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200 Organizational Development / Manager Learning and Development	M3 (Senior Manager)	
2H	Project Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidisciplin	P4 (Specialist)	
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidisciplin	P4 (Specialist)	
ΣH	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidisciplin	P4 (Specialist)	
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidisciplin e / Master (P5)	P4 (Specialist)	
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Insufficient Benchmark Data (Less than 5 comparator matches)	AHR130P5	TW-CDB-GI: 0 / AHR130 Employee Development/Training Generalist/Multidisciplin	P4 (Specialist)	
2H	Systems Specialist	HR TLC Information Technology	The Learning Center	Benchmark Data Available	AHR130P4	TW-CDB-GI: Human Resources / AHR130 Employee Development/Training Generalist/Multidisciplin	P4 (Specialist)	
2L	Sr Instructor	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-Gi: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
2L	Sr Instructor	HR TLC Information Technology	The Learning Center	Benchmark Data Available	HRM.200.227	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Senior	P3 (Career)	
	Director	HR TLC Support Services	The Learning Center	Non-benchmark Job	1	1	l	

employee training and development programs to business unit management. Determines the best instructional methods for each session, and test straines to measure learning programs. So desired programs and sociate and/or intermediate level trainers. Role typically requires more than 5 years of experience. 31. Section Manager Designs and delivers employee development and training programs that support the organization's strategic plan. Improves work relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. OD information and presents recommendations to senior management. 2H Project Specialist Project Specialist Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or relearning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist answards. Develops, implements and evaluates employee development, talent management, succession planning, technical or nontechnical or relearning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist answards. Poevelops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or relearning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist answards. Poevelops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as manag	2014 Compet	itive Analysis	
Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend to recommend the programs to business unit management. Determines the best instructional methods for each session, and tests training and development programs to business unit management. Determines the best instructional methods for each session, and tests training and development and training programs. Sevaluates training programs and conducts return-on-investment studies, associate and/or intermediate level trainers. Role typically requires more than 5 years of experience. Section Manager Designs and delivers employee development and training programs that support the organization's strategic plan. Improves work relationship between various business units, departments and teams to by organizing relevant programs programs interventions for employee performance, satisfaction, growth, carere planning, leadership development and succession planning. Ob Information and presents recommendations to sentor management. Project Specialist Project	Census File		
employee training and development programs to business unit management. Determines the best instructional methods for each session, and tests traines to messure learning progress. Evaluates training programs and and the state of the state	Band	Job Title	Description
relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Ob information and presents recommendations to senior management. Project Specialist Project Specialist Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnica or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist monacrams. Poevelops, implements and evaluates employee development, talent management, succession planning, technical or nontechnica or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist monacrams. Poevelops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnica or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist monacrams. Poevelops, implements and evaluates employee development, plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnica or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies exist management of the programs of the programs and modifies exist management of the programs of the programs and modifies exist management of the programs of the programs and modifies exist combination of disciplines, such as management	1H	Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coache associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
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Systems Specialist	2H	Project Specialist	Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing
Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing and programs. Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recomme memployee training and development programs to business unit management. Determines the best instructional methods for each session, and tests traines to measure learning progress. Evaluates training progra	2H	Systems Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing
Systems Specialist O Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing and programs. Systems Specialist O Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing to development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs Systems Specialist Systems Specialist Systems Specialist O Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs Systems Specialist Systems Specialist Systems Specialist Systems Specialist Systems Specialist O Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs und	2H	Systems Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing
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Systems Specialist • Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical or e-learning • Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing programs Sr Instructor Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recomme employee training and development programs to business unit management. Determines the best instructional methods for each session, and tests training stopped training programs. Role typically requires more than 5 years of experience. Sr Instructor Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recomme employee training and development programs to business unit management. Determines the best instructional methods for each	2H	Systems Specialist	Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training.
employee training and development programs to business unit management. Determines the best instructional methods for each session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. associate and/or intermediate level trainers. Role typically requires more than 5 years of experience. 2L Sr Instructor Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recomme employee training and development programs to business unit management. Determines the best instructional methods for each	2H	Systems Specialist	 Develops, implements and evaluates employee development plans and programs to support organizational needs as a generalist or in a combination of disciplines, such as management development, talent management, succession planning, technical or nontechnical training or e-learning Monitors employee development and training programs, assesses needs and results, develops new programs and modifies existing
employee training and development programs to business unit management. Determines the best instructional methods for each	2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coache associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
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employee training and development programs to business unit management. Determines the best instructional methods for each	2L	Sr Instructor	Designs and conducts training programs under limited supervision. Analyzes business unit work process, environment to recommend employee training and development programs to business unit management. Determines the best instructional methods for each training session, and tests trainees to measure learning progress. Evaluates training programs and conducts return-on-investment studies. Coache associate and/or intermediate level trainers. Role typically requires more than 5 years of experience.
4L Director	4L	Director	
2L Sr Specialist	2L	Sr Specialist	

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	HR TLC Test eLearning & Repro	The Learning Center	Benchmark Data Available	HRM.200.675	AH-TCM-GI: Human Resources / 200 Organizational Development / Manager Learning and	M3 (Senior Manager)
2H	Project Specialist	HR TLC Test eLearning & Repro	The Learning Center	Non-benchmark Job		Develonment	
2L	Sr Specialist	HR TLC Test eLearning & Repro	The Learning Center	Non-benchmark Job			
2L	Sr Specialist	HR TLC Test eLearning & Repro	The Learning Center	Non-benchmark Job			
1H	Specialist	HR TLC Test eLearning & Repro	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
1H	Specialist	HR TLC Test eLearning & Repro	The Learning Center	Benchmark Data Available	HRM.200.165	AH-TCM-GI: Human Resources / 200 Organizational Development / Learning and Development Analyst-Intermediate	P2 (Intermediate)
4L	Director	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080M4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Group Manager (M4)	M4 (Group Mgr)
ЗН	Department Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080M4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Group Manager (M4)	M4 (Group Mgr)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)

Census File		
Band	Job Title	Description
3L	Section Manager	Designs and delivers employee development and training programs that support the organization's strategic plan. Improves working relationship between various business units, departments and teams to by organizing relevant programs. Develops and executes interventions for employee performance, satisfaction, growth, career planning, leadership development and succession planning. Analyzes OD information and presents recommendations to senior management.
2Н	Project Specialist	
2L	Sr Specialist	
2L	Sr Specialist	
1H	Specialist	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Conducts internal training programs. Assists in finding and evaluating training programs and materials, or may develop in-house training programs as assigned. Gathers and analyzes information to determine employee training needs. Maintains records for training programs, including evaluations and employee participation. May serve as an internal resource to assist employees and managers in meeting employee development needs. Role typically requires between 3 and 5 years of experience.
4L	Director	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3н	Department Manager	Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
3L	Project Manager	Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)	
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)	
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P5 (Master)	
3L	Project Manager	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080M3	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Group Manager (M4)	M3 (Senior Manager)	
2H	Sr Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P5	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Master (P5)	P4 (Specialist)	
2H	Sr Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Specialist (P4)	P4 (Specialist)	

Census File		
Band	Job Title	Description
BL	Project Manager	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
L	Project Manager	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
L	Project Manager	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
BL	Project Manager	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
н	Sr Engineer	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
н	Sr Engineer	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies
н	Sr Engineer	 Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies

Census File					Position			
Cerisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr System Analyst	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P4	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Specialist (P4)	P3 (Career)	
2L	Engineer	R&D Research and Development	Research & Development	Insufficient Benchmark Data (Less than 5 comparator matches)	APM080P3	TW-CDB-GI: Project/Program Management / APM080 Emerging Technologies Acquisition and Implementation Project Management / Career (P3)	P3 (Career)	
ЗН	Department Manager	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010M3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Senior Manager (M3)	M4 (Group Mgr	
3L	Section Manager	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment	M3 (Senior Manager)	
2H	Project Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P4	Manager TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	
2H	Project Specialist	EHS Chemical Testing Lab	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS010P5	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Master (P5)	P4 (Specialist)	
2L	Sr Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)	
2L	Sr Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010p4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)	
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)	

Census File					
Band	Job Title	Description			
2L	Sr System Analyst	Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies			
2L	Engineer	Leads or coordinates projects to investigate, adopt and implement new and emerging technologies Designs and implements applications of new and emerging technologies Develops and deploys new business processes, policies and procedures to ensure successful integration of emerging technologies			
ЗН	Department Manager	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies 			
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.			
2H	Project Specialist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies			
2Н	Project Specialist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies			
2L	Sr Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies 			
2L	Sr Specialist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies			
1н	Specialist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies			

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Chemical Testing Lab	EH&S Field Services	Benchmark Data Available	ahs010p3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P2 (Intermediate)
3L	Section Manager	EHS Environmental Resp Team	EH&S Field Services	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Engineer	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P5	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Master (P5)	P4 (Specialist)
2Н	Sr Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
1H	Specialist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2Н	Sr Engineer	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2Н	Sr Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2Н	Sr Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)

Census File					Position			
Celisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)	
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)	
ZL.	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)	
ZL	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)	
ZL.	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020p4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P3 (Career)	
2L	Scientist	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020p4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P3 (Career)	
ZL	Engineer	EHS Environmental Resp Team	EH&S Field Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)	
4L	Director	EHS Field Services	EH&S Field Services	Benchmark Data Available	AHS000M4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mgr)	

Census File		
Band	Job Title	Description
2L	Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
ZL	Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Engineer	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
4L	Director	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines

Census File					Position			
Lelisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
BL	Section Manager	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment	M3 (Senior Manager)	
ΣΗ	Manager	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P4	Manager TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Specialist (PA)	P4 (Specialist)	
2L	Sr Specialist	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDS-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
1H	System Analyst	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P2	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
1H	Specialist	EHS Comm & Perform Reporting	EH&S Programs	Benchmark Data Available	AHS000P2	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Intermediate (P2)	P2 (Intermediate)	
2H	Manager	EHS Cost Mgmt & Info Mgmt	EH&S Programs	Benchmark Data Available	AHS000M2	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	M2 (Manager)	
2L	Sr System Analyst	EHS Cost Mgmt & Info Mgmt	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
IL	Director	EHS EH&S Programs	EH&S Programs	Benchmark Data Available	AHS000M4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin e / Group Manager (M4)	M4 (Group Mg	
3L	Section Manager	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.				
2Н	Manager	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines 				
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines 				
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines 				
1H	System Analyst	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines				
1H	Specialist	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines				
2Н	Manager	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines 				
2L	Sr System Analyst	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines				
4L	Director	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines 				
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.				

	etitive Analysis				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Project Specialist	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	AHS000P4	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P4 (Specialist)	
2L	Sr Specialist	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	AHS000P3	a / Concialist (PA) TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
2L	Sr Specialist	EHS QA & Risk Management	EH&S Programs	Benchmark Data Available	AHS000P3	TW-CDB-GI: Environmental Health and Safety / AHS000 Environmental Health and Safety Generalist/Multidisciplin	P3 (Career)	
3L	Section Manager	EHS Air	Environment & Sustainability	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)	
2Н	Sr Engineer	EHS Air	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	
2H	Sr Scientist	EHS Air	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	
2L	Engineer	EHS Air	Environment & Sustainability	Benchmark Data Available	AHS010p4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P3 (Career)	
3L	Section Manager	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment	M3 (Senior Manager)	
2H	Sr Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P4	Manager TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	
2Н	Sr Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2Н	Project Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	 Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Designs, develops, implements and oversees the organization's environmental, health and safety programs and procedures to safeguard employees and surrounding communities and to ensure that all facilities are in compliance with regulations Responsibilities are within the Environmental Health and Safety Function as a generalist or in a combination of Disciplines
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Engineer	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Sr Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Engineer	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Scientist	Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Sr Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies

2014 Compe	titive Analysis						
Census File					Position		
			ı		Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
ZL	Sr Specialist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
2L	Sr Specialist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P3	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Career (P3)	P3 (Career)
1H	Associate Scientist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
1H	Specialist	EHS Asbestos & Waste	Environment & Sustainability	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)
4L	Director	EHS Environmental Affairs	Environment & Sustainability	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS010M4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Group Manager (M4)	M4 (Group Mgr)
2H	Project Specialist	EHS Environmental Affairs	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	EHS Environmental Affairs	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)
3L	Section Manager	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2H	Sr Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)

Census File	etitive Analysis	
Band	Job Title	Description
34.14	33 1110	
2L	Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2L	Sr Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Associate Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
1H	Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
4L	Director	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2Н	Project Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
2H	Project Specialist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Sr Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	
2H	Sr Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P4	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Specialist (P4)	P4 (Specialist)	
1H	Associate Scientist	EHS Water & Natural Resources	Environment & Sustainability	Benchmark Data Available	AHS010P2	TW-CDB-GI: Environmental Health and Safety / AHS010 Environmental Science / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	EHS MGP Remediation	Remediation	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment	M3 (Senior Manager)	
3L	Technical Specialist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P5	Manager TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Master (P5)	P5 (Master)	
2H	Sr Engineer	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)	
2H	Sr Scientist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)	
2H	Sr Scientist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)	

Census File						
Band	Job Title	Description				
2H	Sr Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies 				
2Н	Sr Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies 				
1H	Associate Scientist	 Develops and implements programs to ensure that environment regulatory obligations are fulfilled in a cost-effective manner, and that environmental risks are effectively managed Analyzes and maintains detailed records of pollutant concentrations in air, water, plant and soil samples Assists field locations in pollution prevention and waste minimization programs through periodic monitoring and technical guidance Conducts research on the degradation of pollutants in the environment, including streams, sediments and groundwater Maintains detailed records and prepares related reports and studies for submission to regulatory agencies 				
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level				
3L	Technical Specialist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)				
2H	Sr Engineer	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills) 				
2H	Sr Scientist	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills) 				
2Н	Sr Scientist	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills) 				

2014 Compe	titive Analysis						
Census File					Position		
2001	Lab Title Cooklane Dank Name			David and Date	Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei
2H	Sr Scientist	EHS MGP Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
4L	Director	EHS Remediation	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020M4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	EHS Remediation Programs	Remediation	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)
2Н	Sr Scientist	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Scientist	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P5	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Master (P5)	P4 (Specialist)
2H	Sr Engineer	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P4	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Specialist (P4)	P4 (Specialist)
2L	Engineer	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P3	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Career (P3)	P3 (Career)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
4L	Director	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.
2H	Sr Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Scientist	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Engineer	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2H	Sr Engineer	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)
2L	Engineer	 Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Associate Engineer A	EHS Remediation Programs	Remediation	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS020P2	TW-CDB-GI: Environmental Health and Safety / AHS020 Environmental Remediation / Intermediate (P2)	P2 (Intermediate)	
3L	Technical Specialist	EHS Fire Prevention	Safety & Industrial Hygiene	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment Manager	M3 (Senior Manager)	
2L	Sr Specialist	EHS Fire Prevention	Safety & Industrial Hygiene	Benchmark Data Available	AHS050P3	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Career (P3)	P3 (Career)	
2L	Sr Specialist	EHS Fire Prevention	Safety & Industrial Hygiene	Benchmark Data Available	AHS050p4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P3 (Career)	
3L	Section Manager	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	MAN.180.457	AH-TCM-GI: Manufacturing / 180 Health, Safety and Environment / Health, Safety and Environment	M3 (Senior Manager)	
2H	Sr Industrial Hygienist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P4	Manager TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Specialist (P4)	P4 (Specialist)	
2H	Sr Industrial Hygienist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P4	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Specialist (P4)	P4 (Specialist)	
2L	Scientist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P3	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Career (P3)	P3 (Career)	
2L	Sr Specialist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS040P3	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Career (P3)	P3 (Career)	
1H	Specialist	EHS Industrial Hygiene	Safety & Industrial Hygiene	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS040P2	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Intermediate (P2)	P2 (Intermediate)	
2Н	Project Specialist	EHS Safety	Safety & Industrial Hygiene	Benchmark Data Available	AHS050P4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P4 (Specialist)	

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Census File							
Band	Job Title	Description					
1H	Associate Engineer A	Ensures that sites contaminated with hazardous waste and production by-products are cleaned up in accordance with government regulations Takes responsibility for site investigations, operation of treatment systems and soil/groundwater sampling Plans, develops and executes remediation project(s) using appropriate methods, technologies and personal protective equipment to minimize the potential for catastrophic releases of, or exposure to, toxic, reactive, flammable or explosive chemicals during the remediation Determines which neutralization and/or cleaning agents are used and their methods of application and containment Collects, handles and contains waste from decontamination processes; may be responsible for waste repositories (e.g., landfills)					
3L	Technical Specialist	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.					
2L	Sr Specialist Sr Specialist	Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations Conducts safety audits of buildings, facilities, tools and equipment					
	3i Specialist	Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations					
3L	Section Manager	Responsible for environmental, health and safety services. Leads the strategic development of safety, health and environment within the organization. Promotes the independent professional nature of the role as well as maintains a commercial awareness of the wider business and business activities in order to provide competent, professional, confidential and independent advice to management at a strategic level.					
2H	Sr Industrial Hygienist	 Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties 					
2H	Sr Industrial Hygienist	Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties					
2L	Scientist	Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties					
2L	Sr Specialist	Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties					
1н	Specialist	Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties					
2H	Project Specialist	Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations					

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Project Specialist	EHS Safety	Safety & Industrial Hygiene	Benchmark Data Available	AHS050P4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	EHS Safety	Safety & Industrial Hygiene	Benchmark Data Available	AHS050p4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P3 (Career)	
4L	Director	EHS Safety Industrial Hygiene	Safety & Industrial Hygiene	Insufficient Benchmark Data (Less than 5 comparator matches)	AHS040M4	TW-CDB-GI: Environmental Health and Safety / AHS040 Industrial Hygiene / Group Manager (M4)	M4 (Group Mgr	
2L	Sr Analyst	EHS Safety Industrial Hygiene	Safety & Industrial Hygiene	Benchmark Data Available	AHS050p4	TW-CDB-GI: Environmental Health and Safety / AHS050 Safety / Specialist (P4)	P3 (Career)	
4L	Director	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Non-benchmark Job				
3Н	Department Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	aft040M3	TW-CDB-GI: Financial Analysis and Tax / AFT040 Corporate/Financial Planning / Senior Manager (M3)	M3 (Section Mgr)	
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100Business Support / Financial/Budget	M3 (Senior Manager)	
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	Analysis Manager AH-TCM-GI: Finance / 100Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)	
3L	Section Manager	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)	
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2L	Sr Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	

Census File	etitive Analysis	
Band	Job Title	Description
2H	Project Specialist	Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence
2L	Sr Specialist	Maintains comprehensive knowledge of government safety regulations Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations
4L	Director	Inspects facilities and premises and prescribes corrective measures to reduce the risks of disease and other job-related ailments Investigates and prepares reports on job-related injuries and fatalities, and determines measures to avoid any recurrence Audits facilities to ensure compliance with environmental regulations and promotes maintenance of a clean and sanitary working environment Conducts employee training in environmental compliance and the handling of hazardous materials Provides direction on how to contain spills and clean spill sites to avoid civil or criminal penalties
2L	Sr Analyst	Conducts safety audits of buildings, facilities, tools and equipment Determines safety training requirements and provides employees with safety training applicable to their work processes Investigates accidents to determine the root cause, circumstances, and contributing factors Develops recommendations and follow-up to prevent accident recurrence Maintains comprehensive knowledge of government safety regulations
4L	Director	
ЗН	Department Manager	Supports corporate planning by conducting analyses of competitors, operational effectiveness and capacity utilization May research, evaluate and analyze prospective mergers, acquisitions and divestitures
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
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2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions

Census File					Position		
Cerisus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr System Analyst	BUSINESS FIN Budget & Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
3L	Section Manager	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.107	AH-TCM-GI: Finance / 100Business Support / Financial/Budget Analysis Manager	M3 (Senior Manager)
2H	Sr Planning Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
1H	Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Rev&Vol Forecast	Budgeting & Business Intel	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
3L	Project Manager	BUSINESS FIN Spcl Proj- CECONY	Budgeting & Business Intel	Non-benchmark Job		THE THE WATER	
2L	Sr Specialist	BUSINESS FIN Spcl Proj- CECONY	Budgeting & Business Intel	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
60	Attorney	Business Finance Office of VP	Business Finance Office of VP	Benchmark Data Available	alg999p1	TW-CDB-GI: Legal / ALG Legal (Total Sample) / Entry (P1)	P2 (Intermediate)
4H	Director - Shared Services	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M4	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Group Manager (M4)	M4 (Group Mg

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr System Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	Assists senior leadership in Financial Analysis in the development and preparation of annual operating budgets and periodic financial reports. Analyzes, evaluates, and develops forecasting models and identifies to management potential areas of opportunities and risks. Leads a team of direct reports. Managers in tax, audit, or treasury should be matched to the Tax Manager, Audit Manager or Treasury Manager positions.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant
1H	Analyst	Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions. Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant
1H	Analyst	Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions. Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. Or Treasury Analyst-Intermediate positions.
3L	Project Manager	Intermediate. Auditor intermediate. or reasury Analyst-Intermediate positions.
2L	Sr Specialist	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
60	Attorney	Provides legal advice and services on issues concerning the rights, obligations and privileges of the organization. Represents the organization to customers, suppliers, competitors and government agencies. Provides resolution of business or technical issues by identifying legal solutions and recommending a course of action. Examines legal data to determine advisability of defending or prosecuting lawsuits.
4H	Director - Shared Services	 Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses Monitors expense control and reduction and produces periodic progress reports and presentations for management

	etitive Analysis				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3Н	Department Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M4	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Group Manager (M4)	M4 (Group Mgr)
3Н	Department Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M3	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Senior Manager (M3)	0
3L	Section Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045M3	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	AFB045P5	TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Master (P5)	P5 (Master)
2H	Project Specialist	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	Advanced Senior AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	Advanced Senior AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Benchmark Data Available	FIN.100.101	Advanced Senior AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2Н	Sr Planning Analyst	BUSINESS FIN Bus Improve Svcs	Business Improvement Services	Insufficient Benchmark Data (Less than 5 comparator matches)	afb045p5	Advanced Senior TW-CDB-GI: Accounting / AFB045 Expense Efficiency Management / Master (P5)	
3L	Section Manager	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job		Advanced Senior	
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			_
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Bid Ck Estimating	Cost Management	Non-benchmark Job			
3L	Section Manager	BUSINESS FIN Bronx/Westchester	Cost Management	Non-benchmark Job			

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
ЗН	Department Manager	 Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses Monitors expense control and reduction and produces periodic progress reports and presentations for management 				
ЗН	Department Manager	 Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses Monitors expense control and reduction and produces periodic progress reports and presentations for management 				
3L	Section Manager	 Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses Monitors expense control and reduction and produces periodic progress reports and presentations for management 				
3L	Section Manager	Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses Monitors expense control and reduction and produces periodic progress reports and presentations for management				
2H	Project Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.				
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.				
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.				
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.				
2H	Sr Planning Analyst	 Develops and implements continuous and sustainable cost reduction and management programs to enhance the organization's profitability Works closely with business unit managers and finance staff to understand the units' fixed and variable expenses and reviews same for possible cost-saving opportunities Produces expense analyses to facilitate a detailed understanding of the organization's expense base, identify savings opportunities and ultimately reduce expenses Monitors expense control and reduction and produces periodic progress reports and presentations for management 				
3L	Section Manager					
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.				
2L	Sr Analyst					
2L	Sr Analyst					
2L	Sr Analyst					
2L	Sr Analyst					
2L	Sr Analyst					
3L	Section Manager					

	etitive Analysis			Position			
Census File							
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area		Level
				Availability			
2H	Sr Planning Analyst	BUSINESS FIN Bronx/Westchester	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support /	P4 (Specialist)
						Financial Analyst- Advanced Senior	
2L	Sr Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.108	AH-TCM-GI: Finance /	P3 (Career)
		Bronx/Westchester		Available		100Business Support / Financial Analyst-Senior	
1H	Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.109	AH-TCM-GI: Finance /	P2
		Bronx/Westchester		Available		100Business Support / Financial Analyst- Intermediate	(Intermediate)
1H	Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.109	AH-TCM-GI: Finance /	P2
		Bronx/Westchester		Available		100Business Support / Financial Analyst- Intermediate	(Intermediate)
1H	Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.109	AH-TCM-GI: Finance /	P2
		Bronx/Westchester		Available		100Business Support / Financial Analyst- Intermediate	(Intermediate)
3L	Section Manager	BUSINESS FIN Brooklyn/Queens	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.101	AH-TCM-GI: Finance /	P4 (Specialist)
		Brooklyn/Queens		Available		100Business Support / Financial Analyst- Advanced Senior	
2L	Sr Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.108	AH-TCM-GI: Finance /	P3 (Career)
		Brooklyn/Queens		Available		100Business Support / Financial Analyst-Senior	
2L	Sr Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Brooklyn/Queens	Cost Management	Non-benchmark Job			
1H	Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.109	AH-TCM-GI: Finance /	P2
		Brooklyn/Queens		Available		100Business Support / Financial Analyst- Intermediate	(Intermediate)
1H	Analyst	BUSINESS FIN	Cost Management	Benchmark Data	FIN.100.108	AH-TCM-GI: Finance /	P2
		Brooklyn/Queens		Available		100Business Support / Financial Analyst-Senior	(Intermediate)
3L	Section Manager	BUSINESS FIN CE Consolidation	Cost Management	Non-benchmark Job			
2H	Sr Planning Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2Н	Sr Planning Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.101	Advanced Senior AH-TCM-GI: Finance / 100Business Support /	P4 (Specialist)
						Financial Analyst- Advanced Senior	
2L	Sr Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN CE	Cost Management	Non-benchmark Job			
	or randiyat	Consolidation	COST WIGHT BETTE	Non-benefitial K JOD			

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. Or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. Or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate, or Treasury Analyst-Intermediate positions.
3L	Section Manager	internediate. Addition intermediate, or measury Analyst intermediate positions.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	DOSITIONS.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant
1H	Analyst	Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions. Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	MISHIBUS.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2Н	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions
2L	Sr Analyst	
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Census File				Position			
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	BUSINESS FIN CE Consolidation	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100-Business Support / Financial Analyst-Senior	P3 (Career)
2H	Manager	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583M2	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Manager	M2 (Manager)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P4	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Specialist	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P4	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Specialist	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P4	/ AZE583 Major Construction Cost Engineering / Specialist	P3 (Career)
2L	Sr Specialist	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	(P4) TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P3	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering / Career (P3)	P3 (Career)
1H	Analyst	BUSINESS FIN Construction	Cost Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aze583P2	TW-CDB-GI: Engineering / AZE583 Major Construction Cost Engineering	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Customer Ops	Cost Management	Non-benchmark Job		Intermediate (P2)	
2H	Sr Financial Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions
2H	Manager	 Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work Sets up cost monitoring and reporting systems and procedures.
2L	Sr Analyst	Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work Sets up cost monitoring and reporting systems and procedures
2L	Sr Analyst	 Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work
2L	Sr Analyst	Sets un cost monitoring and reporting systems and procedures Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work
2L	Sr Analyst	Sets up cost monitoring and reporting systems and procedures Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work
2L	Sr Analyst	Sets up cost monitoring and reporting systems and procedures Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work
2L	Sr Specialist	Sets un cost monitoring and renorting systems and procedures Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work
2L	Sr Analyst	Sets up cost monitoring and reporting systems and procedures Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work
1H	Analyst	Sets up cost monitoring and reporting systems and procedures Develops and maintains project budgets, forecasts, and cash flows for major construction projects Analyzes blueprints and other documentation to prepare estimates and support budget forecasts Monitors and analyzes performance of subcontractors on major construction projects Prepares project change orders to obtain budget for work Sets up cost progritoring and specified procedures.
3L	Section Manager	Sets un cost monitoring and renorting systems and procedures
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.

Census File				Position			
Cerisus i lie					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Customer Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
4L	Director	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
3H	Department Manager	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
3H	Department Manager	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job			
2H	Sr Financial Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job		Advanced Senior	
2H	Systems Specialist	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Planning Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Non-benchmark Job		ravancea semon	
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Director Cost Mgt	Cost Management	Benchmark Data Available	FIN.100.109	Intermediate AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
2H	Manager	BUSINESS FIN EH&S	Cost Management	Non-benchmark Job		intermediate	
1H	Analyst	BUSINESS FIN EH&S	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Gas Operations	Cost Management	Non-benchmark Job			
2H	Manager	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)

Consus File	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
4L	Director	THE SHARE STATE OF THE SHARE STA
3H	Department Manager	
3H	Department Manager	
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	
2H	Systems Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant
1H	Analyst	Intermediate. Auditor Intermediate. or Treasurv Analyst-Intermediate oositions. Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate oositions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant
2H	Manager	Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions.
3L	Section Manager	Walling Co.
2H	Manager	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.

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Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
ΣL	Sr Analyst	BUSINESS FIN Gas Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Gas	Cost Management	Non-benchmark Job			
1H	Analyst	Operations BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
1H	Analyst	BUSINESS FIN Gas Operations	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Manhattan	Cost Management	Non-benchmark Job		memediate	
2H	Sr Planning Analyst	BUSINESS FIN Manhattan	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Manhattan	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Manhattan	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Manhattan	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2H	Manager	BUSINESS FIN Staten	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Staten	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Staten	Cost Management	Non-benchmark Job			
1H	Analyst	Island BUSINESS FIN Staten Island	Cost Management	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
3L	Section Manager	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job		memeulate	

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Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	
2L	Sr Analyst	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. Or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate, or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. Or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. Or Treasury Analyst-Intermediate positions.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate, or Treasury Analyst-Intermediate positions.
3L	Section Manager	Intermediate. Address intermediate of Treasury Annays intermediate desirions.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	TAX MARKS
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2H	Manager	
2L	Sr Analyst	
2L	Sr Analyst	
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate, or Treasury Analyst-Intermediate positions.
3L	Section Manager	

Census File					Position		
Cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Planning Analyst	BUSINESS FIN Steam Operations	Cost Management	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting	M2 (Manager)
2H	Project Specialist	BUSINESS FIN Steam Operations	Cost Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Steam Operations	Cost Management	Non-benchmark Job			
2H	Manager	BUSINESS FIN Stimulus	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Stimulus	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Stimulus	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
3L	Section Manager	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Specialist	BUSINESS FIN Substation Ops	Cost Management	Non-benchmark Job			
2L	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
eL	Sr Analyst	BUSINESS FIN Substation Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
3L	Section Manager	BUSINESS FIN	Cost Management	Non-benchmark Job			
		System&Trans Ops					

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Project Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager
2L	Sr Analyst	nositions.
2L	Sr Analyst	
2L	Sr Analyst	
2L	Sr Analyst	
211	Managar	
2H 2L	Manager Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager
3L	Section Manager	nositions.
2L	Sr Analyst	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	TATALIAN S.
2L	Sr Analyst	
2L	Sr Specialist	
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
3L	Section Manager	

Consus File	Conque Filo				Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Non-benchmark Job				
2L	Sr Analyst	BUSINESS FIN System&Trans Ops	Cost Management	Non-benchmark Job				
3H	Department Manager	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Non-benchmark Job				
3L	Section Manager	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Non-benchmark Job				
3L	Section Manager	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Non-benchmark Job				
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Financial Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2L	Sr Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	BUSINESS FIN Shd Svc Cost Mgmt	Shared Services Cost Managment	Non-benchmark Job				
4L	Assistant Controller	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr)	
3L	Section Manager	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting Manager	M3 (Senior Manager)	
2L	Accounting Supervisor	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061M1	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Supervisor (M1)	M1 (Supervisor)	

	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	
2L	Sr Analyst	
3H	Department Manager	
3L	Section Manager	
3L	Section Manager	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Analyst	THE STREET STREET
4L	Assistant Controller	Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Accounting Supervisor	 Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment

	etitive Analysis			Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Accountant	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061P2	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Intermediate (P2)	P2 (Intermediate)
1H	Accountant	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061P2	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Intermediate (P2)	P2 (Intermediate)
1H	Supervisor	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061M1	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	CORP ACCTG Accounts Payable	Corp Acctg Accounting Ops	Benchmark Data Available	AFB061M1	TW-CDB-GI: Accounting / AFB061 Accounts Payable / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting Manager	M3 (Senior Manager)
2L	Accounting Supervisor	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	AFB060M2	TW-CDB-GI: Accounting / AFB060 Accounts Payable/Receivable / Manager (M2)	P3 (Career)
2L	Staff Accountant	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting /	P3 (Career)
1H	Accountant	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	AFB060P2	Accountant-Senior TW-CDB-GI: Accounting / AFB060 Accounts Payable/Receivable / Intermediate (P2)	P2 (Intermediate)
1H	Accountant	CORP ACCTG Acct Reconciliation	Corp Acctg Accounting Ops	Benchmark Data Available	AFB060P2	TW-CDB-GI: Accounting / AFB060 Accounts Payable/Receivable / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	afb070m3	TW-CDB-GI: Accounting / AFB070 Payroll / Senior Manager (M3)	M3 (Senior Manager)
2L	Staff Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	afb070m1	TW-CDB-GI: Accounting / AFB070 Payroll / Supervisor (M1)	M1 (Supervisor)
2L	Staff Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070P4	TW-CDB-GI: Accounting / AFB070 Payroll / Specialist (P4)	P3 (Career)
2L	Accounting Supervisor	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070M2	TW-CDB-GI: Accounting / AFB070 Payroll / Manager (M2)	P3 (Career)
1H	Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070P2	TW-CDB-GI: Accounting / AFB070 Payroll / Intermediate (P2)	P2 (Intermediate)
1H	Accountant	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070P2	TW-CDB-GI: Accounting / AFB070 Payroll / Intermediate (P2)	P2 (Intermediate)

2014 Compe	etitive Analysis					
Census File						
Band	Job Title	Description				
1H	Accountant	 Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment 				
1H	Accountant	 Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies and adhered to 				
1H	Supervisor	 May process employee expenses reimbursement requests for payment Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies and adhered to 				
1H	Supervisor	 Nav process employee expenses reimbursement requests for payment Prepares, records, verifies and pays vendor invoices for goods and services on a timely basis, and responds to vendor queries Maintains, analyzes and reconciles accounts payable ledger accounts, financial statements and reports Develops, directs, plans and evaluates accounts payable policies and procedures, and ensures external and internal controls and policies are adhered to May process employee expenses reimbursement requests for payment 				
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.				
2L	Accounting Supervisor	 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 				
2L	Staff Accountant	May prepare and deliver low-volume customer hilling and respond to resulting queries Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management.				
1H	Accountant	May coach Accountants. Role typically requires more than 5 years of experience. 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 hilling and respond to resulting queries				
1H	Accountant	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 hilling and respond to resulting queries				
3L	Section Manager	 Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments 				
2L	Staff Accountant	Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements				
2L	Staff Accountant	Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures. including such items as tax payments and benefit plan disbursements				
2L	Accounting Supervisor	 Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments 				
1H	Accountant	Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments				
1H	Accountant	Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements				

6:					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	CORP ACCTG Payroll	Corp Acctg Accounting Ops	Benchmark Data Available	AFB070M1	TW-CDB-GI: Accounting / AFB070 Payroll / Supervisor (M1)	M1 (Supervisor)
ЗН	Department Manager	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting	M3 (Senior Manager)
2H	Sr Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	Manager AH-TCM-GI: Finance / 020Accounting /	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	Accountant-Senior AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting	P4 (Specialist)
2L	Staff Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
1H	Accountant	CORP ACCTG Regulatory Filings	Corp Acctg Accounting Ops	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020Accounting / Accountant- Intermediate	P2 (Intermediate)
4L	Director	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr
3Н	Department Manager	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	0
ЗН	Department Manager	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AFB010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
3L	Section Manager	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting	M3 (Senior Manager)
2H	Project Specialist	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Non-benchmark Job		Manager	
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)

Census File		
Band	Job Title	Description
1H	Supervisor	Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments Evaluates current systems, and recommends and develops operating efficiency improvements Monitors and ensures proper documentation of employee benefit payments Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements
ЗН	Department Manager	 Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
4L	Director	Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
ЗН	Department Manager	 Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports
ЗН	Department Manager	Conducts or scripts in the documentation of accounting projects Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Project Specialist	
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)	
2H	Sr Planning Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting Manager	M2 (Manager)	
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Analyst	CORP ACCTG Finance Support	Corp Acctg Fin & Supply Chain	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)	
2L	Sr Specialist	CORP ACCTG SupplyChain Support	Corp Acctg Fin & Supply Chain	Non-benchmark Job				
3L	Project Manager	CORP ACCTG User Provisioning	Corp Acctg Fin & Supply Chain	Non-benchmark Job				
2L	Sr System Analyst	CORP ACCTG User Provisioning	Corp Acctg Fin & Supply Chain	Benchmark Data Available	ITS.020.419	AH-TCM-GI: Information Technology Services / 020Applications / Business Analyst-Senior	P3 (Career)	
3H	Department Manager	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AF8010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)	
2H	Sr Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	M2 (Manager)	
2H	Sr Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	M2 (Manager)	
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Planning Analyst	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager positions.
2L	Sr Specialist	TOUSHOUTS.
3L	Project Manager	
2L	Sr System Analyst	Responsible for assembling, analyzing, and representing customer business requirements. Performs feasibility analysis, scopes project, and recommends alternative solutions and project strategy and deliverable prioritization. Serves as senior subject matter expert associated with content, processes, and procedures. Develops high level implementation plans. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Guides and advises less-experienced Business Systems Analysts. Monitors other business analysts in software development methods and processes and implementation of those methods. Role typically requires more than 5 years of experience.
ЗН	Department Manager	Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.

Consus File	Census File				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
2L	Staff Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
1H	Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020Accounting / Accountant- Intermediate	P2 (Intermediate)
1H	Accountant	CORP ACCTG Acctg Resrch & Proc	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.104	AH-TCM-GI: Finance / 020Accounting / Accountant- Intermediate	P2 (Intermediate)
3L	Section Manager	CORP ACCTG Cmmdty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.397	AH-TCM-GI: Finance / 020Accounting / Financial Reporting	M3 (Senior Manager)
2H	Sr Planning Analyst	CORP ACCTG Cmmdty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.100.101	Manager AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Cmmdty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P4 (Specialist)
2L	Accounting Supervisor	CORP ACCTG Cmmdty & Drv Acctng	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	P3 (Career)
3H	Department Manager	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Insufficient Benchmark Data (Less than 5 comparator matches)	afb020m4	TW-CDB-GI: Accounting / AFB020 Financial Reporting / Group Manager (M4)	M4 (Group Mgr)
2H	Sr Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	AH-TCM-GI: Finance / 020Accounting /	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	Accountant-Senior AH-TCM-GI: Finance / 020Accounting /	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	Accountant-Senior AH-TCM-GI: Finance / 020Accounting /	P4 (Specialist)
2L	Staff Accountant	CORP ACCTG Financial Reporting	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.103	Accountant-Senior AH-TCM-GI: Finance / 020Accounting / Accountant-Senior	P3 (Career)
4L	Assistant Controller	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr)
3H	Department Manager	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	AFB010M3	TW-CDB-GI: Accounting / AF8010 General Accounting / Senior Manager (M3)	M3 (Section Mgr)
2Н	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting	M2 (Manager)
2H	Sr Accountant	CORP ACCTG General Accounts	Corp Acctg Fin Acctg & Rptg	Benchmark Data Available	FIN.020.398	Supervisor AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	M2 (Manager)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
3L	Section Manager	Manages major aspects of the corporation's internal and external financial reporting process. Prepares financial statements for review by Financial Reporting Head, maintaining all supporting documentation. Assists with external review/audit process and Sarbanes-Oxley compliance procedures. May manage professional staff.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
3H	Department Manager	 Prepares and distributes periodic financial statements for users other than those directly employed by the organization Ensures all reports and disclosures comply with applicable government regulations, professional standards and organization policies Prepares consolidation journal entries, eliminates intercompany transactions, and consolidated divisional and subsidiary financial accounts on a timely and accurate basis for inclusion in internal and external financial statements
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
4L	Assistant Controller	Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
зн	Department Manager	Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports Conducts or assists in the documentation of accounting projects
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.

				Position			
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
				Availability			
:H	Sr Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.398	AH-TCM-GI: Finance /	M2 (Manager)
		Accounts	Rptg	Available		020Accounting /	
						General Accounting	
2H	Sr Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.103	Supervisor AH-TCM-GI: Finance /	P4 (Specialist)
-11	31 Accountant	Accounts	Rptg	Available	1114.020.103	020Accounting /	14 (Specialist)
						Accountant-Senior	
2H	Sr Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.398	AH-TCM-GI: Finance /	M2 (Manager)
		Accounts	Rptg	Available		020Accounting /	
						General Accounting	
2L	Staff Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.103	Supervisor AH-TCM-GI: Finance /	P3 (Career)
	Stan Accountant	Accounts	Rptg	Available		020Accounting /	. s (career)
			, ,			Accountant-Senior	
2L	Staff Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.103	AH-TCM-GI: Finance /	P3 (Career)
		Accounts	Rptg	Available		020Accounting /	
2L	Staff Accountant	CORP ACCTG General	Corn Accta Ein Accta 8	Benchmark Data	FIN.020.103	Accountant-Senior AH-TCM-GI: Finance /	P3 (Career)
ZL	Stall Accountant	Accounts	Corp Acctg Fin Acctg & Rptg	Available	FIN.020.103	020Accounting /	P3 (Career)
		Accounts	1,518	Available		Accountant-Senior	
2L	Staff Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.103	AH-TCM-GI: Finance /	P3 (Career)
		Accounts	Rptg	Available		020Accounting /	
						Accountant-Senior	
2L	Staff Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.103	AH-TCM-GI: Finance /	P3 (Career)
		Accounts	Rptg	Available		020Accounting / Accountant-Senior	
2L	Staff Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.103	AH-TCM-GI: Finance /	P3 (Career)
		Accounts	Rptg	Available		020Accounting /	
						Accountant-Senior	
1H	Accountant	CORP ACCTG General	Corp Acctg Fin Acctg &	Benchmark Data	FIN.020.104	AH-TCM-GI: Finance /	P2
		Accounts	Rptg	Available		020Accounting /	(Intermediate)
						Accountant- Intermediate	
3L	Section Manager	CORP ACCTG Accounts	Cost & Project Accounting	Benchmark Data	FIN.060.093	AH-TCM-GI: Finance /	M3 (Senior
		Receivable		Available		060Accounts	Manager)
						Receivable / Accounts	
2L	Accounting Supervisor	CORP ACCTG Accounts	Cost & Project Accounting	Benchmark Data	FIN.020.398	Receivable Manager AH-TCM-GI: Finance /	P3 (Career)
ZL	Accounting Supervisor	Receivable	Cost & Project Accounting	Available	FIIV.020.338	020Accounting /	rs (career)
		necervation c		7174114516		General Accounting	
						Supervisor	
1H	Accountant	CORP ACCTG Accounts	Cost & Project Accounting	Benchmark Data	FIN.020.084	AH-TCM-GI: Finance /	P2
		Receivable		Available		020Accounting / Cost	(Intermediate)
						Accountant- Intermediate	
3L	Section Manager	CORP ACCTG Cost	Cost & Project Accounting	Benchmark Data	FIN.020.102	AH-TCM-GI: Finance /	M3 (Senior
		Accounting		Available		020Accounting /	Manager)
						General Accounting	
211	Cr Assertant	CODD ACCTC Cook	Cook & Doolook Association	Danaharadi Data	EIN 020 002	Manager	D4 (Consistint)
2H	Sr Accountant	CORP ACCTG Cost Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.083	AH-TCM-GI: Finance / 020Accounting / Cost	P4 (Specialist)
		Accounting		Available		Accountant-Senior	
2H	Sr Accountant	CORP ACCTG Cost	Cost & Project Accounting	Benchmark Data	FIN.020.398	AH-TCM-GI: Finance /	M2 (Manager)
		Accounting		Available		020Accounting /	
						General Accounting	
2L	Staff Accountant	CORP ACCTG Cost	Cost & Project Accounting	Benchmark Data	FIN.020.084	Supervisor AH-TCM-GI: Finance /	P3 (Career)
ZL.	Stall Accountant	Accounting	Cost & Project Accounting	Available	FIIN.U2U.U64	020Accounting / Cost	P3 (Career)
		, toodunting		Available	1	Accountant-	
						Intermediate	
2L	Staff Accountant	CORP ACCTG Cost	Cost & Project Accounting	Benchmark Data	FIN.020.084	AH-TCM-GI: Finance /	P3 (Career)
		Accounting		Available	1	020Accounting / Cost	
					1	Accountant-	
LH	Accountant	CORP ACCTG Cost	Cost & Project Accounting	Benchmark Data	FIN.020.084	Intermediate AH-TCM-GI: Finance /	P2
		Accounting		Available		020Accounting / Cost	(Intermediate)
		_				Accountant-	
	1	l			1	Intermediate	1

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
2L	Staff Accountant	Responsible for the most complex activities associated with general ledger, financial/operating reports, and budget analysis. This level requires broad knowledge of accounting practices and principles including the preparation of strategic recommendations to management. May coach Accountants. Role typically requires more than 5 years of experience.
1H	Accountant	Reconciles and adjusts various general ledger accounts and/or bank statements. May perform moderately complex analysis of performance results. Compiles, consolidates, and analyzes accounting and finance information for the production of financial statements and reports. Experienced employee working independently with 3 to 5 years of experience.
3L	Section Manager	Responsible for planning, scheduling, and directing the work of the accounts receivable unit within the established accounting policies of the organization. Monitors the collection process and negotiations with past due accounts. Provides information on receivables, receipts, and account balances.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
1H	Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Sr Accountant	Responsible for leading the most complex cost audits. This level requires broad knowledge of cost control systems and related cost accounting functions and includes the preparation of strategic recommendations to management. May guide less experienced Cost Accountants. Role typically requires more than 5 years of experience.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Staff Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.
2L	Staff Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.
1H	Accountant	Responsible for developing and conducting moderately complex cost audits to support management in making operating decisions. Role typically requires between 3 and 5 years of experience.

Census File					Position		
CCTISUS FITC					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	Assistant Controller	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	AFB010M4	TW-CDB-GI: Accounting / AFB010 General Accounting / Group Manager (M4)	M4 (Group Mgr
3L	Section Manager	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting Manager	M3 (Senior Manager)
2Н	Sr Planning Analyst	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-	P4 (Specialist)
2H	Sr Accountant	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	Advanced Senior AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	M2 (Manager)
2H	Sr Planning Analyst	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	P3 (Career)
2L	Accounting Supervisor	CORP ACCTG Project Accounting	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	P3 (Career)
3L	Section Manager	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.020.102	AH-TCM-GI: Finance / 020Accounting / General Accounting	P5 (Master)
2L	Accounting Supervisor	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	Manager AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	M1 (Supervisor)
2L	Sr Analyst	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.100.108	AH-TCM-GI: Finance / 100Business Support / Financial Analyst-Senior	M1 (Supervisor)
1H	Supervisor	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.020.398	AH-TCM-GI: Finance / 020Accounting / General Accounting Supervisor	P2 (Intermediate)
1H	Analyst	CORP ACCTG Property Record	Cost & Project Accounting	Benchmark Data Available	FIN.100.109	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Intermediate	P2 (Intermediate)
4L	Director	FINANCE Off of SVP CFO	Off Sr V P & CFO Finance	Non-benchmark Job		intermediate	
2Н	Sr Financial Analyst	Finance FINANCE Off of SVP CFO Finance	Off Sr V P & CFO Finance	Benchmark Data Available	aca090p4	TW-CDB-GI: Corporate Affairs/Communications / ACA090 Investor Relations / Specialist (P4)	P4 (Specialist)
4L	Director	FINANCE SOX/Ent Risk	Off Sr V P & CFO Finance	Non-benchmark Job			
2H	Sr Accountant	FINANCE SOX/Ent Risk	Off Sr V P & CFO Finance	Non-benchmark Job			
2H	Project Specialist	Mgmt FINANCE SOX/Ent Risk	Off Sr V P & CFO Finance	Non-benchmark Job			
4L	Director	Mgmt RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090M4	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Group Manager (M4)	M4 (Group Mgr

2014 Compet	titive Analysis	
Census File		
Band	Job Title	Description
4L	Assistant Controller	Performs general accounting activities, including the preparation, maintenance and reconciliation of ledger accounts and financial statements, such as balance sheets, profit-and-loss statements and capital expenditure schedules Prepares, records, analyzes and reports accounting transactions and ensures the integrity of accounting records for completeness, accuracy and compliance with accepted accounting policies and principles Provides financial support including forecasting, budgeting, and analyzing variations from budget Analyzes and prepares statutory accounts and financial statements and reports
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Accountant	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2H	Sr Planning Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager nositions.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
3L	Section Manager	Develops and implements accounting practices and procedures. Provides and interprets data from accounting records as required from management. Coordinates accounting services and integrates with operating needs. Oversees the management of functions such as property records, general ledger, and general accounting services (i.e., payroll and accounts payable). Manages a team of accountants.
2L	Accounting Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
2L	Sr Analyst	Responsible for the most complex and interpretive financial analyses. Provides periodic reports and special studies for management. May be responsible for unit's annual budget process, expense/service fee/staff forecasts, or statistical reporting, including financial performance, variance explanations, and cost analysis. May coach less-experienced Financial Analysts. Role typically requires more than 5 years of experience. Senior Analyst in tax, audit or treasury should be matched to the Tax-Accountant Senior, Auditor-Senior, or Treasury Manager
1H	Supervisor	Supervises a group of general accountants in maintaining the general ledger in order to provide management with meaningful information to make decisions. Assists the General Accounting Manager in producing and reviewing various financial reports. Implements accounting policies under direction of the General Accounting Manager.
1H	Analyst	Responsible for moderately complex financial analyses and reports for department management. Prepares and analyzes major financial forecasts. May be assigned analyses in support of organization's annual budget process, expense/service fee/staffing forecasts, or statistical reporting. Role typically requires 3 to 5 years of experience. Analyst in tax, audit or treasury should be matched to the Tax-Accountant Intermediate. Auditor Intermediate. or Treasury Analyst-Intermediate positions.
4L	Director	Intermediate. Additor intermediate, or freasury Analyst-intermediate positions.
2H	Sr Financial Analyst	Maintains and improves relations and communications between the organization and the investing public, shareholders and financial professionals to enhance the standing of the organization's stock and debt Develops, maintains and enhances working relationships with institutions in the financial community that hold, or may hold, the organization's stock or debt Monitors changes and trends in investment markets and determines appropriate strategy.
4L	Director	- woman v market ann neims in ingestinen. markets ann neperimines annithmate stratepy
2H	Sr Accountant	
2H	Project Specialist	
4L	Director	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Tvoically found in regulated telecommunications. electric and/or gas utility organizations

	etitive Analysis				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
	100		24,77,111112	Availability			
3H	Department Manager	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090M3	TW-CDB-Energy:	M3 (Section
		Engineering		Available		Financial Analysis and	Mgr)
						Tax / AFT090 Rates /	
3H	Donartment Manager	RATE ENG Rate	Pato Engineering	Benchmark Data	ENG-AFT090M3	Senior Manager (M3) TW-CDB-Energy:	M3 (Section
эп	Department Manager	Engineering	Rate Engineering	Available	ENG-AFTU90IVIS	Financial Analysis and	Mgr)
		Linginiceting		7174114516		Tax / AFT090 Rates /	
						Senior Manager (M3)	
3H	Department Manager	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090M3		M3 (Section
		Engineering		Available		Financial Analysis and	Mgr)
						Tax / AFT090 Rates / Senior Manager (M3)	
3H	Department Manager	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090M3		M3 (Section
		Engineering		Available		Financial Analysis and	Mgr)
						Tax / AFT090 Rates /	
3H	Department Manager	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090M3	Senior Manager (M3) TW-CDB-Energy:	M3 (Section
311	Department Manager	Engineering	Nate Engineering	Available	LING-AF 1030IVIS	Financial Analysis and	Mgr)
		Linginiceting		7174114516		Tax / AFT090 Rates /	
						Senior Manager (M3)	
3L	Project Manager	RATE ENG Rate	Rate Engineering	Insufficient Benchmark	ENG-AFT090P5	TW-CDB-Energy:	P5 (Master)
		Engineering		Data (Less than 5		Financial Analysis and	
				comparator matches)		Tax / AFT090 Rates / Master (P5)	
3L	Section Manager	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090M3		M3 (Senior
		Engineering		Available		Financial Analysis and	Manager)
						Tax / AFT090 Rates /	
3L	Droiget Manager	DATE ENC Date	Pata Engineering	Insufficient Benchmark	ENC AFTOODE	Senior Manager (M3)	DE (Master)
3L	Project Manager	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and	P5 (Master)
		Linginicering		comparator matches)		Tax / AFT090 Rates /	
				comparator materies,		Master (P5)	
3L	Section Manager	RATE ENG Rate	Rate Engineering	Insufficient Benchmark	ENG-AFT090P5	TW-CDB-Energy:	P5 (Master)
		Engineering		Data (Less than 5		Financial Analysis and	
				comparator matches)		Tax / AFT090 Rates / Master (P5)	
3L	Technical Specialist	RATE ENG Rate	Rate Engineering	Insufficient Benchmark	ENG-AFT090P5	TW-CDB-Energy:	P5 (Master)
		Engineering		Data (Less than 5		Financial Analysis and	
				comparator matches)		Tax / AFT090 Rates /	
2H	Sr Rate Analyst	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090P4	Master (P5) TW-CDB-Energy:	P4 (Specialist)
	Si nace / maryse	Engineering	nate Engineering	Available	2.10 / 11 10301 1	Financial Analysis and	· · (openionse)
						Tax / AFT090 Rates /	
					5110 1550000	Specialist (P4)	24 (2
2H	Sr Rate Analyst	RATE ENG Rate Engineering	Rate Engineering	Insufficient Benchmark Data (Less than 5	ENG-AFT090P5	TW-CDB-Energy: Financial Analysis and	P4 (Specialist)
		Liigineeinig		comparator matches)		Tax / AFT090 Rates /	
				, , , , , , , , , , , , , , , , , , ,		Master (P5)	
2H	Sr Rate Analyst	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090P4	TW-CDB-Energy:	P4 (Specialist)
		Engineering		Available		Financial Analysis and	
						Tax / AFT090 Rates / Specialist (P4)	
2H	Sr Rate Analyst	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090P4	TW-CDB-Energy:	P4 (Specialist)
		Engineering		Available		Financial Analysis and	
						Tax / AFT090 Rates /	
2H	Sr Rate Analyst	RATE ENG Rate	Rate Engineering	Insufficient Benchmark	ENG-AFT090P5	Specialist (P4) TW-CDB-Energy:	P4 (Specialist)
	or nace Analyst	Engineering	nace Engineering	Data (Less than 5	2110 AL 1030F3	Financial Analysis and	(Specialist)
				comparator matches)		Tax / AFT090 Rates /	
				· ·		Master (P5)	
2H	Sr Rate Analyst	RATE ENG Rate	Rate Engineering	Insufficient Benchmark	ENG-AFT090P5	TW-CDB-Energy:	P4 (Specialist)
		Engineering		Data (Less than 5 comparator matches)	1	Financial Analysis and Tax / AFT090 Rates /	
				comparator matches)	1	Master (P5)	
2L	Sr Analyst	RATE ENG Rate	Rate Engineering	Benchmark Data	ENG-AFT090P3	TW-CDB-Energy:	P3 (Career)
		Engineering		Available		Financial Analysis and	
					1	Tax / AFT090 Rates /	
	1	1		1		Career (P3)	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
3H	Department Manager	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
3H	Department Manager	Tvoically found in regulated telecommunications, electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
3H	Department Manager	Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
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3H	Department Manager	Typically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
3L	Project Manager	Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and develops proposals to change the organization's existing rates and rules Tvpically found in regulated telecommunications, electric and/or gas utility organizations
3L	Section Manager	Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and develops proposals to change the organization's existing rates and rules Topically found in regulated telecommunications, electric and/or gas utility organizations
3L	Project Manager	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
3L	Section Manager	 Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and develops proposals to change the organization's existing rates and rules
3L	Technical Specialist	Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
2H	Sr Rate Analyst	Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
2H	Sr Rate Analyst	Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and develops proposals to change the organization's existing rates and rules
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Census File					Position		
eensus i ne					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
2L	Sr Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P3 (Career)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P2	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P2	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Intermediate (P2)	P2 (Intermediate)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090p3	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Career (P3)	P2 (Intermediate)
1H	Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P2	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Intermediate (P2)	P2 (Intermediate)
1L	Associate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P1	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Entry (P1)	P1 (Entry)
1L	Associate Analyst	RATE ENG Rate Engineering	Rate Engineering	Benchmark Data Available	ENG-AFT090P1	TW-CDB-Energy: Financial Analysis and Tax / AFT090 Rates / Entry (P1)	P1 (Entry)
4H	Director Corporate Planning	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M4	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Group Manager (M4)	M4 (Group Mgr
4H	Director Corporate Planning	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M4	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Group Manager (M4)	M4 (Group Mgr
4L	Director	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M4	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Group Manager (M4)	M4 (Group Mgr

Census File		
Band	Job Title	Description
2L	Sr Analyst	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
2L	Sr Analyst	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
2L	Sr Analyst	Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications. electric and/or gas utility organizations
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2L	Sr Analyst	Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications. electric and/or gas utility organizations
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2L	Sr Analyst	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules
1H	Analyst	 Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and develops proposals to change the organization's existing rates and rules
1H	Analyst	 Tvoically found in regulated telecommunications. electric and/or gas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Tvoically found in regulated telecommunications. electric and/or gas utility organizations
1H	Analyst	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications. electric and/or gas utility organizations
1H	Analyst	 Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Tvoically found in regulated telecommunications. electric and/or gas utility organizations
1L	Associate Analyst	 Typically found in regulated telecommunications, electric and/or sas utility organizations Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
1L	Associate Analyst	Develops, analyzes, revises and administers the organization's tariff schedules Compiles, studies and maintains rate, revenue, load and customer data to assess the effectiveness of current tariff schedules and rules, and develops proposals to change the organization's existing rates and rules Typically found in regulated telecommunications, electric and/or gas utility organizations
4H	Director Corporate Planning	Develops the organization's strategic plans(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
4H	Director Corporate Planning	 Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
4L	Director	 Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans

2014 Compet	itive Analysis						
Census File					Position Matching		
				Benchmark Data Availability			
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level
3H	Department Manager	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010M3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Senior Manager (M3)	M3 (Section Mgr)
2L	Sr Analyst	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010P3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Career (P3)	P3 (Career)
2L	Sr Analyst	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010P3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Career (P3)	P3 (Career)
2L	Sr Analyst	STRATEGIC PLAN Office of VP	Off Of VP Strategic Planning	Benchmark Data Available	ACD010P3	TW-CDB-GI: Strategic Planning/Corporate Development / ACD010 Strategic Planning / Career (P3)	P3 (Career)
4L	Director	TAX Tax	Tax Department	Benchmark Data Available	aft050M4	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Group Manager (M4)	M4 (Group Mgr)
65	Tax Director	TAX Tax	Tax Department	Insufficient Benchmark Data (Less than 5 comparator matches)	alg080P5	TW-CDB-GI: Legal / ALG080 Tax Law / Master (P5)	P5 (Master)
3Н	Department Manager	TAX Tax	Tax Department	Benchmark Data Available	aft050M3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Senior	P5 (Master)
3H	Department Manager	TAX Tax	Tax Department	Benchmark Data Available	aft050M3	Manager (M3) TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Senior Manager (M3)	M4 (Group Mgr)
3Н	Department Manager	TAX Tax	Tax Department	Benchmark Data Available	aft050M3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Senior	M4 (Group Mgr)
3L	Section Manager	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.474	AH-TCM-GI: Finance / 280Tax / Senior Manager Tax	M3 (Senior Manager)
3L	Section Manager	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.474	AH-TCM-GI: Finance / 280Tax / Senior Manager Tax	M3 (Senior Manager)
3L	Section Manager	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.474	AH-TCM-GI: Finance / 280Tax / Senior Manager Tax	M3 (Senior Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.069	AH-TCM-GI: Finance / 280Tax / Tax Accountant-Senior	P4 (Specialist)

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Census File		
Band	Job Title	Description
3Н	Department Manager	 Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
2L	Sr Analyst	 Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
2L	Sr Analyst	 Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
2L	Sr Analyst	 Develops the organization's strategic plan(s) to ensure its continued successful growth and profitability Conducts environmental scans, organizational positioning analyses and other studies Coordinates input from all major business units to facilitate the integration of individual business unit plans with the corporate plan May conduct or facilitate periodic reviews of achievements and performance versus strategic plans
4L	Director	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
65	Tax Director	 Provides legal advice and represents the organization with relevant taxation agencies Monitors potential impact of tax legislation and formulates tax savings plans to alleviate or reduce an increased tax burden Prepares opinions on tax liability resulting from past or future operations
3Н	Department Manager	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
3Н	Department Manager	 Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
3Н	Department Manager	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
3L	Section Manager	Responsibilities include federal and state income tax compliance, projections and planning including research related work, assist in M&A du diligence and related work, assist in the development, training, and mentoring of first-line managers. Multiple incumbents can be matched to
3L	Section Manager	this benchmark position at the same business unit. Responsibilities include federal and state income tax compliance, projections and planning including research related work, assist in M&A du diligence and related work, assist in the development, training, and mentoring of first-line managers. Multiple incumbents can be matched to
3L	Section Manager	this benchmark position at the same business unit. Responsibilities include federal and state income tax compliance, projections and planning including research related work, assist in M&A du diligence and related work, assist in the development, training, and mentoring of first-line managers. Multiple incumbents can be matched to
2Н	Sr Tax Accountant	this benchmark position at the same business unit. Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2Н	Sr Tax Accountant	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2Н	Sr Accountant	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	Responsible for the most complex projects related to preparation of one or all of the following: federal, state, or local tax returns. Analyzes and summarizes tax information, and prepares reports of recommendations. Provides guidance to less-experienced Tax Accountants. Role typically requires more than 5 years of experience.

2014 Compe	titive Analysis						
Census File	Census File				Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.069	AH-TCM-GI: Finance / 280Tax / Tax Accountant-Senior	P4 (Specialist)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.069	AH-TCM-GI: Finance / 280Tax / Tax Accountant-Senior	P4 (Specialist)
2H	Sr Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M2 (Manager)
2L	Accounting Supervisor	TAX Tax	Tax Department	Benchmark Data Available	AFT050M1	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Supervisor (M1)	M1 (Supervisor)
21	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050p4	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Specialist (P4)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career (P3)	P3 (Career)
2L	Sr Analyst	TAX Tax	Tax Department	Benchmark Data Available	aft050P3	TW-CDB-GI: Financial Analysis and Tax / AFT050 Tax Reporting and Compliance / Career	P3 (Career)
1H	Analyst	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280Tax / Tax Accountant- Intermediate	P2 (Intermediate)

Census File		
Band	Job Title	Description
2H	Sr Tax Accountant	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	Responsible for the most complex projects related to preparation of one or all of the following: federal, state, or local tax returns. Analyzes and summarizes tax information, and prepares reports of recommendations. Provides guidance to less-experienced Tax Accountants. Role typically requires more than 5 years of experience.
2H	Sr Tax Accountant	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2H	Sr Tax Accountant	Responsible for the most complex projects related to preparation of one or all of the following: federal, state, or local tax returns. Analyzes and summarizes tax information, and prepares reports of recommendations. Provides guidance to less-experienced Tax Accountants. Role
2H	Sr Tax Accountant	typically requires more than 5 years of experience. Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Accounting Supervisor	 Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	 Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
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2L	Sr Analyst	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
2L	Sr Analyst	Prepares and maintains tax records, returns, reports and other related materials Participates in the development and implementation of tax strategy Devises legal means to minimize tax liability using thorough knowledge of tax laws and regulations Recommends alternative tax treatments to alleviate or reduce tax burden
1H	Analyst	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.

					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Tax Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280Tax / Tax Accountant- Intermediate	P2 (Intermediate)
1H	Analyst	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280Tax / Tax Accountant- Intermediate	P2 (Intermediate)
1H	Accountant	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280Tax / Tax Accountant- Intermediate	P2 (Intermediate)
1H	Analyst	TAX Tax	Tax Department	Benchmark Data Available	FIN.280.070	AH-TCM-GI: Finance / 280Tax / Tax Accountant- Intermediate	P2 (Intermediate)
4L	Director	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.300.154	AH-TCM-GI: Finance / 300Treasury / Assistant Treasurer Corporate	M4 (Group Mgr)
3L	Project Manager	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300Treasury / Treasury Manager	P5 (Master)
3L	Project Manager	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300Treasury / Treasury Manager	P5 (Master)
2H	Sr Financial Analyst	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	TREASURY Corporate Finance	Corporate Finance	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	TREASURY Corporate Finance	Corporate Finance	Non-benchmark Job		Advanced Senior	
2L	Sr Analyst	TREASURY Corporate Finance	Corporate Finance	Non-benchmark Job			
4L	Director	TREASURY Pension Management	Pension Management	Insufficient Benchmark Data (Less than 5 comparator matches)	aft012m4	TW-CDB-GI: Financial Analysis and Tax / AFT012 Pension Trust Investments / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300Treasury / Treasury Manager	M3 (Senior Manager)
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300Treasury / Treasury Manager	M2 (Manager)
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
1H	Analyst	TREASURY Pension Management	Pension Management	Benchmark Data Available	FIN.300.588	AH-TCM-GI: Finance / 300Treasury / Treasury Analyst-Intermediate	P2 (Intermediate)
2H	Sr Real Estate Rep	TREASURY Real Estate	Real Estate	Non-benchmark Job			
2H	Sr Real Estate Rep	TREASURY Real Estate	Real Estate	Non-benchmark Job			
2L 2L	Sr Analyst Sr Analyst	TREASURY Real Estate TREASURY Real Estate	Real Estate Real Estate	Non-benchmark Job Non-benchmark Job		+	
4L	Director	TREASURY Engy Rsk Mgmt Util		Benchmark Data Available	FIN.300.154	AH-TCM-GI: Finance / 300Treasury / Assistant Treasurer Corporate	M4 (Group Mgr)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Tax Accountant	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
1H	Analyst	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
1H	Accountant	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
1H	Analyst	Responsible for moderately complex projects related to application of tax laws and to preparation of one or all of the following: federal, state, or local tax returns. Maintains complete and accurate tax records, prepares reports, and provides recommendations. Role typically requires between 3 and 5 years of experience.
4L	Director	Responsible for two or more treasury functions such as cash management, asset accounting, day-to-day relationships with financial institutions, lines of credit, and investment management. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Project Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
3L	Project Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	
2L	Sr Analyst	
4L	Director	 Manages and analyzes pension trust funds for the organization (e.g., qualified and non-qualified pension plans, 401(k) funds) in collaboration with legal, actuarial, accounting and investment professionals Conducts research (e.g., asset/liability and asset allocation studies) Recommends and implements investment strategies Analyzes and reports on investment results
3L	Section Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
1H	Analyst	Responsible for moderately complex treasury-related analyses for department management. Role typically requires between 3 and 5 years of experience.
2H	Sr Real Estate Rep	
2H	Sr Real Estate Rep	
2L	Sr Analyst	
2L 4L	Sr Analyst Director	Responsible for two or more treasury functions such as cash management, asset accounting, day-to-day relationships with financial institutions, lines of credit, and investment management. Multiple incumbents can be matched to this benchmark position at the same business unit.
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Carana Fila				Position			
Census File	ections title				Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Project Manager	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	FIN.260.096	AH-TCM-GI: Finance / 260Risk Management / Risk Management Manager	P5 (Master)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TWANDER TWACDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidisciplin	P3 (Career)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidisciplin	P3 (Career)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidisciplin e / Career (P3)	P3 (Career)
2L	Sr Analyst	TREASURY Engy Rsk Mgmt Util	Risk Management	Benchmark Data Available	afy000p3	TW-CDB-GI: Risk Management / AFY000 Risk Management Generalist/Multidisciplin	P3 (Career)
3H	Department Manager	TREASURY Insurance	Risk Management	Benchmark Data Available	AFT030M3	TW-CDB-GI: Financial Analysis and Tax / AFT030 Treasury Operations / Senior Manager (M3)	M4 (Group Mgr
2H	Manager	TREASURY Insurance	Risk Management	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300Treasury / Treasury	M2 (Manager)
2H	Sr Financial Analyst	TREASURY Insurance	Risk Management	Benchmark Data Available	FIN.100.101	Manager AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	Sr Analyst	TREASURY Insurance	Risk Management	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P3 (Career)
4L	Director	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.300.154	AH-TCM-GI: Finance / 300Treasury / Assistant Treasurer Corporate	M4 (Group Mgr)
3L	Project Manager	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.300.587	AH-TCM-GI: Finance / 300Treasury / Treasury	P5 (Master)
2H	Sr Financial Analyst	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	Manager AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Systems Specialist	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2H	Sr Financial Analyst	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P4 (Specialist)
2L	General Supervisor	TREASURY Treasury Operations	Treasury Operations	Benchmark Data Available	FIN.100.101	AH-TCM-GI: Finance / 100Business Support / Financial Analyst- Advanced Senior	P3 (Career)
3L	Section Manager	GAS OPS Bronx Capital Const	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)

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Census File		
Band	Job Title	Description
3L	Project Manager	Responsible for the development and administration of risk management programs to maximize protection of the organization's assets. Coordinates the investigation and follow-up of incidents involving products/services with insurance companies and attorneys. Reviews data and recommends risk minimization programs.
2L	Sr Analyst	Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
2L	Sr Analyst	Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
2L	Sr Analyst	Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
2L	Sr Analyst	Identifies and analyzes potential sources of loss to minimize risk Estimates the potential financial consequences of an occurring loss Develops and implements controls and cost-effective approaches to minimize the organization's risks Assesses and communicates information regarding business risks with functions across the organization
3Н	Department Manager	Performs treasury operations involving cash funds, foreign exchange, debt and capital management Provides analytical and technical support to treasury-related activities
2H	Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	Sr Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
4L	Director	Responsible for two or more treasury functions such as cash management, asset accounting, day-to-day relationships with financial institutions, lines of credit, and investment management. Multiple incumbents can be matched to this benchmark position at the same business unit.
3L	Project Manager	Manages staff responsible for various activities related to the treasury functions, i.e., banking, investments, cash flow, credit, and money management. Assists in the preparation of investment forecasts and strategies.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Systems Specialist	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2H	Sr Financial Analyst	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
2L	General Supervisor	Responsible for performing a variety of complex financial analysis and compliance tasks. Analyzes and organizes financial and operating data, identifying cost problem areas or profit opportunities. Prepares recommendations for forward financial planning and for company financial committees.
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

Census File					Position			
					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Field Operations Planner	GAS OPS Bronx Capital Const	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Capital Const	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Bronx Const Districts	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Bronx Const Districts	Bgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx Const Districts	Bgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
2L	Field Operations Planner	GAS OPS Bronx Emerg Response	Bgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
3L	Section Manager	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				

Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Bronx GDS Field Ops	Bgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2Н	Manager	GAS OPS BGO Operations Support	Bronx Gas Operations	Benchmark Data Available	ENG- EDD040M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Manager (M2)	P4 (Specialist)
4L	General Manager	GAS OPS Bronx GM & Staff	Bronx Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr
3Н	Department Manager	GAS OPS Control Center	Gas Emergency Response Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Group Manager (M4)	M4 (Group Mgr

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Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2H	Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
4L	General Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3H	Department Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Signatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

Census File					Position			
Cerisus i ne				Benchmark Data Availability	Matching			
Band	Job Title	Sec Name	Dept Name		Code	General Functional Area	Level	
2Н	Manager	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	M2 (Manager)	
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)	
2L	Operating General Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Manager (M2)	P3 (Career)	
2L	Field Operations Planner	GAS OPS Control Center	Gas Emergency Response Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Control Center	Gas Emergency Response Center	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Specialist	GAS OPS Control Center	Gas Emergency Response Center	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2H	Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Operating General Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Operating General Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Operating General Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Operating General Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Operating General Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Operating General Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Specialist	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution It is patches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	General Manager	GAS OPS Manh GM & Staff	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
1H	Supervisor	GAS OPS Manh GM & Staff	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Supervisor (M1)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh GM & Staff	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Supervisor (M1)	P2 (Intermediate)
2H	Manager	GAS OPS Manh Ops Support	Manhattan Gas Operations	Benchmark Data Available	ENG- EDD040M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Manager (M2)	M2 (Manager)
1H	Analyst	GAS OPS Manh Ops Support	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Intermediate (P2)	P2 (Intermediate)
1H	Supervisor	GAS OPS Manh Ops Support	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Supervisor (M1)	P2 (Intermediate)
1H	Analyst	GAS OPS Manh Ops Support	Manhattan Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Career (P3)	P2 (Intermediate)
3L	Section Manager	GAS OPS Manh New Business	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Manh New Business	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)
1H	Operating Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
4L	General Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Supervisor	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Supervisor	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2H	Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Analyst	 Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Supervisor	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
1H	Analyst	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3L	Section Manager	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1Н	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	GAS OPS Manh New Business	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Manh North	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Manh North	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh North	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Manh South	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

Census File					Position			
				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Field Operations Planner	GAS OPS Manh South	Mgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh South	Mgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
2L	Field Operations Planner	GAS OPS Distr Svcs Inspection	Mgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Distr Svcs Inspection	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Distr Svcs Inspection	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	

Census File		
Band	Job Title	Description
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD070M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD070 Distribution Meter Services Generalist/Multidisciplin	M1 (Supervisor)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Manh GDS Field Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
2L	Field Operations Planner	GAS OPS Manh GDS Meter Ops	Mgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD070P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD070 Distribution Meter Services Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Manh GDS Meter Ops	Mgo Distribution Services	Benchmark Data Available	ENG- EDD070M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD070 Distribution Meter Services Generalist/Multidisciplin e / Supervisor (M1)	P2 (Intermediate)	

	titive Analysis	
Census File		
Band	Job Title	Description
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Takes responsibility for customer metering activities including testing, repairs and maintaining stocks of metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric and/or gas meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	Takes responsibility for customer metering activities including testing, repairs and maintaining stocks of metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric and/or gas meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs
1H	Operating Supervisor	Takes responsibility for customer metering activities including testing, repairs and maintaining stocks of metering equipment and meter testing equipment Installs, removes, field tests and maintains customer electric and/or gas meters in accordance with regulatory standards and organization's guidelines Develops, implements and maintains effective metering asset performance programs

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3L	Section Manager	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Senior Manager (M3)	M3 (Senior Manager)	
2H	Project Specialist	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Specialist (P4)	P4 (Specialist)	
2H	Manager	GAS OPS Gas Work Management	Off Of VP Gas Operations	Benchmark Data Available	ENG- EDD040M2	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Manager (M2)	P4 (Specialist)	
2L	Field Operations Planner	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Career (P3)	P3 (Career)	
2L	Engineer	GAS OPS Gas Work Management	Off Of VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Career (P3)	P3 (Career)	
3L	Section Manager	GAS OPS Queens Capital Const	Ogo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Queens Capital Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Queens Capital Const	Ogo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
3L	Section Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2Н	Project Specialist	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2Н	Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2L	Field Operations Planner	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
2L	Engineer	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment
3L	Section Manager	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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Census File					Position			
Cerisus i ne				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	GAS OPS Queens Capital Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Queens Gas Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Queens Gas Const	Qgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Queens Gas Const	Qgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
2L	Field Operations Planner	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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2014 Compe	titive Analysis			Position			
Census File				Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1Н	Operating Supervisor	GAS OPS Queens GDS Field Ops	Ogo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Queens GDS Field Ops	Qgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
2H	Manager	GAS OPS QGO Operations Support	Queens Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2H	Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment

Census File					Position Matching		
Census File							
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	General Manager	GAS OPS Queens GM & Staff	Queens Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
4L	General Manager	GAS OPS Wchest GM & Staff	Westchester Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD040M4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	GAS OPS WGO Operations Support	Westchester Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD040P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD040 Gas Distribution System Operations / Specialist (P4)	P4 (Specialist)
3L	Section Manager	GAS OPS Wchest Capital Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest Capital Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS OPS Wchest Capital Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Capital Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest Capital Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS OPS Wchest Eastview Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
ZL	Field Operations Planner	GAS OPS Wchest Eastview Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Career (P3)	P3 (Career)

Census File	Census File					
Band	Job Title	Description				
4L	General Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment				
4L	General Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment				
2H	Manager	Calculates and controls the flow of natural gas through the system to maintain volume and pressure for adequate supply Monitors telemetric instruments to determine gas pressure, volume and consumption Reviews supply and demand data such as gas quality, pressure, weather conditions, and time of day to forecast load adjustment				
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
2L	Field Operations Planner	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area 				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
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Census File					Position		
cerisus File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
lН	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
н	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
Н	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
Н	Operating Supervisor	GAS OPS Wchest Eastview Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
BL	Section Manager	GAS OPS Wchest New Business	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)
2L	Field Operations Planner	GAS OPS Wchest New Business	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)
IH	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
LH	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
ΙΗ	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate
LH	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate

Census File		
Band	Job Title	Description
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1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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Census File					Position			
Celisus File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	GAS OPS Wchest New Business	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Wchest Rye Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Wchest Rye Const	Wgo Construction Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD050P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
1H	Operating Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
1H	Supervisor	GAS OPS Wchest Rye Const	Wgo Construction Department	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD050M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Senior Manager (M3)	M3 (Senior Manager)	
2L	Field Operations Planner	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	
2L	Field Operations Planner	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd050p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Specialist (P4)	P3 (Career)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
2L	Field Operations Planner	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
1H	Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
3L	Section Manager	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area
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2014 Compe	titive Analysis			I			
Census File	Census File				Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS OPS Wchest GDS Field Ops	Wgo Distribution Services	Benchmark Data Available	ENG- EDD050M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD050 Gas Distribution Construction and/or Maintenance / Supervisor (M1)	P2 (Intermediate)
3H	Department Manager	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Group Manager (M4)	M4 (Group Mgr)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area 				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	 Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area 				
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1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
1H	Operating Supervisor	Constructs, removes and maintains gas distribution facilities and equipment including pipe, gauges and valves May be responsible for field engineering and/or operating activities Coordinates, schedules and supervises crews engaged in the construction, removal and maintenance of facilities and equipment for gas distribution Dispatches field crews engaged in the construction, maintenance and emergency restoration of gas service Responsibilities may be limited to an assigned district or area				
3H	Department Manager	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground				

2014 Compe	titive Analysis				Da aiti a a		
Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Code	General Functional Area	Level
				Availability			
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
2L	Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Analyst	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Associate Gas System Operator	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
1H	Analyst	GAS ENG Gas Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	GAS ENG Major Projects	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3		M3 (Senior Manager)
3H	Department Manager	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M4		M4 (Group Mgr)

ZU14 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
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2L	Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Analyst	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Gas System Operator	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Analyst	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3H	Department Manager	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

2014 Competi	itive Analysis						
Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2Н	Sr Engineer	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master	P4 (Specialist)
2L	Sr Analyst	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P3 (Career)
2L	Field Operations Planner	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570p4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist	P3 (Career)
2L	Technical Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Benchmark Data Available	ENG-AZE570M2		P3 (Career)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1Н	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1		P2 (Intermediate)
1Н	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1		P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Pressure Control	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
3L	Section Manager	GAS ENG Trans Maintenance	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3		M3 (Senior Manager)
3L	Project Manager	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master (P5)	P5 (Master)
3L	Section Manager	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3		M3 (Senior Manager)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)

Census File		
Band	Job Title	Description
2Н	Sr Engineer	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Analyst	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Field Operations Planner	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Technical Supervisor	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
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1H	Operating Supervisor	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Project Manager	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

	titive Analysis				Position		
Census File				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P5	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Master	P4 (Specialist)
2H	Systems Specialist	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	(IP4) TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (IP4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist	P4 (Specialist)
2H	Sr Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	(P4) TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist	P4 (Specialist)
2L	Engineer	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)
1H	Associate Engineer A	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	Intermediate IP21 TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Sr Engineering Assistant	GAS ENG Trans Plan&Pipe Integ	Gas Engineering Transmission	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P2 (Intermediate)
4H	Chief Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Group Manager (M4)	M4 (Group Mgr)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2H	Sr Engineer	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Systems Specialist	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	 Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Sr Engineering Assistant	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
4H	Chief Engineer	 Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

2014 Competi	itive Analysis						
Census File					Position		
		T			Matching	I	
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3L	Section Manager	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)
2Н	Project Specialist	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master	P4 (Specialist)
2H	Sr Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist	P4 (Specialist)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)
2L	Sr Analyst	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-aze573p4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P3 (Career)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-aze573p4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P3 (Career)
2L	Engineer	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)

Census File		
Band	Job Title	Description
3L	Section Manager	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2Н	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2Н	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2Н	Project Specialist	 Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Analyst	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Sr Analyst	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	 Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

2014 Competi	itive Analysis						
Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P2	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Gas Engineering	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P2	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Gas Engineering	Gas Engineering	Benchmark Data Available	ENG-AZE573P2	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Intermediate (P2)	P2 (Intermediate)
3L	Section Manager	GAS ENG Maps & Records	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE575M3		M3 (Senior Manager)

Census File		
Band	Job Title	Description
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1Н	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	 Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Engineering Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Associate Engineer A	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	Determines need, size, location and timing of system development to balance economic, environmental, community and regulatory constraints and reliability needs

Consus Fila					Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Engineering Supervisor	GAS ENG Maps & Records	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE575M1	TW-CDB-Energy: Engineering / 0 / Supervisor (M1)	P2 (Intermediate)
1H	Engineering Supervisor	GAS ENG Maps & Records	Gas Engineering	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE575M1	TW-CDB-Energy: Engineering / 0 / Supervisor (M1)	P2 (Intermediate)
4L	General Manager	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030M4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030M3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Senior Manager (M3)	M3 (Senior Manager)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4		P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AHS030P5	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P4 (Specialist)
2H	Project Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P4 (Specialist)
2H	Manager	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030M2	(P4) TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Manager (M2)	M2 (Manager)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)

Census File		
Band	Job Title	Description
Danu	Job Hue	Description
1H	Engineering Supervisor	#N/A
1H	Engineering Supervisor	#N/A
4L	General Manager	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Section Manager	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines mot cause analyses
2H	Project Specialist	 Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2H	Project Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2H	Project Specialist	Determines mor cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines mot cause analyses
2Н	Manager	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses
2L	Sr Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines root cause analyses

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3		P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-ahs030p4	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Specialist (P4)	P3 (Career)
2L	Sr Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P3 (Career)
1H	Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P2 (Intermediate)
1H	Specialist	GAS ENG EHS	Gas Environmental & Safety	Benchmark Data Available	ENG-AHS030P3	TW-CDB-Energy: Environmental, Health and Safety / AHS030 Health/Safety / Career	P2 (Intermediate)
3L	Section Manager	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD060M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Senior Manager (M3)	M3 (Senior Manager)
2Н	Sr Engineer	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060P4	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Specialist (P4)	P4 (Specialist)
2L	Sr Specialist	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd060p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Specialist (P4)	P3 (Career)
1H	Operating Supervisor	GAS ENG Corrosion Ctrl	Gas Operations Department	Benchmark Data Available	ENG- EDD060M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Supervisor (M1)	P2 (Intermediate)
1H	Associate Engineer A	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Intermediate (P2)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Corrosion Ctrl	Gas Operations Department	Benchmark Data Available	ENG- EDD060M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Supervisor (M1)	P2 (Intermediate)

Census File		
Band	Job Title	Description
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Determines mot cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines mot cause analyses
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures Determines not cause analyses.
2L	Sr Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
1H	Specialist	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
1H	Specialist	Determines root cause analyses Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene Investigates accidents and promotes safety-conscious work performance and training programs Provides safety performance measures
3L	Section Manager	 Determines most cause analyses Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
2H	Sr Engineer	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
2L	Sr Specialist	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Operating Supervisor	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Associate Engineer A	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Operating Supervisor	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units

C					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Operating Supervisor	GAS ENG Corrosion Ctrl	Gas Operations Department	Benchmark Data Available	ENG- EDD060M1	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Supervisor (M1)	P2 (Intermediate)	
1H	Associate Engineer A	GAS ENG Corrosion Ctrl	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD060P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Intermediate (P2)	P2 (Intermediate)	
3L	Section Manager	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Senior Manager (M3)	M3 (Senior Manager)	
2Н	Sr Engineer	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P4	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Specialist (P4)	P4 (Specialist)	
2L	Engineer	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570P3	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Career (P3)	P3 (Career)	
2L	Technical Supervisor	GAS ENG Gas Meter Shop	Gas Operations Department	Benchmark Data Available	ENG-AZE570M2	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Manager (M2)	P3 (Career)	
1H	Operating Supervisor	GAS ENG Gas Meter Shop	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE570M1	TW-CDB-Energy: Engineering / AZE570 Gas Transmission Engineering / Supervisor	P2 (Intermediate)	
3L	Section Manager	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZT571M3	IM1) TW-CDB-Energy: Technical Specialty/Skilled Trade / AZT571 Gas Transmission and/or Distribution Technical Specialty / Senior	M3 (Senior Manager)	
1H	Operating Supervisor	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)	
1Н	Operating Supervisor	GAS ENG Leakage Control	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)	
3L	Section Manager	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Senior Manager (M3)	M3 (Senior Manager)	

Census File		
Band	Job Title	Description
1H	Operating Supervisor	Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
1H	Associate Engineer A	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units
3L	Section Manager	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2H	Sr Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Engineer	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
2L	Technical Supervisor	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	Plans, designs and engineers pipelines and compressor stations, and meter and regulator stations for natural gas transmission Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3L	Section Manager	Provides expert technical support for gas transmission systems that transport natural gas by pipeline including incidental storage, and/or gas distribution systems that transport natural gas to the final consumer by pipeline Focuses on pipeline and compressor systems for natural gas transmission and/or distribution, including activities such as installing and/or inspecting rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Operating Supervisor	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Operating Supervisor	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
3L	Section Manager	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2H	Superintendent	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master	P4 (Specialist)	
2H	Sr Engineer	GAS ENG LNG Plant	Gas Operations Department	Benchmark Data Available	ENG-AZE573P4	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Specialist (P4)	P4 (Specialist)	
2H	Sr Engineer	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573P5	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Master (P5)	P4 (Specialist)	
2L	Operations Trainer	GAS ENG LNG Plant	Gas Operations Department	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)	
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor (M1)	P2 (Intermediate)	
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor	P2 (Intermediate)	
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)	
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)	
1H	Operating Supervisor	GAS ENG LNG Plant	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)	
4L	General Manager	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M4		M4 (Group Mgr)	
3L	Section Manager	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M3		M3 (Senior Manager)	
2L	Engineer	GAS ENG Tunnel Maintenance	Gas Operations Department	Benchmark Data Available	ENG-AZE573P3	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Career (P3)	P3 (Career)	
2L	Sr Specialist	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd060p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD060 Corrosion Control / Specialist (P4)	P3 (Career)	

2014 Competitive Analysis					
Census File					
Band	Job Title	Description			
2H	Superintendent	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
2H	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
2H	Sr Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
2L	Operations Trainer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
4L	General Manager	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
3L	Section Manager	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
2L	Engineer	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground			
2L	Sr Specialist	 Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground Measures electric current present in ground using voltmeter, ammeter and resistivity meter Compares electrical quantities with written standard to identify ground areas in which electric current exceeds permissible maximum Periodically tests rectifiers to verify efficiency and replaces defective units 			

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Census File					Position		
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Operating Supervisor	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate)
1H	Operating Supervisor	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1	TW-CDB-Energy: Engineering / AZE573 Gas Distribution Engineering / Supervisor	M1 (Supervisor)
1H	Operating Supervisor	GAS ENG Tunnel Maintenance	Gas Operations Department	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE573M1		P2 (Intermediate)
ЗН	Department Manager	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999M3	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Senior Manager (M3)	M3 (Section Mgr)
2Н	Project Specialist	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P4	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Specialist (P4)	P4 (Specialist)
2Н	Sr QA Examiner	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P4	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Specialist (P4)	P4 (Specialist)
2H	Project Specialist	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P5	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Master (P5)	P4 (Specialist)
2H	Project Specialist	GAS ENG Assurance & Dev (Audit)	QA/Dev Lab Operations Services	Benchmark Data Available	ENG-AFU999P4	TW-CDB-Energy: Audit and Financial/Business Controls / AFU Audit and Financial/Business Controls (Total Sample) / Specialist (P4)	P4 (Specialist)
3L	Section Manager	GAS ENG Development Lab (QA)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD080M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD080 Quality Control/Inspection / Senior Manager (M3)	M3 (Senior Manager)

Census File	titive Analysis	
Band	Job Title	Description
1H	Operating Supervisor	 Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
1H	Operating Supervisor	Plans, designs, and engineers the distribution systems for natural gas Installs and inspects rectifier stations and anodes used to minimize corrosive effects of static-electricity discharge between gas pipeline and ground
3Н	Department Manager	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2Н	Project Specialist	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2Н	Sr QA Examiner	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2H	Project Specialist	Designs, develops and implements the organization's audit program for accounting and financial control systems.
2Н	Project Specialist	Designs, develops and implements the organization's audit program for accounting and financial control systems.
3L	Section Manager	 Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies

Census File					Position		
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
L	Sr Specialist	GAS ENG Development Lab (QA)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-edd080p4	TW-CDB-Energy: Energy Delivery/Distribution / EDD080 Quality Control/Inspection / Specialist (P4)	P3 (Career)
Н	Operating Supervisor	GAS ENG Development Lab (QA)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AZE550M1	TW-CDB-Energy: Engineering / AZE550 Fossil Power Generation Engineering / Supervisor (M1)	P2 (Intermediate
tH	Manager	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AID055M2	TW-CDB-Energy: IT Development / AID055 Application Development Support / Manager (M2)	M2 (Manager
L	Sr Specialist	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-aid055p4	TW-CDB-Energy: IT Development / AID055 Application Development Support /	P3 (Career)
P.L	Sr Analyst	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AID055P3	Snerialist (P4) TW-CDB-Energy: IT Development / AID055 Application Development Support /	P3 (Career)
2L	Sr Analyst	GAS ENG Operations Support (IT hard/software dev)	QA/Dev Lab Operations Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-AID055P3	Career (P3) TW-CDB-Energy: IT Development / AID055 Application Development Support / Career (P3)	P3 (Career)
BL .	Section Manager	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG- EDD030M3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Senior	M3 (Senior Manager)
Н	Project Specialist	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P5	Manager (M3) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Master (PE)	P4 (Specialist)
2L	Sr Specialist	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P3	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Career	P3 (Career)
ΙΗ	Supervisor	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair /	P2 (Intermediate
ΙΗ	Supervisor	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P2	Intermediate (P2) TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Intermediate (P2)	P2 (Intermediate

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	Develops, implements and maintains assessment, inspection, testing and maintenance programs for power lines, poles and gas distribution pipelines Supports and conducts nondestructive examination (NDE), quality engineering (QE), and quality control (QC) inspections Researches, interprets and explains inspection results Recommends changes to maintain compliance with regulatory requirements Maintains documentation to ensure proper test methodologies.
1H	Operating Supervisor	Designs, develops, and improves fossil power plant operations and/or maintains plant facilities and mechanical equipment in safe, efficient and economical working conditions through the direction or performance of maintenance activities May also be involved in engineering effectiveness studies relating to installation, calibration, maintenance and repair of instrumentation
2H	Manager	 Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr Specialist	Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr Analyst	 Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
2L	Sr Analyst	Maintains, integrates and implements software applications within the organization Coordinates software application testing, quality assurance, configuration, installation and support to ensure smooth, stable and timely implementation of new software and updates to installed applications Ensures proper controls are established and maintained over test and production systems and software source code
3L	Section Manager	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2H	Project Specialist	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
2L	Sr Specialist	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
1H	Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures

Census File				Position			
				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
1H	Supervisor	GAS OPS Conversion Operations	Gas Conversion Group	Insufficient Benchmark Data (Less than 5 comparator matches)	ENG-EDD030P2	TW-CDB-Energy: Energy Delivery/Distribution / EDD030 Electric Distribution/Substation Equipment Testing/Repair / Intermediate (P2)	P2 (Intermediate)
4L	Director	GAS OPS Department Office	Gas Conversion Group	Non-benchmark Job		Intermediate (D7)	
2H	Manager	GAS OPS Department Office	Gas Conversion Group	Non-benchmark Job			
2L	Sr Analyst	GAS OPS Department Office	Gas Conversion Group	Non-benchmark Job			
3L	Section Manager	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
2H	Manager	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
2L	Sr Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1L	Associate Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1L	Associate Specialist	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
1L	Associate Analyst	GAS OPS Gas Cust Solutions	Gas Conversion Group	Non-benchmark Job			
3L	Section Manager	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
2L	Sr Specialist	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
1H	Engineering Supervisor	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
1H	Engineering Supervisor	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
1H	Engineering Supervisor	GAS OPS Planning	Gas Conversion Group	Non-benchmark Job			
3L	Section Manager	GAS OPS Strategic Support	·	Non-benchmark Job			
2H	Manager	GAS OPS Strategic Support	·	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1H	Specialist	GAS OPS Strategic Support	Gas Conversion Group	Non-benchmark Job			
1L	Executive Assistant 1L	GAS OPS Office of SVP	Off Sr VP Gas Operations	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042p2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (P2)	P1 (Entry)
4L	Director	BEC Investigations	BEC Investigations	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Group Manager (M4)	M4 (Group Mg
2Н	Project Specialist	BEC Investigations	BEC Investigations	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master (PS)	P4 (Specialist)

2014 Compet	itive Analysis	
Census File		
Band	Job Title	Description
1H	Supervisor	Plans, schedules and coordinates distribution systems equipment testing, including construction testing, maintenance testing, and protective and control scheme testing Ensures that equipment systems meet organization standards Tests equipment such as reclosures, sectionalizers, transformers and other major equipment systems Maintains knowledge of current test equipment and procedures
4L	Director	
2H	Manager	
2L	Sr Analyst	
3L	Section Manager	
2H	Manager	
2L	Sr Specialist	
1H	Specialist	
1H	Specialist	
1H	Specialist	
1L	Associate Specialist	
1L	Associate Specialist	
1L	Associate Analyst	
3L	Section Manager	
2L	Sr Specialist	
1H	Engineering Supervisor	
1H	Engineering Supervisor	
1H	Engineering Supervisor	
3L	Section Manager	
2H	Manager	
1H	Specialist	
11.	Executive Assistant 1L	 Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
4L	Director	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
2H	Project Specialist	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies

2014 Competitive Analysis					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Levei	
2H	Project Specialist	BEC Investigations	BEC Investigations	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master	P4 (Specialist)	
2L	Sr Specialist	BEC Investigations	BEC Investigations	Benchmark Data Available	AFU030P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Career (P3)	P3 (Career)	
2L	Sr Specialist	BEC Investigations	BEC Investigations	Benchmark Data Available	AFU030P3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Career (P3)	P3 (Career)	
4L	Director	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Group Manager (M4)	M4 (Group Mgr)	
3L	Section Manager	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M3	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Senior	M3 (Senior Manager)	
3L	Section Manager	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M3	Manager (M3) TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Senior	M3 (Senior Manager)	
3L	Section Manager	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030M3	Manager (M3) TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Senior	M3 (Senior Manager)	
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Benchmark Data Available	AFU030P4	Manager (M3) TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Specialist	P4 (Specialist)	
2H	Project Specialist	BEC Training & Communications	BEC Training & Communications	Benchmark Data Available	AFU030P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Specialist	P4 (Specialist)	
2Н	Project Specialist	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master	P4 (Specialist)	
2Н	Project Specialist	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P5	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Master	P4 (Specialist)	

2014 Competitive Analysis					
Job Title	Description				
Project Specialist	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies				
Sr Specialist	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies 				
Sr Specialist	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies 				
Director	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies 				
Section Manager	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies				
Section Manager	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies				
Section Manager	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies 				
Project Specialist	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies				
Project Specialist	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies				
Project Specialist	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies				
Project Specialist	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies 				
	Job Title Project Specialist Sr Specialist Director Section Manager Section Manager Project Specialist Project Specialist Project Specialist				

ZOI4 COMP	etitive Analysis			Resition			
Census File					Position		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Matching Code	General Functional Area	Level
2Н	Project Specialist	BEC Training & Communications	BEC Training & Communications	Benchmark Data Available	AFU030P4	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Specialist	P4 (Specialist)
1H	Analyst	BEC Training & Communications	BEC Training & Communications	Insufficient Benchmark Data (Less than 5 comparator matches)	AFU030P2	TW-CDB-GI: Audit and Financial/Business Controls / AFU030 Business Ethics and Compliance / Intermediate (P2)	P2 (Intermediate)
66	Associate General Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020 Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)
65	Assistant General Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	M4 (Group Mgr)
65	Assistant General Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising	M4 (Group Mgr)
64	Associate Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.017	Attorney-General AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)
64	Associate Counsel	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)
63	Sr Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
63	Sr Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
63	Sr Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
62	Sr Staff Attorney	LEBWC Labor & Employment	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.019	AH-TCM-GI: Legal / 020 Attorney / Attorney- Intermediate-General	P4 (Specialist)
64	Associate Counsel	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	M4 (Group Mgr)
63	Sr Attorney	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	M3 (Senior Manager)
2H	Manager	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Non-benchmark Job			
2L	Sr Specialist	LEBWC Workers Compensation	Labor, Emp, Ben & Workers Comp	Non-benchmark Job			

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
2H	Project Specialist	 Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
1H	Analyst	Designs, develops, implements and promotes awareness of the organization's business ethics policies Monitors the organization's standards of conduct and ethical relationships with customers, contractors, suppliers, employees and the communities in which business is conducted Investigates allegations of unethical activity, and develops safeguards to eliminate future breaches of the organization's ethics policies
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
62	Sr Staff Attorney	Mid-level attorney, who provides counsel to the company on legal rights and obligations pertaining to a specific legal area such as anti-trust, securities, or taxation. Assists in preparing and reviewing legal documents prior to execution to accurately convey the company's intent. Reviews legal publications and pending legislation and advises management of changes that impact the company. Gains general exposure to the law by executing smaller, less-complex tasks delegated by senior attorneys. May represent the company in negotiations.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company
2H	Manager	
2L	Sr Specialist	

Census File					Position			
			<u> </u>		Matching	Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
66	Deputy General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020 Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)	
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	M4 (Group Mgr)	
65	Assistant General Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	P5 (Master)	
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
64	Associate Counsel	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)	
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)	
63	Sr Attorney	LAW Commercial Transactions	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)	
66	Associate General Counsel	LAW Corp and Finance	Comm Trans, Corp & Finance	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020 Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)	
61	Staff Attorney	LAW Corp and Finance	Comm Trans, Corp & Finance	Benchmark Data Available	ALG999p1	TW-CDB-GI: Legal / ALG Legal (Total Sample) / Entry (P1)	P3 (Career)	
66	Associate General Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020 Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)	
65	Assistant General Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising	M4 (Group Mgr)	
65	Assistant General Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.016	Attorney-General AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	M4 (Group Mgr)	
64	Associate Counsel	LAW Environmental	Law	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
63	Sr Attorney	LAW Environmental	Law	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)	
2L	Sr Specialist	LAW Environmental	Law	Non-benchmark Job				

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
66	Deputy General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
61	Staff Attorney	Provides legal advice and services on issues concerning the rights, obligations and privileges of the organization. Represents the organization to customers, suppliers, competitors and government agencies. Provides resolution of business or technical issues by identifying legal solutions and recommending a course of action. Examines legal data to determine advisability of defending or prosecuting lawsuits.
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company
2L	Sr Specialist	

	titive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
3Н	Department Manager	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080M4	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Group Manager (M4)	M4 (Group Mgr)
2H	Systems Specialist	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P5	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Master (P5)	P4 (Specialist)
2H	Project Specialist	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P5	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Master (P5)	P4 (Specialist)
2L	Sr System Analyst	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P4	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Specialist (P4)	P3 (Career)
1H	Specialist	LAW Operations	Law	Insufficient Benchmark Data (Less than 5 comparator matches)	AIT080P3	TW-CDB-GI: IT Administration / AIT080 IT Training/Documentation / Career (P3)	P2 (Intermediate)
1H	Law Librarian	LAW Operations	Law	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)
1L	Executive Assistant 1L	LAW Operations	Law	Benchmark Data Available	AAS042U2	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Intermediate (U2)	P1 (Entry)
зн	Department Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Senior Manager (M3)	M3 (Senior Manager)
3L	Section Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Senior Manager (M3)	M3 (Senior Manager)

2014 Competitive Analysis						
Census File						
Band	Job Title	Description				
зн	Department Manager	Develops, coordinates and conducts IT training, educational and orientation programs for users Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) Develops, implements and/or approves training and documentation policies, standards and procedures Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness				
2H	Systems Specialist	Develops, coordinates and conducts IT training, educational and orientation programs for users Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) Develops, implements and/or approves training and documentation policies, standards and procedures Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness				
2H	Project Specialist	 Develops, coordinates and conducts IT training, educational and orientation programs for users Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) Develops, implements and/or approves training and documentation policies, standards and procedures Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness 				
2L	Sr System Analyst	 Develops, coordinates and conducts IT training, educational and orientation programs for users Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) Develops, implements and/or approves training and documentation policies, standards and procedures Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness 				
1H	Specialist	 Develops, coordinates and conducts IT training, educational and orientation programs for users Develops and maintains documentation of information technology systems and applications and coordinates incorporation of documentation within applications (e.g., online help) Develops, implements and/or approves training and documentation policies, standards and procedures Maintains records and prepares documentation of training programs, scheduling, employee attendance, and training program effectiveness 				
1H	Law Librarian	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.				
11.	Executive Assistant 1L	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization				
3H	Department Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
3L	Section Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
3L	Section Manager	Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property				

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
3L	Section Manager	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030M3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Senior Manager (M3)	M3 (Senior Manager)	
2H	Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	P4 (Specialist)	
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P5	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Master (PS)	P4 (Specialist)	
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P5	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Master (PS)	P4 (Specialist)	
2Н	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P5	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Master (PS)	P4 (Specialist)	
2H	Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / AL5030 Claims Resolution / Manager (M2)	M2 (Manager)	
2H	Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	

Census File		
Band	Job Title	Description
3L	Section Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2Н	Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2Н	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2Н	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

2014 Competitive Analysis Census File				Position			
Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	
Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	
Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	
Manager	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	
Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	
Project Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	M2 (Manager)	
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
	Project Specialist Project Specialist Manager Project Specialist Project Specialist	Project Specialist LEGAL SVCS Claim Section Project Specialist LEGAL SVCS Claim Section Manager LEGAL SVCS Claim Section Manager LEGAL SVCS Claim Section Project Specialist LEGAL SVCS Claim Section Project Specialist LEGAL SVCS Claim Section	Project Specialist LEGAL SVCS Claim Section Legal Services Project Specialist LEGAL SVCS Claim Section Legal Services Manager LEGAL SVCS Claim Section Legal Services Project Specialist LEGAL SVCS Claim Section Legal Services Project Specialist LEGAL SVCS Claim Section Legal Services Project Specialist LEGAL SVCS Claim Section Legal Services	Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Manager LEGAL SVCS Claim Section Legal Services Benchmark Data Available Manager LEGAL SVCS Claim Section Legal Services Benchmark Data Available Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available	Project Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available ALS030M2	Job Title Sec Name Dept Name Benchmark Data Availabile Code General Functional Area	

Census File		
Band	Job Title	Description
2H	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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2H	Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2Н	Manager	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2Н	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2H	Project Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
ZL.	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)	
2L	General Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	P3 (Career)	
2L	General Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M2	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Manager (M2)	P3 (Career)	
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)	
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M1	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Supervisor (M1)	M1 (Supervisor)	

Census File		
Band	Job Title	Description
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	General Supervisor	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	General Supervisor	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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ZL.	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property

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Job Title	Sec Name	Берт мате	Availability	code	General Functional Area	Level
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
General Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030M1	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Supervisor (M1)	M1 (Supervisor)
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Non-benchmark Job			
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)
	General Supervisor Sr Specialist Sr Specialist Sr Specialist Sr Specialist	Sr Specialist General Supervisor LEGAL SVCS Claim Section Sr Specialist LEGAL SVCS Claim Section	Sr Specialist LEGAL SVCS Claim Section Legal Services LEGAL SVCS Claim Section Legal Services Sr Specialist LEGAL SVCS Claim Section Legal Services LEGAL SVCS Claim Section Legal Services LEGAL SVCS Claim Section Legal Services	Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Sr Specialist LEGAL SVCS Claim Section Legal Services Insufficient Benchmark Data (Less than 5 comparator matches) Sr Specialist LEGAL SVCS Claim Section Legal Services Non-benchmark Job Sr Specialist LEGAL SVCS Claim Section Legal Services Insufficient Benchmark Data (Less than 5 comparator matches) Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Available	Sr Specialist LEGAL SVCS Claim Section Legal Services Benchmark Data Availability ALSO30P3	Job Title Sec Name Dept Name Benchmark Data Availability Code General Functional Area Availability Code General Functional Area Code
Census File						
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Band	Job Title	Description				
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
2L	General Supervisor	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
2L	Sr Specialist					
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property 				

Consus Filo					Position			
Census File				Matching				
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
'L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALS030P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
2L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	ALSO30P3	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Career (P3)	P3 (Career)	
L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)	
L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)	
L	Sr Specialist	LEGAL SVCS Claim Section	Legal Services	Insufficient Benchmark Data (Less than 5 comparator matches)	ALS030P4	TW-CDB-GI: Legal Support / ALS030 Claims Resolution / Specialist (P4)	P3 (Career)	
н	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate	
Н	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate	

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
2L	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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ZL.	Sr Specialist	 Manages claims operations that involve customer contact, investigation, and settlement of property and personal damage claims for and against the organization Approves all claim settlements both for and against the organization Works with insurance companies, contractors, repair facilities, internal and external legal staff, law enforcement agencies, and collection services in the settlement of claims Coordinates and conducts site investigations to determine the causes of damage and the extent and method of restitution to customer Initiates procedures for billing and collection of money owed to the organization for damage to organization equipment and/or property
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1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role tvoically requires between 3 and 5 years of experience.

					Position			
Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
1H	Supervisor	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.032	AH-TCM-GI: Legal / 020- Attorney / Paralegal- Senior	P2 (Intermediate)	
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Specialist	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Staff Investigator	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Staff Investigator	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Staff Investigator	LEGAL SVCS Claim Section	Legal Services	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	M4 (Group Mgr)	
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	M4 (Group Mgr)	
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	Attorney-General AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)	

2014 Compe	etitive Analysis	
Census File		
Band	Job Title	Description
1H	Supervisor	Responsible for assisting attorneys on complex or high-profile legal activities. Furnishes primary support for court proceedings. Independently prepares routine legal documents and reports under limited attorney supervision. Leads researchers on legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Provides guidance to less experienced Paralegals. Role typically requires more than 5 years of experience
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Staff Investigator	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Staff Investigator	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
1H	Staff Investigator	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel
65	Assistant General Attorney	when needed. First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Attorney	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel
65	Assistant General Counsel	when needed. First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel
64	Associate Counsel	when needed. High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a
64	Associate Counsel	staff. High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.

Census File					Position		
					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
64	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)
4	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)
4	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)
4	Associate Counsel	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
53	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
3	Sr Attorney	LEGAL SVCS General Litigation	Legal Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
5	Assistant General Counsel	LEGAL SVCS Special Litigation	Legal Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	M4 (Group N
64	Associate Counsel	LEGAL SVCS Special Litigation	Legal Services	Benchmark Data Available	LGL.020.017	AH-TCM-GI: Legal / 020 Attorney / Attorney- Lead-General	P5 (Master)

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.
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63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
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65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	High-level attorney experienced in a specifically assigned area of the law such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. Independently involved in investigations and litigation on legal matters vital to company operations. Generally the highest individual contributor within a specialized legal area but usually works independently of others and does not manage a staff.

Census File					Position			
Cerisus i lie	SCHOOL THE				Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
66	Associate General Counsel	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020- Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)	
64	Associate Counsel	OFF OF SEC Comm Litigation	Commercial Litigation	Non-benchmark Job				
64	Associate Counsel	OFF OF SEC Comm Litigation	Commercial Litigation	Non-benchmark Job				
63	Sr Attorney	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)	
62	Sr Staff Attorney	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.019	AH-TCM-GI: Legal / 020 Attorney / Attorney- Intermediate-General	P4 (Specialist)	
1H	Specialist	OFF OF SEC Comm Litigation	Commercial Litigation	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
64	Associate Counsel	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Non-benchmark Job				
64	Associate Counsel	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Non-benchmark Job				
2H	Manager	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Non-benchmark Job				
1H	Specialist	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Specialist	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Benchmark Data Available	LGL.020.025	AH-TCM-GI: Legal / 020 Attorney / Paralegal- Intermediate	P2 (Intermediate)	
1H	Supervisor	OFF OF SEC Sec & Assoc GenCnsl	Off Of The Secretary	Benchmark Data Available	LGL.020.032	AH-TCM-GI: Legal / 020- Attorney / Paralegal- Senior	P2 (Intermediate)	
66	Senior Associate Gen Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.115	AH-TCM-GI: Legal / 020 Attorney / Managing Attorney-General Corporate	M4 (Group Mgr)	
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	M4 (Group Mgr)	
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	P5 (Master)	
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020- Attorney / Supervising Attorney-General	M4 (Group Mgr)	
65	Assistant General Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.016	AH-TCM-GI: Legal / 020 Attorney / Supervising Attorney-General	M4 (Group Mgr)	
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job		, zenera.		
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job				
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job				
64	Associate Counsel	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job				

2014 Compe	titive Analysis	
Census File		
Band	Job Title	Description
66	Associate General Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
64	Associate Counsel	
64	Associate Counsel	
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
62	Sr Staff Attorney	Mid-level attorney, who provides counsel to the company on legal rights and obligations pertaining to a specific legal area such as anti-trust, securities, or taxation. Assists in preparing and reviewing legal documents prior to execution to accurately convey the company's intent. Reviews legal publications and pending legislation and advises management of changes that impact the company. Gains general exposure to the law by executing smaller, less-complex tasks delegated by senior attorneys. May represent the company in negotiations.
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role typically requires between 3 and 5 years of experience.
64	Associate Counsel	todit actions that impact the company, note typically requires between 3 and 3 years of experience.
64	Associate Counsel	
2H	Manager	
1H	Specialist	Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and
1H	Specialist	court actions that impact the company. Role tvoically requires between 3 and 5 years of experience. Primarily responsible for assisting attorneys on various legal activities. Drafts routine legal documents and reports under direct attorney supervision. Assists in researching legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Role tvoically requires between 3 and 5 years of experience.
1H	Supervisor	Responsible for assisting attorneys on complex or high-profile legal activities. Furnishes primary support for court proceedings. Independently prepares routine legal documents and reports under limited attorney supervision. Leads researchers on legal issues and administering law department activities. Responsibilities may include updating the company law library with current changes in legislation and for keeping management and staff informed on legislative developments and court actions that impact the company. Provides guidance to less experienced Paralegals. Role typically requires more than 5 years of experience
66	Senior Associate Gen Counsel	Responsible for providing legal counsel to the company on a wide range of legal issues. Manages and advises members of a specific legal specialization such as acquisitions and mergers, securities, anti-trust investigations, litigation and taxation. Reviews public policy and advises on public relations, presentations and campaigns. May analyze legal issues related to product liability and marketability. Managing Attorney is not the head of the specific legal specialization. Multiple incumbents can be matched to this benchmark position at the same business unit.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
65	Assistant General Counsel	First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel
65	Assistant General Counsel	when needed. First-level supervisor of a specific legal specialization. Supervises three to five General Attorneys and/or paralegals within a specialized area of the law or within a functional client area. Researches, evaluates, and delegates legal issues presented to group. Supervises outside counsel when needed.
64	Associate Counsel	

	etitive Analysis				Position		
Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
63	Sr Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.018	AH-TCM-GI: Legal / 020 Attorney / Attorney- Senior-General	P5 (Master)
62	Sr Staff Attorney	REG SVCS Regulatory Svcs	Regulatory Services	Benchmark Data Available	LGL.020.019	AH-TCM-GI: Legal / 020 Attorney / Attorney- Intermediate-General	P4 (Specialist)
1H	Specialist	REG SVCS Regulatory Svcs	Regulatory Services	Non-benchmark Job			
2L	Senior Executive Assistant	PRES & STAFF Off of the Pres	Office of President	Benchmark Data Available	AAS042P3	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Career (P3)	P3 (Career)
3L	Director Public Affairs	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	M3 (Senior Manager)
2L	Public Affairs Manager	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.185	Manager AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	P3 (Career)
2L	Public Affairs Manager	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.185	Specialist AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	P3 (Career)
1H	Specialist	GOV REL Bronx Public Affairs	Bronx & Westchester	Benchmark Data Available	CAF.100.185	Specialist AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P2 (Intermediate)
3L	Director Public Affairs	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Manager	M3 (Senior Manager)

2014 Comp	etitive Analysis	
Census File		
Band	Job Title	Description
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
63	Sr Attorney	Experienced attorney, who has significant case or subject matter responsibilities, usually assigned to most complex tasks. Experienced in a broad range of legal areas such as acquisitions and mergers, securities, anti-trust investigations, litigation, and taxation. May be a specialist of superior skill in a specific area of the law or a highly qualified senior generalist. This is a non-supervisory position. May provide advice and suggestions to less experienced attorneys and work direction to intermediate-level attorneys. Prepares and reviews legal documents prior to execution to ensure accurate expression of company intent. Keeps informed of changes in legislation or regulations that impact the company.
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62	Sr Staff Attorney	Mid-level attorney, who provides counsel to the company on legal rights and obligations pertaining to a specific legal area such as anti-trust, securities, or taxation. Assists in preparing and reviewing legal documents prior to execution to accurately convey the company's intent. Reviews legal publications and pending legislation and advises management of changes that impact the company. Gains general exposure to the law by executing smaller, less-complex tasks delegated by senior attorneys. May represent the company in negotiations.
1H	Specialist	
2L	Senior Executive Assistant	 Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.

Census File					Position			
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Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
2L	Public Affairs Manager	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
2L	Public Affairs Manager	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
2L	Public Affairs Manager	GOV REL Westchester Public Aff	Bronx & Westchester	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	P3 (Career)	
BL	Director Public Affairs	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Manager	M3 (Senior Manager)	
2L	Public Affairs Manager	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
2L	Public Affairs Manager	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
1H	Specialist	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P2 (Intermediate)	
1H	Specialist	GOV REL Bklyn Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P2 (Intermediate)	
3L	Director Public Affairs	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Manager	M3 (Senior Manager)	
2L	Public Affairs Manager	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
2L	Public Affairs Manager	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
2L	Public Affairs Manager	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)	
1H	Specialist	GOV REL Queens Public Affairs	Brooklyn & Queens	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P2 (Intermediate)	

Census File		
Band	Job Title	Description
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
4L	Director	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	ACA070M4	TW-CDB-GI: Corporate Affairs/Communications / ACA070 Government Relations / Group Manager (M4)	M4 (Group Mgr)
2H	Manager	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P4 (Specialist)
2L	Sr Analyst	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)
2L	Public Affairs Manager	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)
1H	Specialist	GOV REL Manh Public Affairs	Manhattan	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P2 (Intermediate)
1L	Associate Specialist	GOV REL Manh Public Affairs	Manhattan	Insufficient Benchmark Data (Less than 5 comparator matches)	ACA070P1	TW-CDB-GI: Corporate Affairs/Communications / ACA070 Government Relations / Entry (P1)	P1 (Entry)
2H	Manager	GOV REL Economic Development	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	P4 (Specialist)
4L	Director	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	ACA070M4	Specialist TW-CDB-GI: Corporate Affairs/Communications / ACA070 Government Relations / Group Manager (M4)	M4 (Group Mgr)
3L	Section Manager	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Manager	P5 (Master)
3L	Section Manager	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	P5 (Master)
2H	Manager	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	Manager AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P4 (Specialist)
2L	Administrator	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)

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Census File						
Band	Job Title	Description				
4L	Director	Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization Acts as a resource on regulatory matters with regard to product changes.				
2H	Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
2L	Sr Analyst	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
1L	Associate Specialist	Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization				
2H	Manager	A Acts as a resource on regulatory matters with regard to product changes. Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
4L	Director	Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization				
3L	Section Manager	A Acts as a resource on regulatory matters with regard to product changes. Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.				
3L	Section Manager	esponsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affect e company. Manages the representation of the organization on legislation at the state and/or federal levels.				
2H	Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				
2L	Administrator	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.				

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Census File					Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Administrator	GOV REL Government Relations	Off Of VP Government Relations	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P3 (Career)
3L	Director Public Affairs	GOV REL SI Public Affairs	Staten Island	Benchmark Data Available	CAF.100.192	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Manager	M3 (Senior Manager)
2L	Public Affairs Manager	GOV REL SI Public Affairs	Staten Island	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations	P3 (Career)
1H	Specialist	GOV REL SI Public Affairs	Staten Island	Benchmark Data Available	CAF.100.185	AH-TCM-GI: Corporate Affairs / 100 Government Relations / Government Relations Specialist	P2 (Intermediate)
1L	Executive Assistant 1L	PUB AFFS Office of SVP	Off Sr VP Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	AAS042U1	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Entry (U1)	P1 (Entry)
4H	Director-Corp Public Affairs	PUB AFFS Corp Comm Dir Staff	Public Affairs	Non-benchmark Job			
3L	Section Manager	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	CAF.140.209	AH-TCM-GI: Corporate Affairs / 140Public Relations / Public Relations Manager	M3 (Senior Manager)
2L	Sr Specialist	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Sr Specialist	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
1H	Specialist	PUB AFFS Corp Comm Emp & Web	Public Affairs	Benchmark Data Available	CAF.060.198	AH-TCM-GI: Corporate Affairs / 060External Communications / Communications Specialist-Intermediate	P2 (Intermediate)
3H	Director Media Relations	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010m4	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Group Manager (M4)	M4 (Group Mgr)
3L	Assistant Director	PUB AFFS Corp Comm Media Rel	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca010p5	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Master (P5)	P5 (Master)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)
2L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)

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Census File		
Band	Job Title	Description
2L	Administrator	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
3L	Director Public Affairs	Responsible for the development and implementation of legislative tactics and strategies with respect to federal and/or state issues affecting the company. Manages the representation of the organization on legislation at the state and/or federal levels.
2L	Public Affairs Manager	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1H	Specialist	Represents the company in the areas of federal and/or state legislative and regulatory affairs. Assists with the development and implementation of legislative tactics and strategies on federal and/or state issues which affect the company. This is not the top federal/state government relations professional.
1L	Executive Assistant 1L	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization
4H	Director-Corp Public	
3L	Affairs Section Manager	Works with PR leadership to develop, implement, and manage a strategic public relations plan which is in line with corporate goals/business objectives. Establishes and builds a positive relationship with the media, public industry and stockholders, and organizes programs and events to maintain a favorable public image. Acts as a media contact for the organization and is responsible for creating, writing and distributing news releases and presentations. Responds to requests for information from the media, analysts and other sources. Generally
2L	Sr Specialist	manages a group of public relations specialists. Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
1H	Specialist	Coordinates internal and external communications projects, including web site & intranet creation, management of media, public relations and press releases. Assists with the implementation of a strategic communications program to help build brand image. Typically also conducts the required research and analysis to prepare presentations and scripts/speeches for management and executives. Role typically requires between 3 and 5 years of experience.
3Н	Director Media Relations	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
3L	Assistant Director	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	Develops and maintains lines of communication with media contacts and other external audience groups Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups

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Census File					Matching			
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level	
!L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
L	Public Affairs Manager	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	aca010p3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
lН	Specialist	PUB AFFS Corp Comm Media Rel	Public Affairs	Benchmark Data Available	CAF.060.198	AH-TCM-GI: Corporate Affairs / 060-External Communications / Communications Specialist-Intermediate	P2 (Intermediate)	
BL	Section Manager	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.209	AH-TCM-GI: Corporate Affairs / 140Public Relations / Public Relations Manager	M3 (Senior Manager)	
2H	Manager	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.209	AH-TCM-GI: Corporate Affairs / 140Public Relations / Public Relations Manager	M2 (Manager)	
2H	Sr Staff Writer	PUB AFFS Corporate Comm	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca110p4	TW-CDB-GI: Corporate Affairs/Communications / ACA110 Creative Writing Services / Specialist (P4)	P4 (Specialist)	
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca010M1	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Supervisor (M1)	M1 (Supervisor	
2L	Administrator	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010p4	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Specialist (P4)	P3 (Career)	
2L	Unit Manager	PUB AFFS Corporate Comm	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca010M1	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Supervisor	M1 (Supervisor	
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	
2L	Sr Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	aca010P3	TW-CDB-GI: Corporate Affairs/Communications / ACA010 Public Relations / Career (P3)	P3 (Career)	

	titive Analysis	
Census File		
Band	Job Title	Description
2L	Public Affairs Manager	 Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Public Affairs Manager	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
1H	Specialist	Coordinates internal and external communications projects, including web site & intranet creation, management of media, public relations and press releases. Assists with the implementation of a strategic communications program to help build brand image. Typically also conducts the required research and analysis to prepare presentations and scripts/speeches for management and executives. Role typically requires between 3 and 5 years of experience.
3L	Section Manager	Works with PR leadership to develop, implement, and manage a strategic public relations plan which is in line with corporate goals/business objectives. Establishes and builds a positive relationship with the media, public industry and stockholders, and organizes programs and events to maintain a favorable public image. Acts as a media contact for the organization and is responsible for creating, writing and distributing news releases and presentances. Responds to requests for information from the media, analysts and other sources. Generally
2Н	Manager	manages a groun of public relations specialists. Works with PR leadership to develop, implement, and manage a strategic public relations plan which is in line with corporate goals/business objectives. Establishes and objectives relationship with the media, public industry and stockholders, and organizes programs and events to maintain a favorable public image. Acts as a media contact for the organization and is responsible for creating, writing and distributing news releases and presentations. Responds to requests for information from the media, analysts and other sources. Generally manages a group of public relations specialists
2H	Sr Staff Writer	Develops creative, clear written material in support of the organization's communications strategies Plans, develops and publishes internal or external communications (e.g., newsletters, brochures, manuals, website content) Develops and maintains the organization's style guide, including editorial standards and policies
2L	Sr Specialist	 Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Administrator	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Unit Manager	 Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	Ocoordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups
2L	Sr Specialist	 Develops and maintains lines of communication with media contacts and other external audience groups Coordinates media relations and prepares external communications Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization Develops and maintains lines of communication with media contacts and other external audience groups

Census File					Position			
Band	Job Title	Sec Name	Dept Name	Benchmark Data	Matching Code General Functional Area		Level	
				Availability				
1H	Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.196	AH-TCM-GI: Corporate Affairs / 140Public Relations / Public Relations Specialist- Intermediate	P2 (Intermediate)	
1H	Specialist	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.196	AH-TCM-GI: Corporate Affairs / 140Public Relations / Public Relations Specialist- Intermediate	P2 (Intermediate)	
1H	Sr Graphic Designer	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	CAF.140.196	AH-TCM-GI: Corporate Affairs / 140Public Relations / Public Relations Specialist- Intermediate	P2 (Intermediate)	
1H	Sr Graphic Designer	PUB AFFS Corporate Comm	Public Affairs	Benchmark Data Available	ACA120P3	TW-CDB-GI: Corporate Affairs/Communications / ACA120 Creative Design Services / Career (P3)	P2 (Intermediate)	
3H	Department Manager	PUB AFFS Grassroots Management	Public Affairs	Benchmark Data Available	aca000M3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Section Mgr)	
2L	Public Affairs Manager	PUB AFFS Grassroots Management	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Sr Specialist	PUB AFFS Photographic Section	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
3L	Section Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000M3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Senior Manager (M3)	M3 (Senior Manager)	
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Career (P3)	P3 (Career)	
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000p4	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)	
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000P3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Career (P3)	P3 (Career)	

2014 Compet	titive Analysis	
Census File		
Band	Job Title	Description
1H	Specialist	Assists the Public Relations Manager in the implementation of the public relations plan to help build and maintain a favorable public image. Executes public relations activities such as updating and managing media lists, writing and distributing press releases and other press material, creating and disseminating media coverage reports and fielding incoming media inquires. Plans and coordinates seminars, tradeshows and other PR events. Role typically requires between 3 and 5 years of experience.
1H	Specialist	Assists the Public Relations Manager in the implementation of the public relations plan to help build and maintain a favorable public image. Executes public relations activities such as updating and managing media lists, writing and distributing press releases and other press material, creating and disseminating media coverage reports and fielding incoming media inquires. Plans and coordinates seminars, tradeshows and other PR events. Role typically requires between 3 and 5 years of experience.
1H	Sr Graphic Designer	Assists the Public Relations Manager in the implementation of the public relations plan to help build and maintain a favorable public image. Executes public relations activities such as updating and managing media lists, writing and distributing press releases and other press material, creating and disseminating media coverage reports and fielding incoming media inquires. Plans and coordinates seminars, tradeshows and other PR events. Role typically requires between 3 and 5 years of experience.
1H	Sr Graphic Designer	 Develops and maintains graphic designs (e.g., art, color themes, photographs, web pages), audio and video to support the organization's image, identity and brands Develops and maintains the organization's graphics standards, techniques and methods Develops the organization's website design and layout
ЗН	Department Manager	 Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Sr Specialist	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
3L	Section Manager	 Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
2L	Public Affairs Manager	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines

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Census File					Position Matching		
Band	Job Title	Sec Name	Dept Name	Benchmark Data Availability	Code	General Functional Area	Level
2L	Public Affairs Manager	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000p4	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Specialist (P4)	P3 (Career)
1H	Specialist	PUB AFFS Strat Partnerships	Public Affairs	Benchmark Data Available	aca000p3	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Career (P3)	P2 (Intermediate)
1L	Associate Specialist	PUB AFFS Strat Partnerships	Public Affairs	Insufficient Benchmark Data (Less than 5 comparator matches)	aca000P1	TW-CDB-GI: Corporate Affairs/Communications / ACA000 Corporate Affairs/Communications Generalist/Multidisciplin e / Entry (P1)	P1 (Entry)
3L	Section Manager	Pres & Staff Shared Services	Office Of Pres Shared Services	Non-benchmark Job			
2L	Senior Executive Assistant	Pres & Staff Shared Services	Office Of Pres Shared Services	Benchmark Data Available	AAS042U4	TW-CDB-GI: Administrative Services / AAS042 Secretarial/Executive Administrative Assistance / Lead (U4)	P3 (Career)

Census File		
Band	Job Title	Description
2L	Public Affairs Manager	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
1H	Specialist	 Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
1L	Associate Specialist	 Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines
3L	Section Manager	
2L	Senior Executive Assistant	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries Receives, screens and directs incoming calls, visitors, mail and e-mail Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements, and tracks expenses Participates in the development and implementation of secretarial standards, policies and practices for the organization