

HUM | HUMAN RESOURCES

HUM.04 | HR Generalist

Band / Career Level		Scope Type	Scope Size (Median)		Count		Base Salary (\$000)			Total Cash Compensation (\$000)			Total Direct Compensation (\$000)		
			Revenue (\$Mil)	FTEs (#)	Orgs	Incs	25th	50th	75th	25th	50th	75th	25th	50th	75th
X2-C	CHRO / Top Human Resources Exec	All Orgs	2,030.2	828.0	10	10	221.3	235.0	272.5	274.0	306.6	349.3	289.9	439.4	799.0
M4	M4 - Director	All Orgs	9,739.0	1,500.0	9	24	155.7	168.0	200.0	181.0	201.3	257.8	226.1	245.9	310.8
M2	M2 - Manager / Superintendent	All Orgs	821.0	935.0	17	24	108.5	125.0	153.8	117.2	137.2	160.4	118.1	139.7	174.2
P4	P4 - Advanced	All Orgs	2,254.3	1,052.0	7	11	92.7	108.0	127.9	104.4	116.8	151.9	104.4	116.8	151.9
P3	P3 - Career	All Orgs	2,377.2	828.0	12	17	71.5	88.0	99.5	84.4	99.5	106.8	84.4	99.5	113.6
P2	P2 - Intermediate	All Orgs	838.0	379.5	6	8	51.9	75.0	78.0	67.4	88.3	90.5	67.4	88.3	90.5

X3-C/S/D | X2-C/S/D | CHRO / Top Human Resources Executive

Directs, plans, develops, establishes, implements, and administers organization-wide policies and programs encompassing all, or nearly all, aspects of human resource management including employment, employee/labor relations, employee benefits, compensation, training, placement, safety, security, drug control, ADA and EEO/Employment Equity Act compliance, and employee assistance

M1 - M2 - M3 - M4

Designs and maintains the organization's human resource programs and ensures their communication to employees | Performs advisory and administrative tasks related to recruitment, training and development, compensation and benefits, employee relations, and other HR programs | Collects and analyzes relevant HR data and reports findings and recommendations

P1 - P2 - P3 - P4 - P5

Coordinates and administers HR programs and policies for multiple activities | May facilitate human resource programs and policies, including compensation, benefits, recruitment, employee development, performance management, equal opportunity, and diversity

U1 - U2 - U3 - U4

Records and maintains employee information | Analyze and prepare employee-related reports | Respond to inquiries and/or requests regarding individual or company-wide human resources information

