

Survey Name:	2021 United States MBD/TRS - All MBD Modules	Refinement:	All Data
Job Family:	Finance	Scale:	In Whole Numbers
Job Sub-family:	Accounts Payable/Receivable	Currency:	US Dollar
Job Code:	FIN.09.005.M30	Number of Organizations:	115
Job Title:	Billing & Invoicing - Manager (M3)	Number of Observations:	383
Job Type:	Job	Position Class:	51-57
Job Description:	Billing & Invoicing work is focused on designing and ensuring compliance with billing and invoicing processes including: <ul style="list-style-type: none"> •Information verification (e.g., ensure accuracy of billing information, negotiated terms and compliance with current legislation) •Monitoring customer accounts (e.g., ensure payments made on time, report on overdue accounts, etc.) •Resolving billing discrepancies (e.g., investigate and resolve billing & invoicing errors, recommend process improvements to avoid future errors, etc.) •May include collections activities A Manager (M3) manages experienced professionals who exercise latitude and independence in assignments. Responsibilities typically include: <ul style="list-style-type: none"> • Policy and strategy implementation for short-term results (1 year or less). • Problems faced are difficult to moderately complex. • Influences others outside of own job area regarding policies, practices and procedures. 		

* More than 25% of the rates within the sample are supplied by one organization
 ** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	% **	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	115	383		66,739	79,950	99,459	95,545	113,506	137,881
Salary Min	90	334		57,000	61,571	75,361	73,400	84,115	97,245
Salary Mid	91	335		76,000	86,200	99,887	94,519	108,350	132,036
Salary Max	90	334		93,200	110,700	124,312	117,923	133,550	170,496
STI Threshold % Base	15	83		4.0	4.0	4.7	4.0	4.5	5.0
STI Target	57	220		5,380	6,954	11,048	8,764	13,765	21,037
STI Target % of Base	57	220		6.0	8.0	11.0	10.0	15.0	20.0
STI Maximum % Base	25	107		9.0	12.0	15.3	12.0	20.0	30.0
STI Actual	66	213		3,003	6,009	11,633	8,525	14,569	22,704
STI Actual % Base	66	213		4.0	6.3	11.7	9.4	14.4	22.1
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	0	0		--	--	--	--	--	--
Sales Incentive Actual % Base	0	0		--	--	--	--	--	--
Profit Sharing Actual	1	1	**	--	--	--	--	--	--
Profit Sharing Actual % Base	1	1	**	--	--	--	--	--	--
Total Cash - Target	86	306		71,003	87,326	108,141	105,078	122,755	148,450
Total Cash Target - Receivers	57	220		74,313	90,910	109,283	106,934	123,628	146,759
Total Cash - Actual	115	383		71,267	84,135	105,948	100,649	120,800	148,629
Total Cash Actual - Receivers	66	213		72,171	86,934	108,597	105,470	124,939	150,240
LTI (B-S)	10	22	**	--	--	18,576	15,054	--	--
LTI % of Base (B-S)	10	22	**	--	--	17.8	17.6	--	--
TDC Target (B-S)	86	306		71,003	87,326	109,410	105,556	124,482	153,063
TDC Target (B-S), Rcvrs	7	19	**	--	--	143,628	142,055	--	--
TDC Actual (B-S)	115	383		71,267	84,136	107,015	100,880	123,647	150,240
TDC Actual (B-S) Rcvrs	10	22	**	--	--	138,371	140,981	--	--
Tenure - Organization	102	343		2	5	13	11	19	25