

Merit	Boston	New York	Philadelphia	Richmond	Cleveland	Atlanta	Chicago
2001	4.30	5.00	4.30	4.30	4.10	4.50	
2002	4.30	4.50	4.70	4.30	4.30	4.50	
2003	4.30	3.90	3.50	3.40	3.20	3.50	
2004	3.50	3.54	3.00	3.40	3.00	2.80	
2005	3.70	3.65	3.50	3.60	3.50	3.20	3.00
2006	3.90	4.25	3.50	3.40	3.60	3.50	3.70
2007	3.90	4.25	3.80	3.80	3.80	3.90	3.90
2008 Proposed							
Structure	Boston	New York	Philadelphia	Richmond	Cleveland	Atlanta	Chicago
2001	4.25	4.60	3.20	3.20	3.20	5.00	
2002	3.20	4.25	3.40	3.30	3.30	3.50	
2003	2.55	3.40	3.00	4.40	2.20	3.40	
2004	2.10	3.00	2.40	2.70	2.80		
2005	2.50	4.10	2.70	2.70	2.90	2.70	
2006		3.00	2.80	0.00	3.20	2.20	2.10
2007		3.00			3.00		
2008 Proposed							
	*2001 & 2004 targeted high perfms & low compa ratios	*2005 NY structure was adjusted to 18 months to reflect lead/lag	Although the overall 2006 Bankwide merit increase was 3.5%, we made the following distinctions for these departments: Protection 4.0% Research 4.0%; Retail Payments 3.0%; Supervision, Regulation & Credit 4.0%	*Richmond went to lead/lag in 2003. Structure did not change in 2006.		*2004- moved to new structure so no compare; 2005 is incumbent -weighted average	

St. Louis	Minneapolis	Kansas City	Dallas	San Francisco	FRIT	Board
4.50	4.20	4.50			4.30	4.75
4.50	4.20	3.70			4.40	4.60
3.80	3.60	3.70			3.00	4.00
3.50	3.00	3.20			3.00	4.10
3.50	3.00	3.50	3.50	2.90	3.60	3.80
3.75	3.00	3.50	3.80		3.80	3.80
4.00	3.50	3.90	3.80	4.25	4.00	3.80
St. Louis	Minneapolis	Kansas City	Dallas	San Francisco	FRIT	Board
2.96	2.40	3.40			2.70	3.80
3.28	2.80	3.20			3.50	3.50
2.89	2.60	3.00			3.00	3.00
2.52	2.80	0.10			3.00	3.00
3.00	2.80	0.00			3.00	3.00
2.60	2.90	2.80			2.90	3.00
				2.90	3.00	3.00
2006: St. Louis - 2% merit budget for General Schedule emps.; 3.75 for all others. 2.6% wtg. avg. structure adj. varied widely by pay schedule.		*KC was above-market in many grades and held structure for market to catch up. In 2004 only top 3 grades moved; 2005 no changes at all to structures.			*With lead structure in 2001, was 5.17	

System Merit Average	Banks' Merit Average
4.43	4.40
4.36	4.34
3.63	3.59
3.28	3.19
3.43	3.40
3.65	3.64
3.90	3.91
System Structure Average	Bank's Structure Average
3.52	3.49
3.38	3.37
3.04	3.04
2.44	2.38
2.67	2.64
2.50	2.45