

Fdic locality pay

FDIC Locality Pay: An In-Depth Guide to Understanding Salary Adjustments and Benefits The Federal Deposit Insurance Corporation (FDIC) is a vital agency responsible for insuring deposits and maintaining stability within the banking sector. Like many federal agencies, FDIC employees' salaries are influenced not only by federal pay scales but also by specific locality pay adjustments. **FDIC locality pay** plays a crucial role in ensuring that compensation remains competitive and equitable across different geographic regions. This comprehensive guide explores what FDIC locality pay entails, how it is determined, its impact on employees, and frequently asked questions to help federal employees and applicants better understand this important aspect of federal compensation.

What Is FDIC Locality Pay?

Locality pay is a form of pay adjustment provided to federal employees to account for regional differences in the cost of living and market salary rates. For FDIC employees, **FDIC locality pay** refers to the additional compensation added to base federal pay scales to reflect the economic conditions of specific geographic areas where they work. The purpose of locality pay is to: - Attract qualified professionals to regions with high living costs - Retain talent in competitive job markets - Ensure fair compensation relative to local economic conditions In the context of FDIC, locality pay is integrated into the overall pay structure, supplementing the base pay established by the General Schedule (GS) or other federal pay systems.

How Is FDIC Locality Pay Determined?

The determination of FDIC locality pay is aligned with the broader federal government's approach, which involves the Office of Personnel Management (OPM). The process includes:

1. Geographic Pay Areas

The U.S. is divided into multiple geographic regions, each with a designated locality pay percentage. These regions are based on economic data, cost of living indices, and regional salary surveys.

2. Locality Pay Percentages

For each geographic area, OPM publishes a percentage increase that is added to the basic GS pay scale. These percentages vary widely—some areas may have a high locality pay percentage due to high living costs (e.g., New York City, San Francisco), while others have minimal or no locality pay adjustments.

3. Application to FDIC Employees

Since FDIC employees are part of the federal workforce, their pay adjustments are based on the applicable locality pay percentage for their work location. The FDIC adopts these rates and incorporates them into employee salaries.

Examples of FDIC Locality Pay Areas

Some of the prominent FDIC locality pay areas include:

1. New York City, NY – Highest locality pay adjustment due to high living costs
2. San Francisco, CA
3. Washington, D.C.
4. Chicago, IL
5. Dallas, TX

6. Atlanta, GA

Each area's pay adjustment reflects regional economic factors and the competitive landscape for federal hiring.

Impact of Locality Pay on FDIC Employees

Locality pay significantly influences the total compensation package of FDIC employees, affecting various aspects:

1. Salary Competitiveness

Locality pay ensures that federal salaries remain competitive with private sector counterparts in high-cost regions, helping attract and retain skilled professionals.

2. Cost of Living Adjustment

Employees working in expensive urban areas receive higher pay adjustments, enabling them to maintain a reasonable standard of living.

3. Pay Transparency and Equity

Regional pay adjustments promote fairness by aligning salaries with local economic conditions, reducing disparities among employees working in different parts of the country.

How to Calculate FDIC Salary With Locality Pay

To understand the full picture of an FDIC employee's salary, consider the following:

1. Determine the base GS or federal pay scale for the employee's grade and step.
2. Identify the applicable locality pay percentage for the employee's geographic area.
3. Calculate the locality pay by multiplying the base pay by the locality percentage.
4. Add the locality pay to the base pay to arrive at the total salary.

Example: Suppose an FDIC employee is a GS-12 step 5 in a high-cost locality with a 30% locality pay adjustment. - Base pay (GS-12 step 5): \$70,000 - Locality pay adjustment: 30% of \$70,000 = \$21,000 - Total salary: \$70,000 + \$21,000 = \$91,000 This simplified example illustrates how locality pay can substantially increase total compensation.

Additional Benefits and Considerations

While locality pay is a significant component of federal employee compensation, FDIC employees are also entitled to other benefits:

1. Federal Employee Retirement System (FERS)
2. Thrift Savings Plan (TSP)
3. Paid leave and holidays
4. Health insurance options
5. Flexible work arrangements

Employees should also be aware that locality pay does not affect other pay components like overtime or special pay rates unless explicitly specified.

Frequently Asked Questions (FAQs) about FDIC Locality Pay

Q1: Does FDIC locality pay vary by position or only by location?

A1: Locality pay is determined primarily by geographic location, not by specific job titles or grades. However, salary increases due to locality pay are applied uniformly based on the employee's work location.

Q2: How often are locality pay rates updated?

A2: OPM reviews and updates locality pay percentages annually, typically effective at the start of each year.

Q3: Can FDIC employees receive locality pay in addition to other bonuses or premium pay?

A3: Yes. Locality pay is part of the base salary structure and does not preclude employees from earning additional compensation such as overtime, special pay, or bonuses.

Q4: How can I find out my specific locality pay percentage?

A4: You can consult the OPM's locality pay tables or your HR department for your specific geographic area.

Q5: Are new FDIC employees eligible for locality pay immediately upon hire?

A5: Generally, yes. Employees are eligible for locality pay based on their work location from the start of their employment, provided the locality pay rates apply to their designated geographic area.

Conclusion: The Significance of FDIC Locality Pay in Federal Compensation

Understanding **FDIC locality pay** is essential for current and prospective federal employees to grasp how their compensation is structured and how regional economic factors influence their salaries. Locality pay ensures that employees working in high-cost urban centers are fairly compensated, helping the FDIC attract and retain talented professionals critical to its mission. By staying informed about locality pay adjustments, employees can better plan their finances, negotiate employment terms, and appreciate the fairness embedded within the federal pay system. Whether you are considering employment with the FDIC or are a current employee, understanding how locality pay impacts your salary is a vital step toward managing your financial well-being and career growth within the federal government. Additional Resources: - OPM Locality Pay Tables:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/> - FDIC Careers and Benefits: <https://www.fdic.gov/about/jobs/> - Federal Employee Pay and Benefits Guide

FDIC Locality Pay: An In-Depth Investigation into Compensation Structures and Impacts In the landscape of federal employment, compensation structures are a critical focus for both employees and policymakers. Among these, FDIC locality pay stands out as a nuanced and often misunderstood component, influencing not only individual salaries but also broader discussions about equity, cost of living adjustments, and federal budget allocations. This article aims to provide a comprehensive review of FDIC locality pay—its origins, structure, implications, and the ongoing debates surrounding it.

Understanding FDIC and Its Compensation Framework

The Federal Deposit Insurance Corporation (FDIC): An Overview The FDIC is an independent agency of the federal government, established in 1933 during the Great Depression to maintain stability and public confidence in the nation's financial system. Its

primary responsibilities include insuring deposits, examining and supervising financial institutions, and managing receiverships. Given its critical role, the FDIC employs thousands of professionals across the United States, from examiners and compliance specialists to administrative staff. As a federal agency, its employees' compensation is governed by federal pay scales, which include base pay, locality pay, and various bonuses or incentives. Federal Pay Structures and the Role of Locality Pay Federal employees are generally compensated under the General Schedule (GS), a standardized pay scale used across most federal agencies. However, the GS system incorporates locality pay—additional pay designed to account for regional variations in the cost of living and labor market conditions. Locality pay is a percentage added to the base GS salary, varying by geographic area. Its purpose is to make federal salaries more competitive and equitable across regions with differing economic conditions.

The Origins and Evolution of Locality Pay for FDIC Employees

Historical Context Locality pay was first introduced in the 1940s but became more systematically structured with the implementation of the Federal Employees Pay Comparability Act (FEPCA) of 1990. FEPCA aimed to ensure federal pay remained competitive with private sector wages, especially considering regional economic disparities. For FDIC employees, the application of locality pay has evolved alongside broader federal pay reforms, with the agency designated as part of the Banking and Finance occupational series, which has specific locality pay zones. **How Locality Pay Zones Are Determined** Locality pay zones are categorized based on metropolitan statistical areas (MSAs). The Office of Personnel Management (OPM) establishes these zones, which include: - **Standard Locality Areas:** Cover major metropolitan regions like New York, Los Angeles, Chicago, etc. - **Non-Standard Areas:** Smaller or less populous regions with unique pay considerations. - **Rest of U.S.:** A catch-all category for regions not covered by specific zones. Each zone has a designated locality pay percentage applied to the base GS salary, reflecting regional economic factors. **Application to FDIC Employees** FDIC employees receive locality pay based on their geographic location, aligning with the same rules applicable to other federal employees in the same locality. However, since the FDIC operates in multiple regions, including urban and rural areas, the disparities in locality pay can be significant.

Structure and Calculation of FDIC Locality Pay

How Is Locality Pay Calculated? The calculation of FDIC locality pay involves several steps: 1. Determine the base GS salary based on grade and step. 2. Identify the locality pay percentage for the employee's geographic region from OPM's locality pay tables. 3. Calculate the locality pay: $\text{Locality pay} = \text{Base salary} \times \text{Locality pay percentage}$. 4. Add the locality pay to the base salary to determine total gross pay. **Example Calculation:** - GS-12, step 5, with a base salary of approximately \$78,000. - Residing in New York City, where the locality pay percentage might be 30.24%. - $\text{Locality pay} = \$78,000 \times 30.24\% \approx \$23,611$. - $\text{Total salary} = \$78,000 + \$23,611 \approx \$101,611$. **Variations and Special Cases** Some FDIC employees may receive additional pay considerations, such as: - **Special Pay Adjustments:** For roles requiring high expertise or in high-demand regions. - **Retention Bonuses:** To retain critical staff in competitive markets. - **Overtime and Premium Pay:** For overtime work or hazardous duties. **Impact of Locality Pay on Compensation Packages** Locality pay can significantly influence total earnings, sometimes accounting for over 30% of the base salary in high-cost areas. This variation creates disparities in compensation, which can affect employee morale, recruitment, and retention.

Impacts and Controversies Surrounding FDIC Locality Pay

Benefits of Locality Pay - **Regional Equity:** Adjusts salaries to reflect regional living costs, making federal employment more attractive in expensive urban centers. - **Recruitment and Retention:** Helps FDIC and other agencies retain skilled professionals in high-cost areas. - **Economic Fairness:** Recognizes the economic realities faced by employees in different regions. **Challenges and Criticisms** Despite its benefits, FDIC locality pay has faced scrutiny: - **Cost of Government:** Critics argue that high locality pay in certain regions inflates federal payroll costs, straining budgets. - **Inequity and Disparities:** Employees in low-cost regions may feel undervalued compared to their counterparts in expensive areas. - **Inflation and Cost of Living Adjustments:** Locality pay rates are periodically reviewed, but some argue they lag behind actual inflationary pressures. - **Potential for Abuse:** Concerns about geographic gaming or misclassification to maximize locality pay benefits. **The Debate Over Reform** Policy discussions have centered around: - **Adjusting locality pay percentages** to better match current economic conditions. - **Introducing nationwide pay scales** to reduce disparities. - **Implementing uniform pay adjustments** that consider both regional costs and federal budget constraints. - **Transparency and Oversight:** Ensuring fair application and monitoring of locality pay policies.

Legal and Policy Frameworks Governing FDIC Locality Pay

Regulations and Oversight The primary legal authority for locality pay stems from: - The Federal Employees Pay Comparability Act (FEPCA). - Title 5 of the U.S. Code: Governing federal personnel policies. - Office of Personnel Management (OPM) directives and tables. The FDIC adheres to these regulations but retains some discretion in applying locality pay adjustments, particularly for specialized roles. **Recent Policy Changes and Their Impacts** In recent years, there have been debates over: - Adjustments to locality pay zones to reflect economic changes. - Proposals to reduce or freeze locality pay increases to contain costs. - Increased transparency in how pay zones are determined and applied.

Future Outlook and Considerations

Potential Reforms and Innovations The landscape of FDIC locality pay may evolve with: - Technological advances enabling more dynamic pay adjustments. - Data-driven analysis to better reflect regional economic realities. - Policy shifts aiming for greater equity or cost containment. **Balancing Equity, Cost, and Competitiveness** Key considerations include: - Maintaining a fair and attractive compensation system. - Ensuring fiscal responsibility. - Addressing regional disparities without creating undue inequities within the federal workforce. **Impact on FDIC's Mission** Effective locality pay strategies are vital for: - Attracting qualified professionals in critical regions. - Ensuring the FDIC's workforce can effectively execute its mission. - Maintaining public confidence in the agency's stability and effectiveness.

Conclusion

FDIC locality pay is a complex, multifaceted component of federal compensation, reflecting regional economic realities while balancing budgetary constraints and workforce needs. While it plays a crucial role in ensuring fair pay and supporting the agency's operational goals, ongoing debates about its structure, fairness, and cost-effectiveness suggest that reform and modernization are likely on the horizon. As federal agencies like the FDIC continue to navigate an evolving economic landscape, understanding the intricacies of locality pay is essential—not only for employees but also for policymakers, stakeholders, and the public who rely on the stability and integrity of the financial system. With transparent policies and adaptive strategies, FDIC locality pay can continue to serve as a vital tool in building a motivated, equitable, and effective federal workforce.

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Responsible downloading is an important part of digital literacy. Choosing legitimate platforms respects intellectual property rights and supports authors, researchers, and publishers who contribute to the global knowledge ecosystem. It also helps users avoid risks such as malware, corrupted files, or misleading content. Ethical access creates a safer and more sustainable environment for digital learning.

Beyond convenience and efficiency, digital access encourages lifelong learning. Education no longer ends with formal schooling. With Fdic Locality Pay available digitally, learners can continue developing skills, exploring interests, or revisiting topics at their own pace. This ongoing engagement with knowledge supports adaptability in a world where personal and professional demands are constantly evolving.

Digital resources also make it easier to approach topics from multiple perspectives. Readers can compare ideas across different books, articles, and disciplines without leaving their devices. Engaging with Fdic Locality Pay alongside related materials helps develop critical thinking and a more balanced understanding of complex subjects. This habit of comparison strengthens analytical skills and encourages thoughtful reflection.

Curiosity often grows when access feels effortless. When information is readily available, learners are more inclined to ask questions, explore unfamiliar topics, and follow intellectual interests wherever they lead. Digital access to Fdic Locality Pay supports this natural curiosity, making learning feel less intimidating and more inviting.

For students, downloadable books provide practical advantages that support academic success. Offline access allows uninterrupted study, while annotation tools help organize thoughts and prepare for exams or assignments. For professionals, having Fdic Locality Pay readily available means quick reference, skill development, and informed decision-making without unnecessary delays.

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Perhaps most importantly, digital access connects learners globally. Downloading Fdic Locality Pay allows people from different cultures, backgrounds, and locations to engage with the same ideas. This shared access encourages dialogue, collaboration, and mutual understanding, strengthening the global learning community.

In conclusion, the digital availability of Fdic Locality Pay empowers learners in a way that feels practical, human, and forward-looking. Through convenience, affordability, interactivity, and ethical access, digital books support meaningful learning experiences. When used responsibly through trusted platforms, Fdic Locality Pay becomes more than just a downloadable file—it becomes a companion for continuous growth, curiosity, and intellectual development.

Questions & Answers About fdic locality pay

No	Question	Answer
1	What is FDIC locality pay?	FDIC locality pay refers to the additional compensation provided to FDIC employees based on the geographic location of their worksite, aligning their pay with the local cost of living and market rates.
2	How is FDIC locality pay determined?	FDIC locality pay is determined by comparing the cost of living and market pay rates in specific geographic areas, typically following guidelines set by the federal government and the Office of Personnel Management (OPM).
3	Who is eligible for FDIC locality pay?	Eligible employees include FDIC staff working in designated high-cost or metropolitan areas where locality pay adjustments are authorized to ensure competitive compensation.
4	How often is FDIC locality pay reviewed or updated?	FDIC locality pay is reviewed periodically, often annually or as determined by federal pay adjustment policies, to reflect changes in regional economic conditions and cost of living.
5	Does FDIC locality pay affect overall salary or just the base pay?	FDIC locality pay is added on top of the base salary, effectively increasing the total compensation to account for regional differences in living costs.
6	Are there specific regions with higher FDIC locality pay rates?	Yes, regions with higher living costs, such as major metropolitan areas, typically receive higher FDIC locality pay rates compared to rural or less expensive areas.
7	How does FDIC locality pay compare to other federal agencies?	FDIC locality pay is generally aligned with other federal agencies' locality adjustments, following federal pay scales and regional pay tables established by OPM.
8	Can FDIC employees receive locality pay in addition to other bonuses or incentives?	Yes, FDIC employees can receive locality pay along with other incentive pay, bonuses, or performance-based awards as per agency policies and federal regulations.
9	Where can I find specific information about FDIC locality pay rates?	Detailed information about FDIC locality pay rates can be found on the FDIC human resources website, the OPM pay scales, or through direct inquiry with the FDIC HR department.

FDIC, locality pay, federal employment, pay scale, federal salary, federal pay rates, government compensation, federal employee pay, locality adjustments, federal jobs

Fdic Locality Pay eBook Resource

Fdic Locality Pay eBooks provide structured digital knowledge.

Core Discussion

Digital books help readers maintain productivity.

Practical Use

Fdic Locality Pay eBooks support consistent study routines.

Conclusion

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Digital materials ensure consistent knowledge transfer across teams.

Digital learning with Fdic Locality Pay eBooks reduces reliance on fragmented external resources.

By offering structured content, Fdic Locality Pay eBooks help learners build foundational knowledge before advancing to more complex topics.

Professionals rely on Fdic Locality Pay eBooks to maintain relevance in rapidly evolving industries.

Fdic Locality Pay eBooks promote thoughtful consumption of information.

Fdic Locality Pay eBooks support offline access once downloaded.

Comprehensive Guide to Maximizing PDF Usage

PDF files have become a cornerstone of digital documentation, education, and professional communication. Their reliability, consistency, and broad compatibility make them an ideal format for distributing structured information. When using Fdic Locality Pay in PDF form, understanding advanced usage strategies helps users unlock the full potential of the format while maintaining efficiency, accessibility, and long-term usability.

Unlike editable document formats, PDFs are designed to preserve layout integrity. Fonts, spacing, images, and formatting remain unchanged regardless of device or operating system. This consistency ensures that Fdic Locality Pay appears exactly as intended, whether accessed on a desktop computer, tablet, or mobile phone. As a result, PDFs are widely used for guides, manuals, research papers, reports, and educational materials.

Why PDF remains a preferred digital format

The popularity of PDF files is rooted in their stability and universal support. Most modern devices include built-in PDF readers, reducing the need for additional software. This convenience allows users to access Fdic Locality Pay instantly without compatibility concerns. Furthermore, PDF files support advanced features such as embedded links, bookmarks, multimedia elements, and interactive forms, expanding their functionality beyond static documents.

Another reason PDFs remain relevant is their suitability for long-term storage. Unlike proprietary formats that may change over time, PDFs follow well-established standards. This makes them ideal for archiving important documents, references, and learning resources like Fdic Locality Pay. Organizations and individuals alike rely on PDFs to maintain consistent access over many years.

Optimizing PDFs for readability

Readability plays a crucial role in how users engage with long documents. Adjusting zoom levels, page layout modes, and display settings can significantly improve comfort. Many PDF readers offer features such as continuous scrolling, two-page view, and night mode. These tools help tailor the reading experience to individual preferences when exploring Fdic Locality Pay.

Font clarity and contrast also affect readability. PDFs with clean typography and sufficient spacing reduce eye strain during extended reading sessions. When possible, choosing readers that support text reflow can further enhance readability on smaller screens without disrupting the document structure.

Advanced navigation techniques

Large PDF files benefit greatly from structured navigation. Bookmarks act as shortcuts to major sections, allowing users to jump directly to relevant content. Internal links and clickable tables of contents further streamline navigation, saving time and reducing frustration when referencing Fdic Locality Pay.

Page thumbnails provide a visual overview of the document, making it easier to locate specific sections. Combined with keyword search functionality, these tools transform large PDFs into efficient reference materials rather than static blocks of text.

Efficient search and information retrieval

One of the strongest advantages of PDFs is searchable text. Instead of scanning pages manually, users can quickly locate specific terms, phrases, or topics. This capability is particularly valuable for research-heavy documents such as Fdic Locality Pay, where quick access to information improves productivity and comprehension.

Some advanced PDF readers offer search filters, allowing users to navigate through results systematically. This feature is useful when working with complex documents containing repeated terminology or technical language.

Annotation, highlighting, and collaboration

Annotations turn PDFs into interactive tools. Highlighting key passages, adding comments, and inserting notes help users engage actively with the content. These features are especially helpful for students, researchers, and professionals who rely on Fdic Locality Pay for study or reference.

Collaborative workflows also benefit from annotation tools. Shared PDFs allow multiple users to leave comments or feedback, making PDFs suitable for review processes and group projects. Saving annotated versions ensures that insights and discussions remain documented within the file itself.

Managing file size without losing quality

Large PDFs can be challenging to store and share. Optimizing file size improves performance and accessibility. Image compression, font optimization, and removal of unnecessary metadata help reduce size while preserving visual quality. Well-optimized versions of Fdic Locality Pay load faster and require less storage space.

Splitting very large PDFs into smaller sections is another effective strategy. This approach improves navigation and allows users to access specific parts of the document without loading the entire file at once.

Security considerations for PDF files

PDFs offer built-in security options, including password protection and permission settings. These features help prevent unauthorized editing, copying, or printing. When distributing Fdic Locality Pay, applying appropriate security settings ensures content integrity while maintaining accessibility for intended users.

However, security should be balanced with usability. Overly restrictive settings may hinder legitimate use. Choosing the right level of protection depends on the purpose of the document and the audience it serves.

Avoiding corrupted or unreadable files

File corruption can occur due to interrupted downloads, storage issues, or incompatible software. To minimize risk, users should download PDFs from trusted sources and verify file integrity when possible. Keeping backup copies of Fdic Locality Pay provides an extra layer of protection against data loss.

Regularly updating PDF readers also helps prevent errors. Newer versions include bug fixes and improved compatibility with modern PDF standards, reducing the likelihood of display or loading problems.

Cross-device compatibility and syncing

Modern users often switch between devices throughout the day. PDFs support this flexibility, allowing seamless access across platforms. Cloud storage solutions enable syncing, ensuring that the latest version of Fdic Locality Pay is available everywhere.

When using annotations across devices, enabling proper synchronization is essential. Some readers offer account-based syncing, while others require manual export. Understanding these options helps maintain consistency and prevents lost notes.

Organizing a growing PDF library

As digital libraries expand, organization becomes increasingly important. Clear folder structures, descriptive filenames, and consistent naming conventions make it easier to manage multiple PDFs. Categorizing documents by topic, purpose, or date helps users locate Fdic Locality Pay quickly when needed.

Regular maintenance sessions prevent clutter. Reviewing files periodically, removing outdated versions, and consolidating duplicates keep the library efficient and manageable over time.

Accessibility and inclusive design

Accessible PDFs ensure that content is usable by a wider audience. Features such as selectable text, proper heading structure, and alternative text for images support screen readers and assistive technologies. When Fdic Locality Pay follows accessibility best practices, it becomes more inclusive and user-friendly.

Accessibility also improves general usability. Clear structure and logical navigation benefit all users, not just those relying on assistive tools.

Long-term archiving strategies

For long-term storage, PDFs are among the most reliable formats available. Using standardized PDF versions and maintaining multiple backups ensures future access. Storing Fdic Locality Pay in both local and cloud-based systems protects against hardware failure and accidental deletion.

Documenting version history further enhances long-term usability. Clear version labels help users identify updates and avoid confusion when multiple editions exist.

Best practices for professional and academic use

In professional and academic environments, PDFs are often used as official records. Maintaining clean formatting, consistent structure, and reliable metadata enhances credibility. When sharing Fdic Locality Pay, ensuring accuracy and clarity reinforces its value as a trusted resource.

Proper citation and referencing within PDFs also support academic integrity. Hyperlinked references allow readers to explore related materials efficiently, adding depth and context to the content.

Future-proofing PDF usage

Technology continues to evolve, but PDFs remain adaptable. Staying informed about updated standards and tools ensures ongoing compatibility. Regularly reviewing storage methods, security practices, and reader software helps keep Fdic Locality Pay accessible in the long term.

Adopting widely supported features rather than proprietary extensions increases the likelihood that PDFs will remain usable across future platforms and devices.

Final thoughts on maximizing PDF potential

PDF files are more than simple digital pages—they are powerful containers for structured information. By applying effective navigation, organization, security, and accessibility practices, users can fully leverage Fdic Locality Pay in PDF format. With thoughtful management and consistent habits, PDFs remain a dependable medium for learning, research, and professional documentation well into the future.