



2021 Wage and Benefit Survey Report

Northeast Alabama Region

Cherokee County
DeKalb County
Jackson County
Marshall County

Published May 26, 2021
by Horizon Point Consulting, Inc.

2021 Northeast Alabama Wage and Benefit Survey



This is the 2021 Wage and Benefit Survey for Cherokee, DeKalb, Jackson, and Marshall Counties in Northeast Alabama, administered by Horizon Point Consulting, Inc.

Wage and benefit information in this report was provided by participating businesses and is as of January 1, 2021. This report was published on May 26, 2021. All published data meets Safe Harbor guidelines.

Participating Businesses

- AlaTrade Foods
- BlueScope Buildings
- BPI Media Group
- Builders Supply Co.
- Colormasters, LLC
- Dixie Grinders
- Heil
- JST Corporation
- Lambert Inc.
- Mueller Company
- Newman Technology of Alabama, Inc.
- Parallel 33 Lumber Corp
- Plasman
- Plastex Matting, Inc.
- PlayCore
- Polyvance
- Sanoh America, Inc.
- Siemens Energy, Inc.
- Syncro

Table of Contents

This table of contents is clickable. Click on a section title to jump to that section.

1. [Introduction and Guidelines](#)
2. [General Information](#)
3. [Company and HR Data](#)
4. [Pay Practices](#)
5. [Compensation Overview](#)
6. [Compensation Data](#)
 - 6.1 [Support Staff Positions](#)
 - 6.2 [Technician Positions](#)
 - 6.3 [Professional Administrative Positions](#)
 - 6.4 [Professional Technical Positions](#)
 - 6.5 [Production Positions](#)
 - 6.6 [Maintenance Positions](#)
 - 6.7 [Material Handling and Transportation Positions](#)
 - 6.8 [Manufacturing Not Otherwise Classified](#)
 - 6.9 [First Level Supervisory Positions](#)
 - 6.10 [Sales and Marketing Positions](#)
 - 6.11 [Management/Director Positions](#)
 - 6.12 [Executive Positions](#)
7. [General Benefit Information](#)
8. [Medical Coverage](#)
9. [Prescription Drug Plan](#)
10. [Dental Coverage](#)
11. [Vision Coverage](#)
12. [Life Insurance](#)
13. [Health Spending/Savings Account](#)
14. [Pension Plan \(Defined Benefit\)](#)
15. [401\(k\) Plan](#)
16. [PTO \(Paid Time Off\)](#)
17. [Sick Leave](#)
18. [Vacation](#)
19. [Personal Leave](#)
20. [Paid Family Leave](#)
21. [Short-term Disability](#)
22. [Long-term Disability](#)
23. [Education Assistance/Tuition Reimbursement](#)
24. [Flex-Time](#)
25. [Holidays](#)
26. [COVID-19 Impact](#)

1. Introduction and Guidelines

APPLICABLE DATA

Data collected in this survey is for companies located in Cherokee, DeKalb, Jackson, and Marshall Counties.

SAFE HARBOR

The Federal Trade Commission has released antitrust guidelines related to salary surveys. This survey complies with FTC Safe Harbor guidelines by:

- using a third-party administrator, Horizon Point Consulting, Inc.
- collecting data from the last quarter of the previous year (or as of 01/01/2021)
- aggregating results in charts and graphs and excluding identifying information, and
- requiring a minimum of 5 respondents for a question in order to include the question results.

Any survey items that did not receive a minimum of 5 responses are not published in this report.

CONTACT INFORMATION

Horizon Point Consulting, Inc. is administered this survey using the Sensible Surveys platform. Questions about the survey should be directed to info@horizonpointconsulting.com.

The Cherokee County Industrial Development Authority, DeKalb County Economic Development Authority, Jackson County Economic Development Authority, and Marshall County Economic Development Council are community partners for this survey. Questions about any costs of participation should be directed to these representatives.

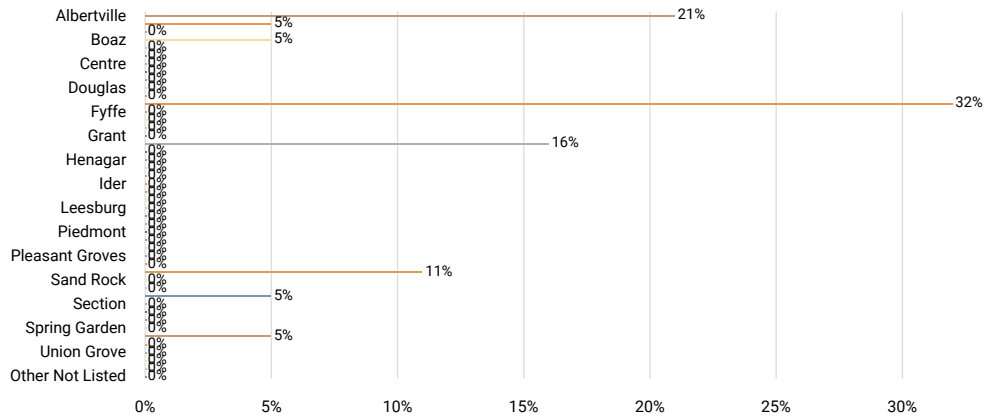
2. General Information

2.1. Company City

Answered 19 times

Skipped 0 times

Select one answer (drop down)



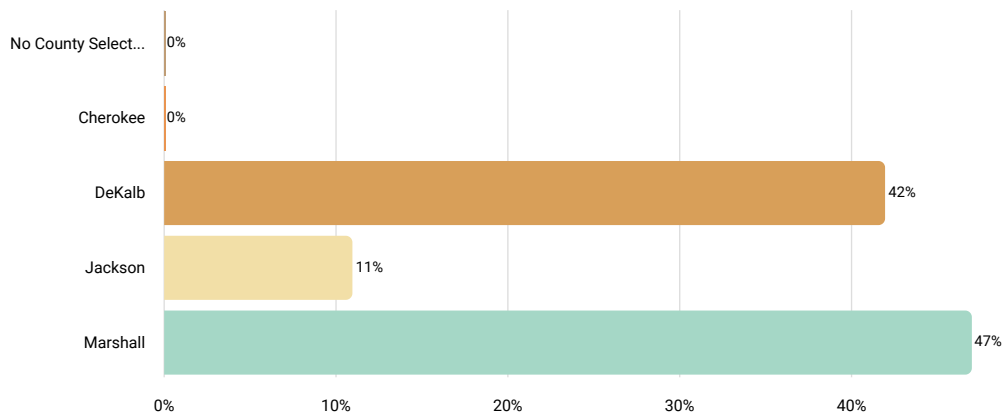
Results		%	N
Albertville		21%	4
Arab		5%	1
Boaz		5%	1
Fort Payne		32%	6
Guntersville		16%	3
Rainsville		11%	2
Scottsboro		5%	1
Stevenson		5%	1

2.2. In which county is your company located?

Answered 19 times

Skipped 0 times

Select one answer (drop down)



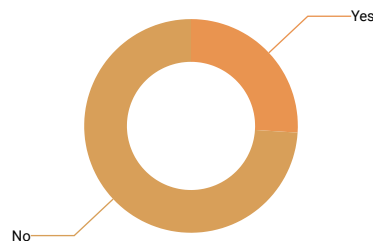
Results	%	N
No County Selected	0%	0
Cherokee	0%	0
DeKalb	42%	8
Jackson	11%	2
Marshall	47%	9

2.3. Is your organization a government contractor?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



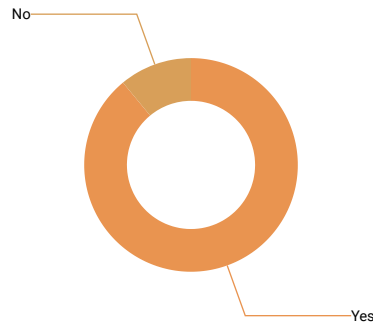
Results	%	N
No Answer	0%	0
Yes	26%	5
No	74%	14

2.4. Is your organization a manufacturer?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



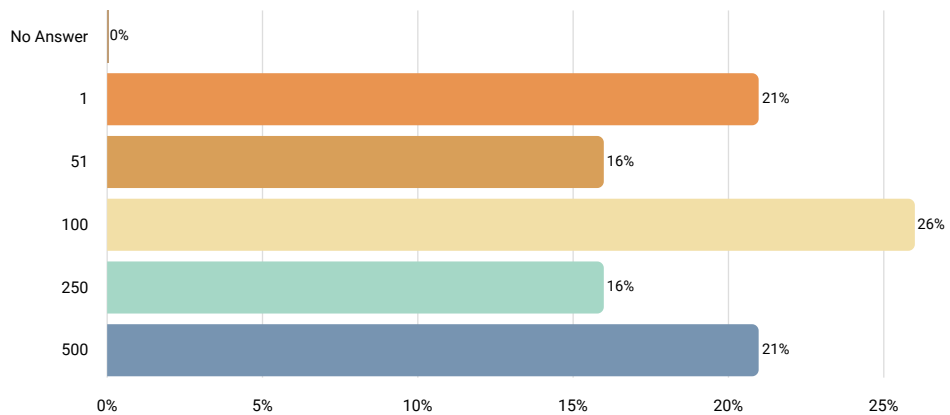
Results	%	N
No Answer	0%	0
Yes	89%	17
No	11%	2

2.5. Company Size

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	21%	4
51-99 Employees	16%	3
100-249 Employees	26%	5
250-499 Employees	16%	3
500+ Employees	21%	4

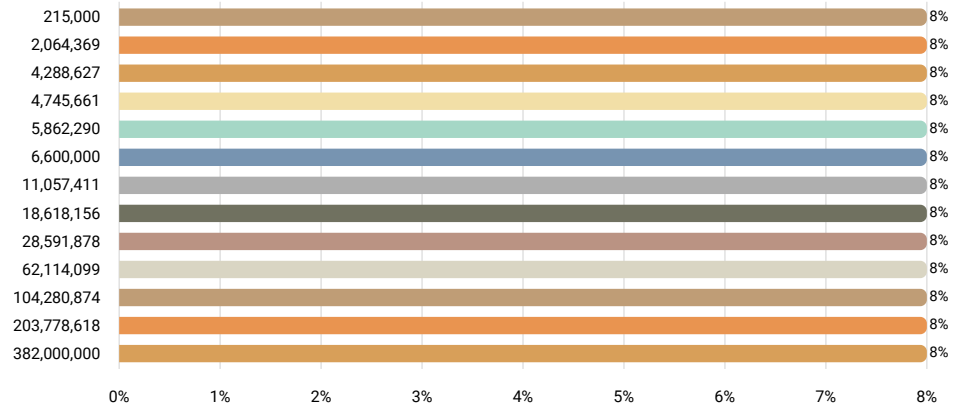
3. Company and HR Data

3.1. Total Gross Revenue in 2020

Answered 13 times

Skipped 6 times

Number input



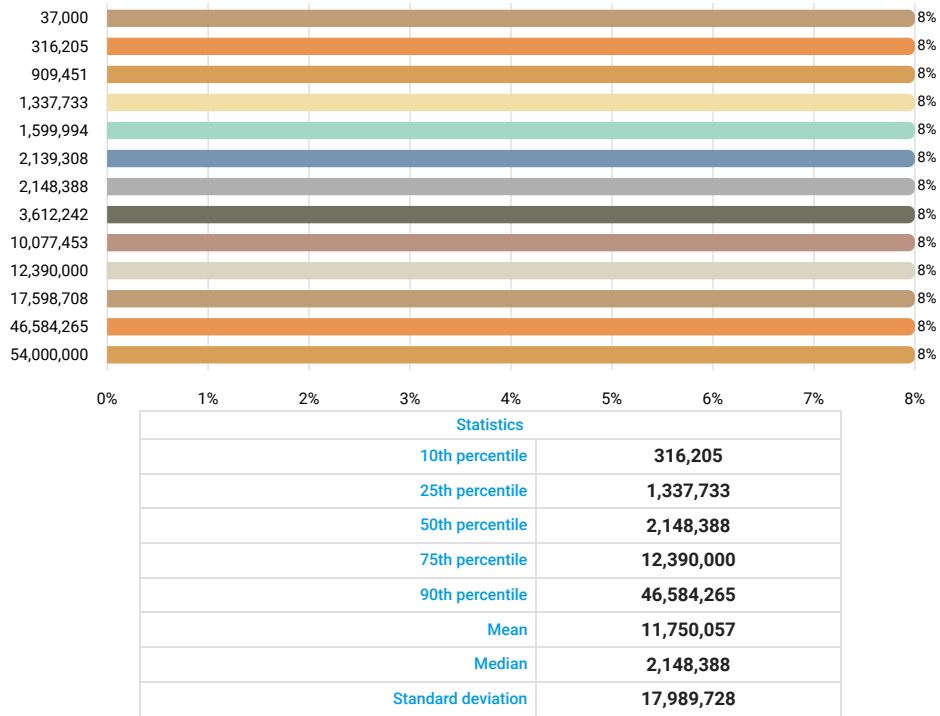
Statistics	
10th percentile	2,064,369
25th percentile	4,745,661
50th percentile	11,057,411
75th percentile	62,114,099
90th percentile	203,778,618
Mean	64,170,537
Median	11,057,411
Standard deviation	111,825,676

3.2. Total Gross Payroll in 2020

Answered 13 times

Skipped 6 times

Number input

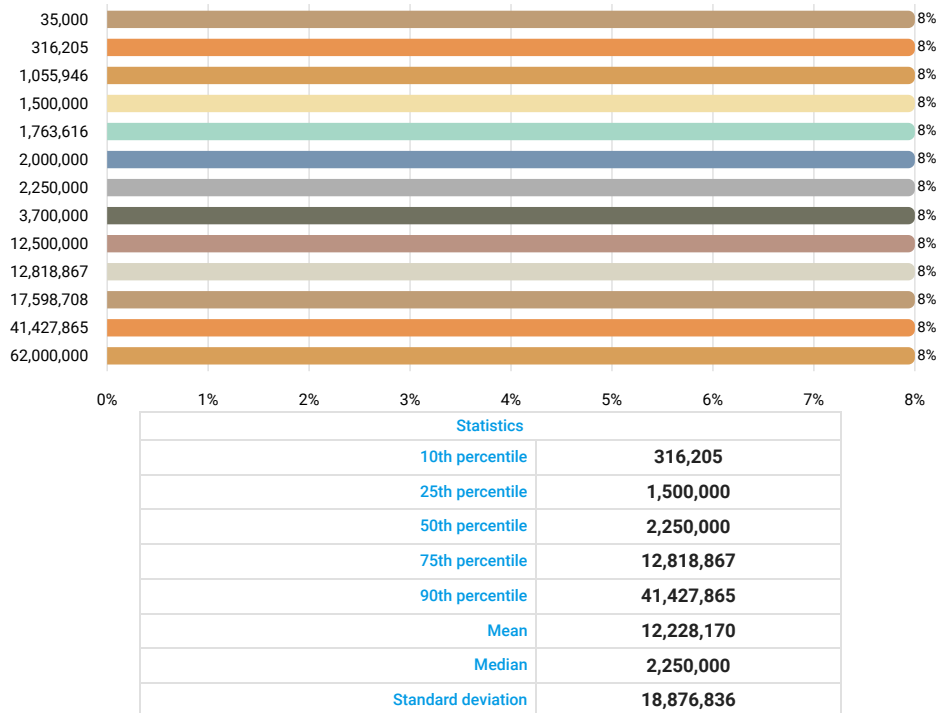


3.3. Total Budgeted Payroll for 2020

Answered 13 times

Skipped 6 times

Number input

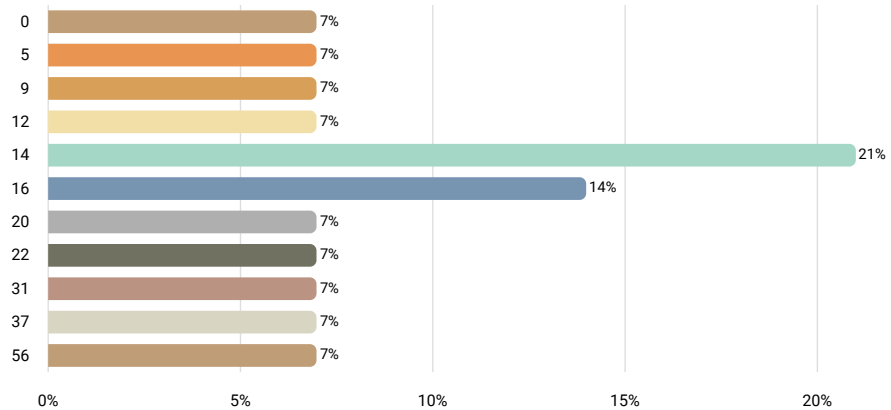


3.4. Overall Turnover Rate

Answered 14 times

Skipped 5 times

Number input



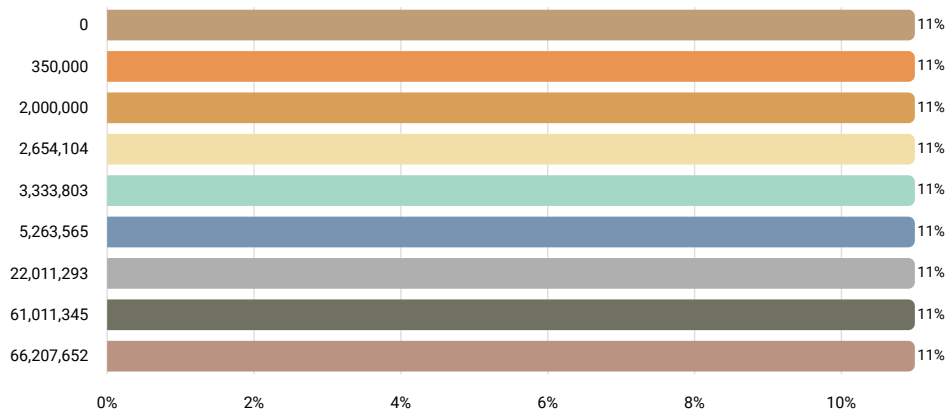
Statistics	
10th percentile	5
25th percentile	12
50th percentile	15
75th percentile	22
90th percentile	37
Mean	19
Median	15
Standard deviation	14

3.5. Annual Operating Budget

Answered 9 times

Skipped 10 times

Number input



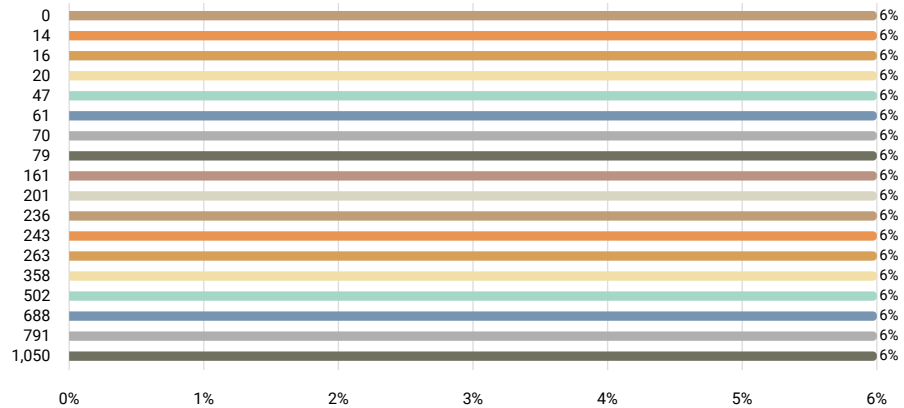
Statistics	
10th percentile	0
25th percentile	2,000,000
50th percentile	3,333,803
75th percentile	22,011,293
90th percentile	66,207,652
Mean	18,092,418
Median	3,333,803
Standard deviation	26,679,347

3.6. Number of Full-Time Employees (FTEs)

Answered 18 times

Skipped 1 times

Number input



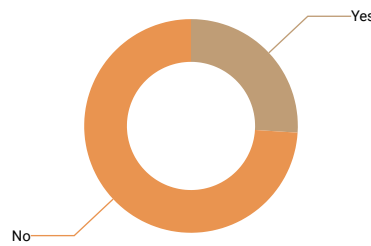
Statistics	
10th percentile	14
25th percentile	47
50th percentile	181
75th percentile	358
90th percentile	791
Mean	267
Median	181
Standard deviation	304

3.7. Are you planning a hiring campaign in 2021?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



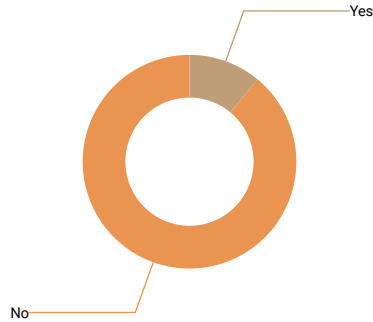
Results	%	N
Yes	26%	5
No	74%	14

3.9. Are any of your employees represented by a union?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	11%	2
No	89%	17

3.12. You indicated that you have no employees represented by a union. Is there any union activity taking place at your site?

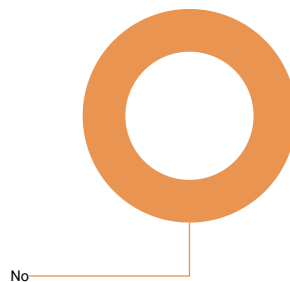
Answered 17 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- 'Are any of your employees represented by a union?' has Selected button "No"



Results	%	N
Yes	0%	0
No	100%	17

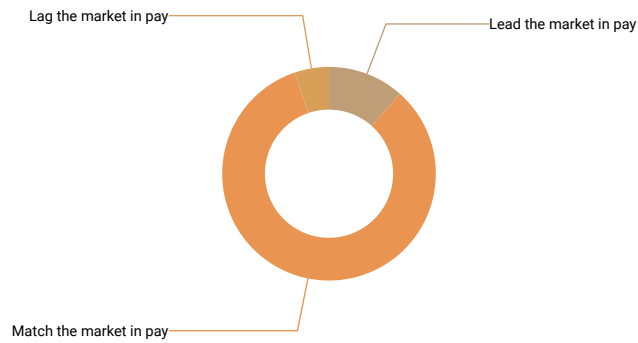
4. Pay Practices

4.1. What is your strategic compensation policy in regards to the external market?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



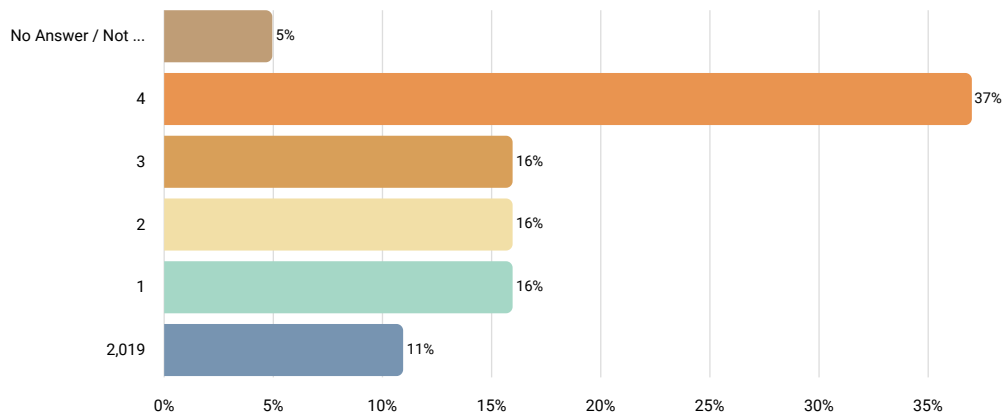
Results	%	N
Lead the market in pay	11%	2
Match the market in pay	79%	15
Lag the market in pay	5%	1

4.2. When was your most recent pay increase for hourly employees, prior to or as of 01/01/2021?

Answered 19 times

Skipped 0 times

Select one answer (drop down)



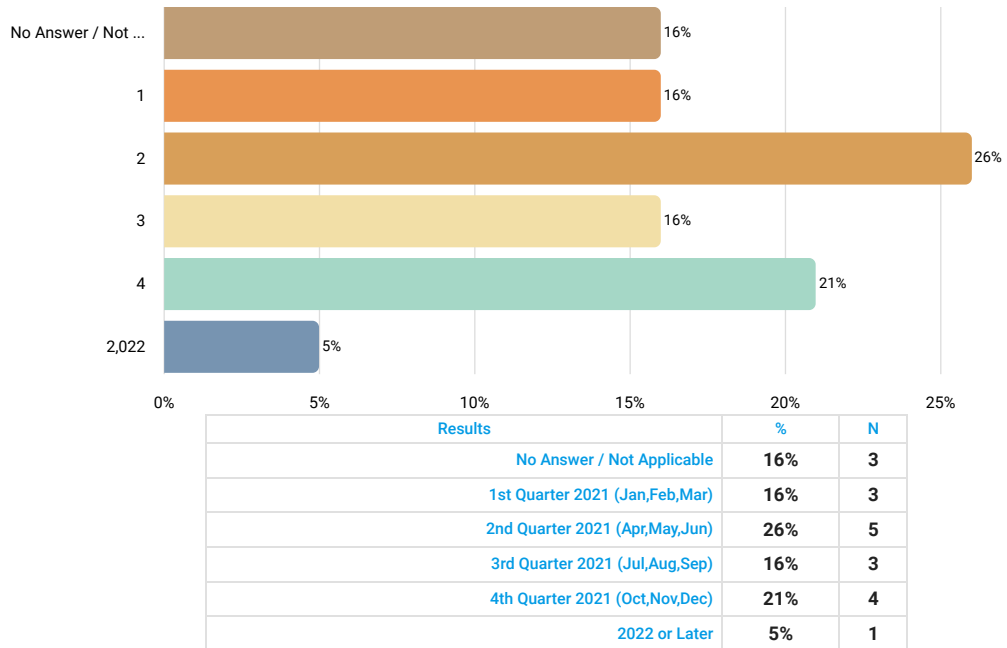
Results	%	N
No Answer / Not Applicable	5%	1
4th Quarter 2020 (Oct,Nov,Dec)	37%	7
3rd Quarter 2020 (Jul,Aug,Sep)	16%	3
2nd Quarter 2020 (Apr,May,Jun)	16%	3
1st Quarter 2020 (Jan,Feb,Mar)	16%	3
2019 or Earlier	11%	2

4.3. When is the next anticipated pay increase for hourly employees?

Answered 19 times

Skipped 0 times

Select one answer (drop down)

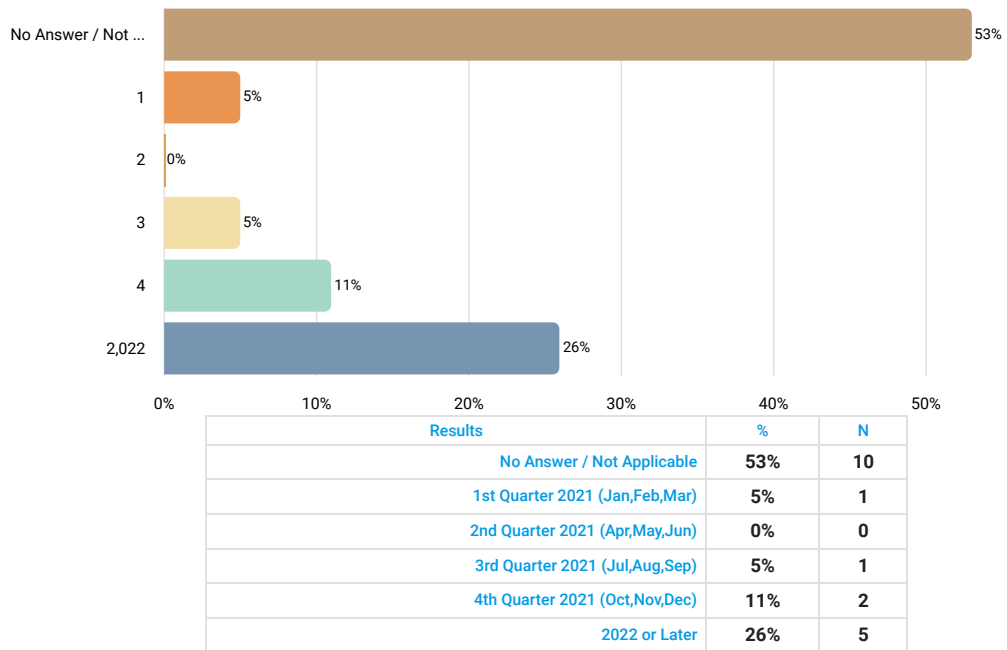


4.4. If applicable, when is the next anticipated change in your pay RANGES for hourly employees?

Answered 19 times

Skipped 0 times

Select one answer (drop down)

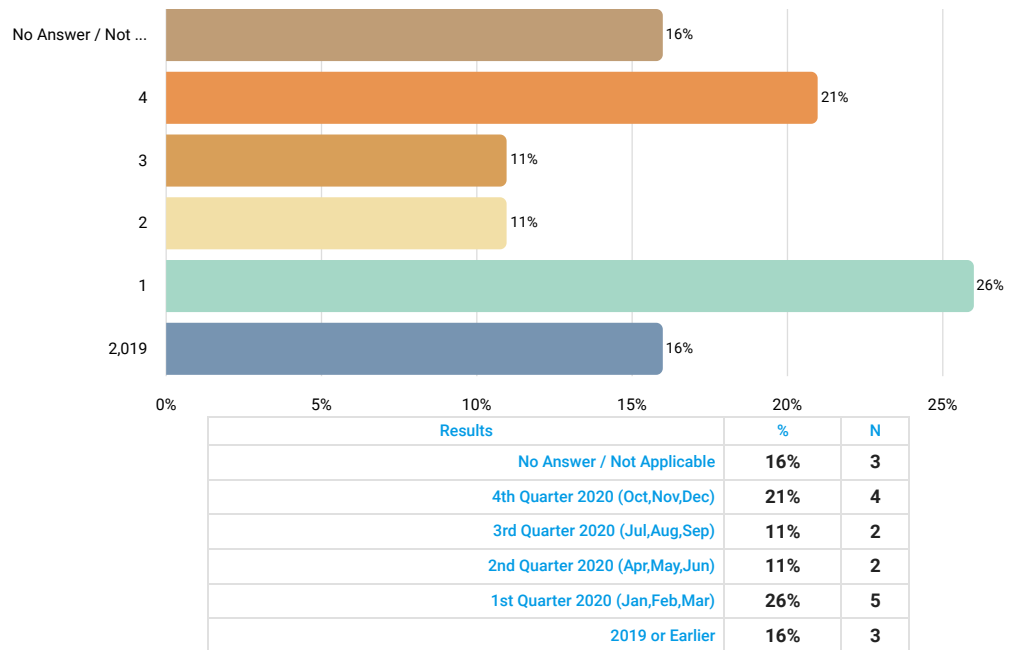


4.5. When was your most recent pay increase for salaried employees, prior to or as of 01/01/2021?

Answered 19 times

Skipped 0 times

Select one answer (drop down)

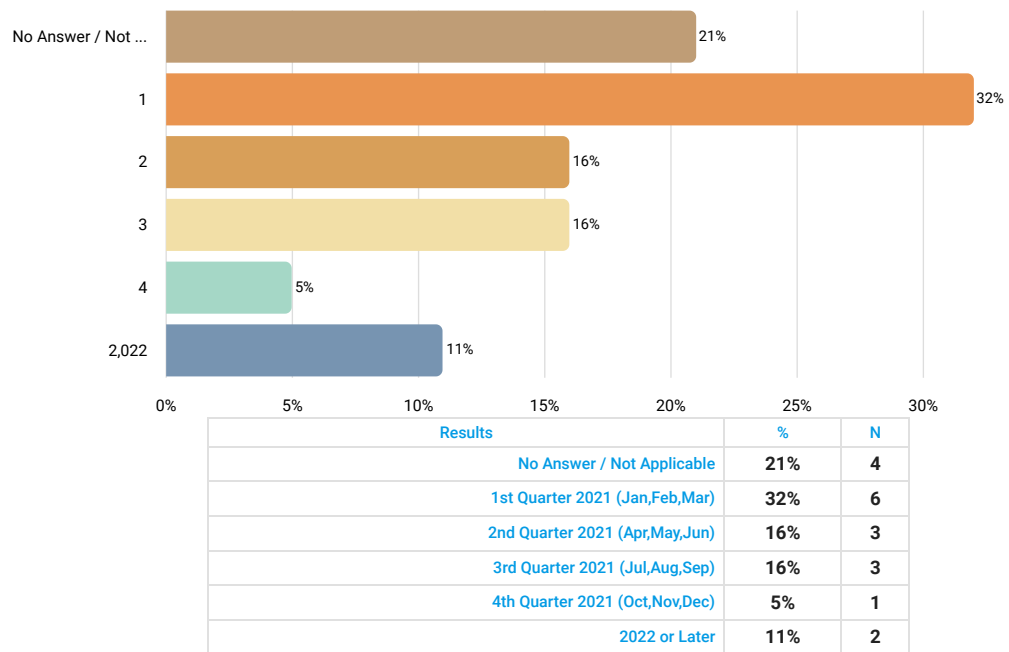


4.6. When is the next anticipated pay increase for salaried employees?

Answered 19 times

Skipped 0 times

Select one answer (drop down)

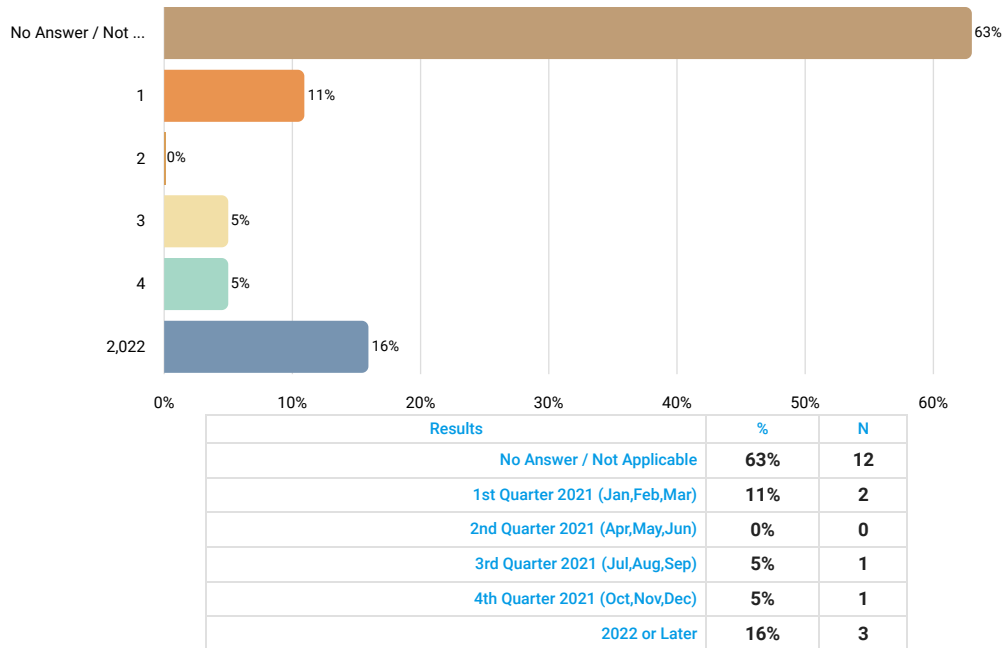


4.7. If applicable, when is the next anticipated change in your pay RANGES for salaried employees?

Answered 19 times

Skipped 0 times

Select one answer (drop down)

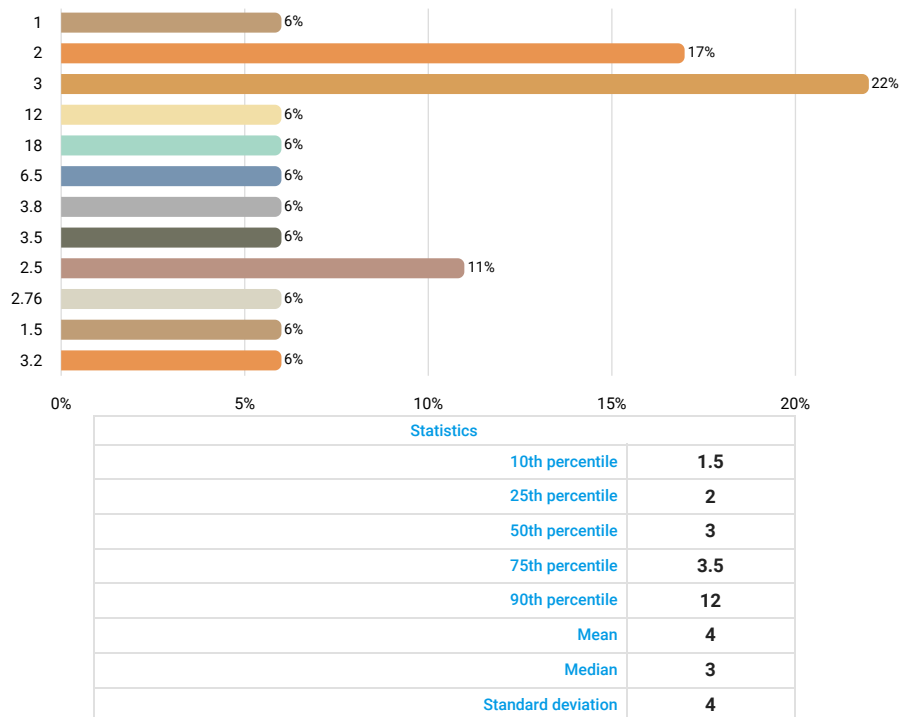


4.8. What was the average amount of your last pay increase for hourly employees as a percentage of base ra

Answered 18 times

Skipped 1 times

Number input

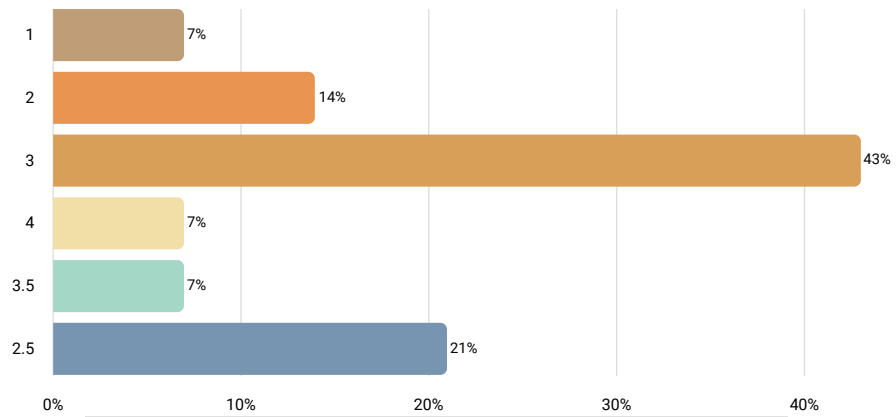


4.9. What is your estimate of the average amount of the next pay increase for hourly employees, as a percent base rates?

Answered 14 times

Skipped 5 times

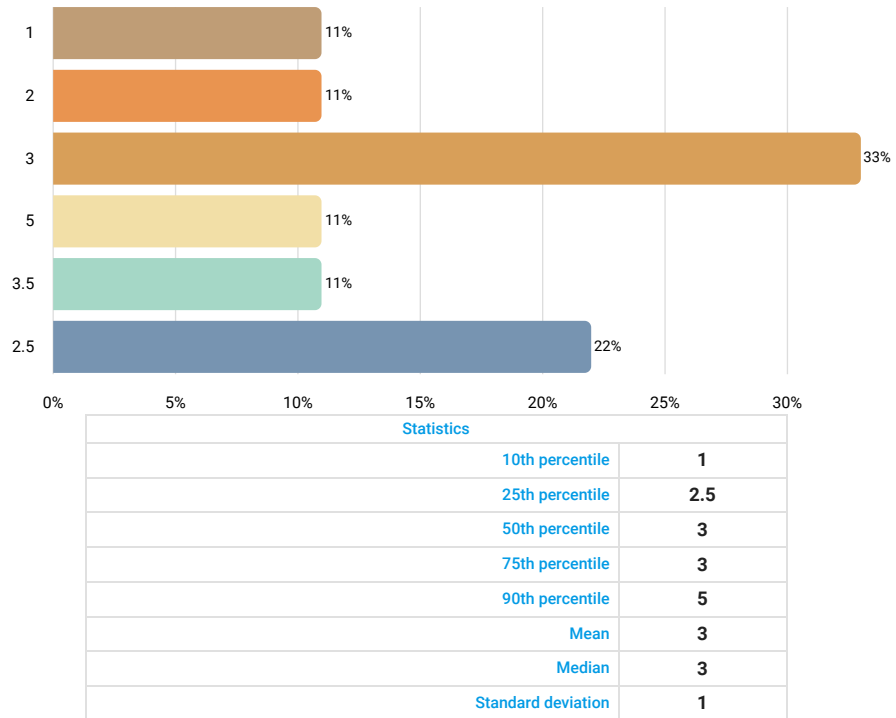
Number input



Statistics	
10th percentile	2
25th percentile	2.5
50th percentile	3
75th percentile	3
90th percentile	3.5
Mean	3
Median	3
Standard deviation	1

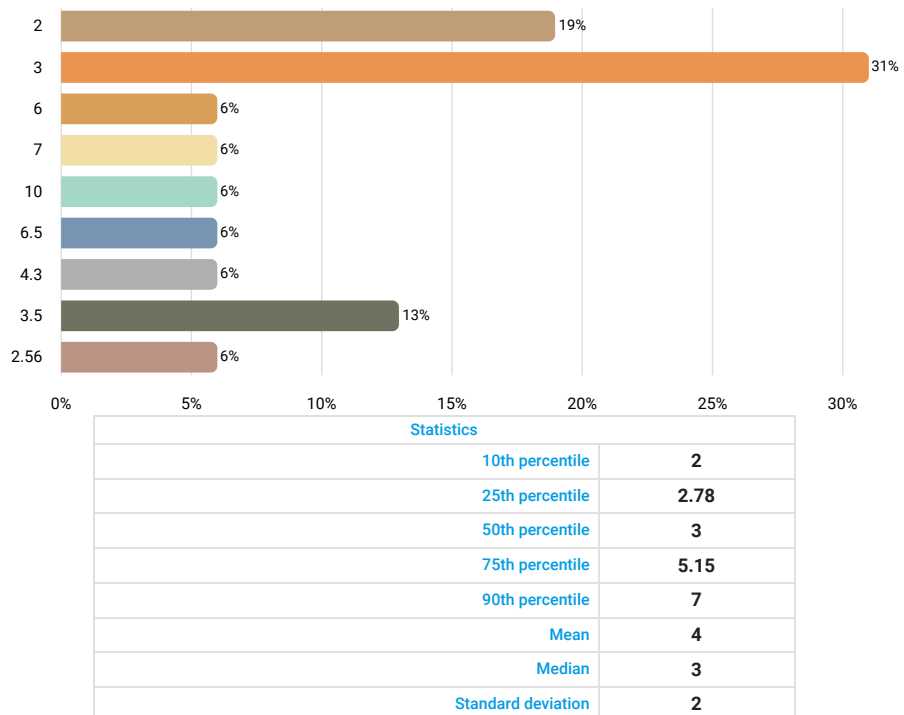
4.10. If applicable, what is your estimate of the percentage change for the next pay RANGE increase for hour employees?

Answered 9 times
 Skipped 10 times
 Number input



4.11. What was the average amount of your last pay increase for salaried employees as a percentage of base

Answered 16 times
 Skipped 3 times
 Number input

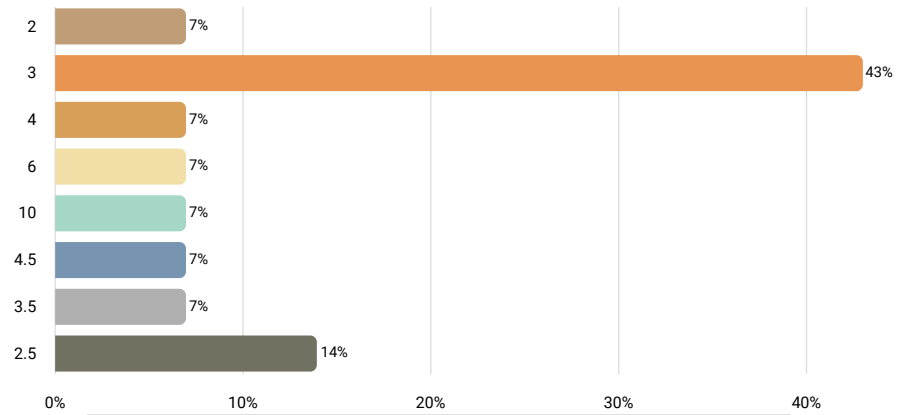


4.12. What is your estimate of the average amount of the next pay increase for salaried employees, as a percentage of base rates?

Answered 14 times

Skipped 5 times

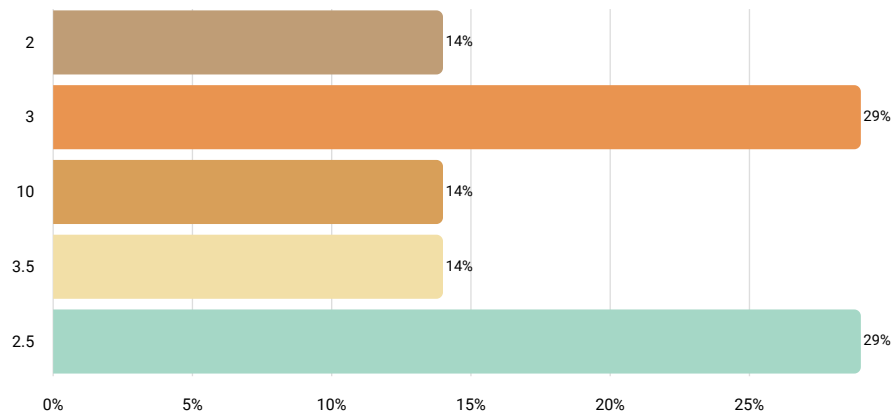
Number input



Statistics	
10th percentile	2.5
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	6
Mean	4
Median	3
Standard deviation	2

4.13. If applicable, what is your estimate of the percentage change for the next pay RANGE increase for salar employees?

Answered 7 times
 Skipped 12 times
 Number input



Statistics	
10th percentile	2
25th percentile	2.5
50th percentile	3
75th percentile	3.5
90th percentile	10
Mean	4
Median	3
Standard deviation	3

4.14. What type of shift pattern does your company use?

Answered 18 times
 Skipped 1 times
 Select multiple answers (checkboxes)

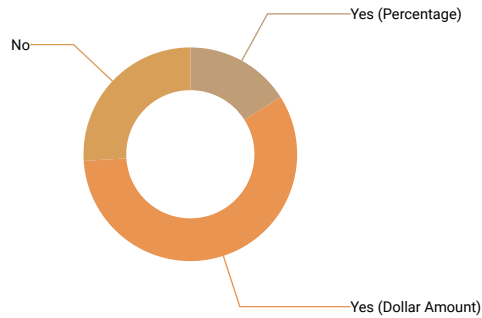
Results	N
2 Shifts	7
3 Shifts	8
10 Hour Shifts	7
12 Hour Shifts	3
Swing Shifts	2
Rotating Shifts	2
Other	1

4.16. Does your company pay a 2nd shift premium?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	16%	3
Yes (Dollar Amount)	58%	11
No	26%	5

4.18. Enter your 2nd shift premium dollar amount here.

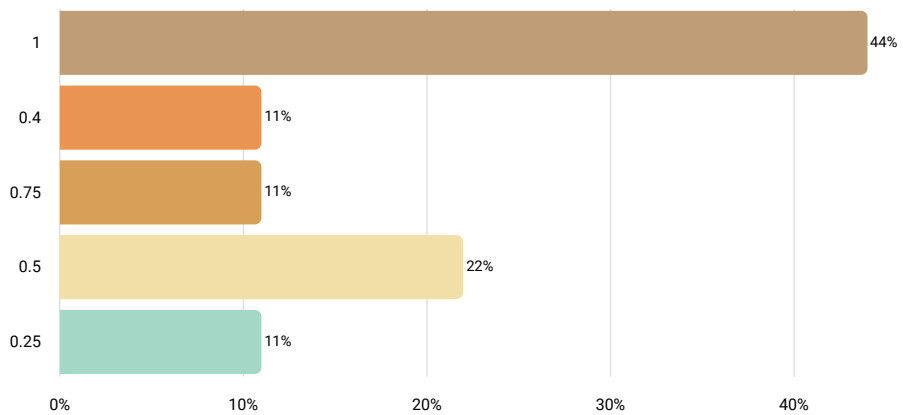
Answered 9 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your company pay a 2nd shift premium?" has Selected button "Yes (Dollar Amount)"



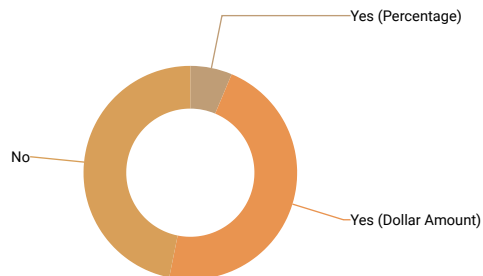
Statistics	
10th percentile	0.25
25th percentile	0.5
50th percentile	0.75
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

4.19. Does your company pay a 3rd shift premium?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	5%	1
Yes (Dollar Amount)	37%	7
No	37%	7

4.21. Enter your 3rd shift premium dollar amount here.

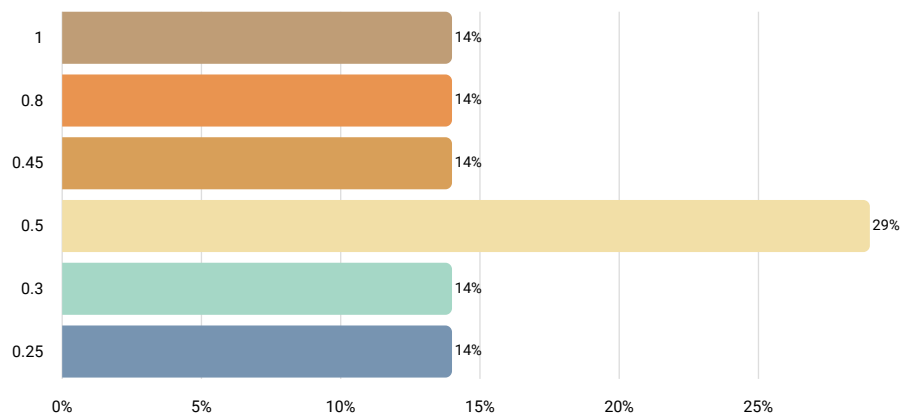
Answered 7 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company pay a 3rd shift premium?" has Selected button "Yes (Dollar Amount)"



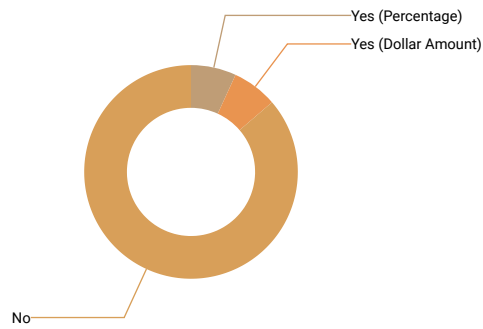
Statistics	Value
10th percentile	0.25
25th percentile	0.3
50th percentile	0.5
75th percentile	0.8
90th percentile	1
Mean	1
Median	1
Standard deviation	0

4.22. Does your company pay a 12 hour shift premium?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



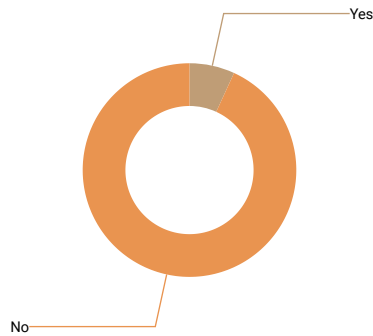
Results	%	N
Yes (Percentage)	5%	1
Yes (Dollar Amount)	5%	1
No	63%	12

4.25. Does your company have other types of shift differentials?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



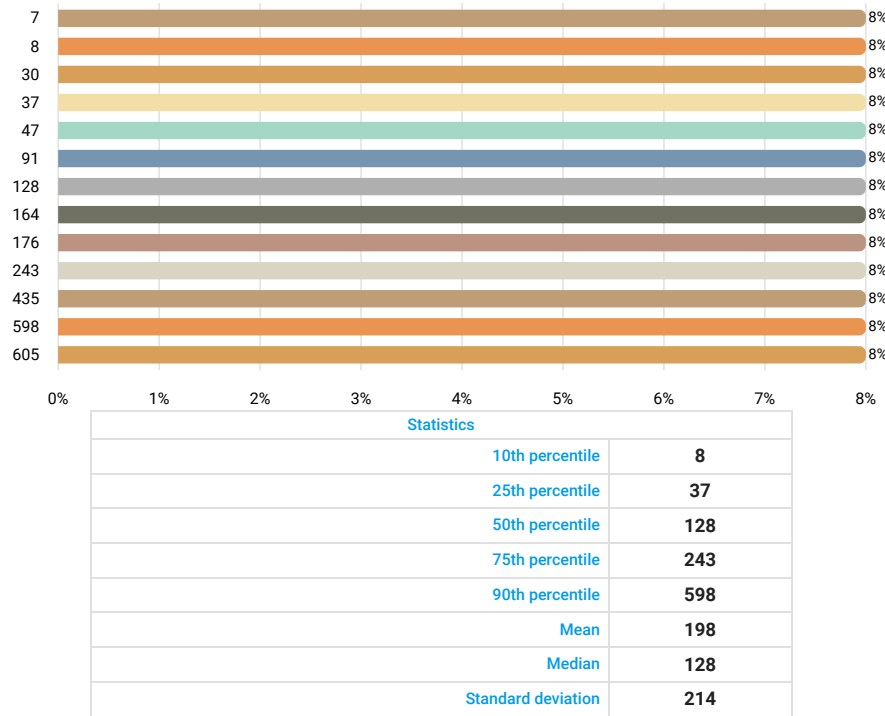
Results	%	N
Yes	5%	1
No	68%	13

4.27. Number of employees in production

Answered 13 times

Skipped 6 times

Number input

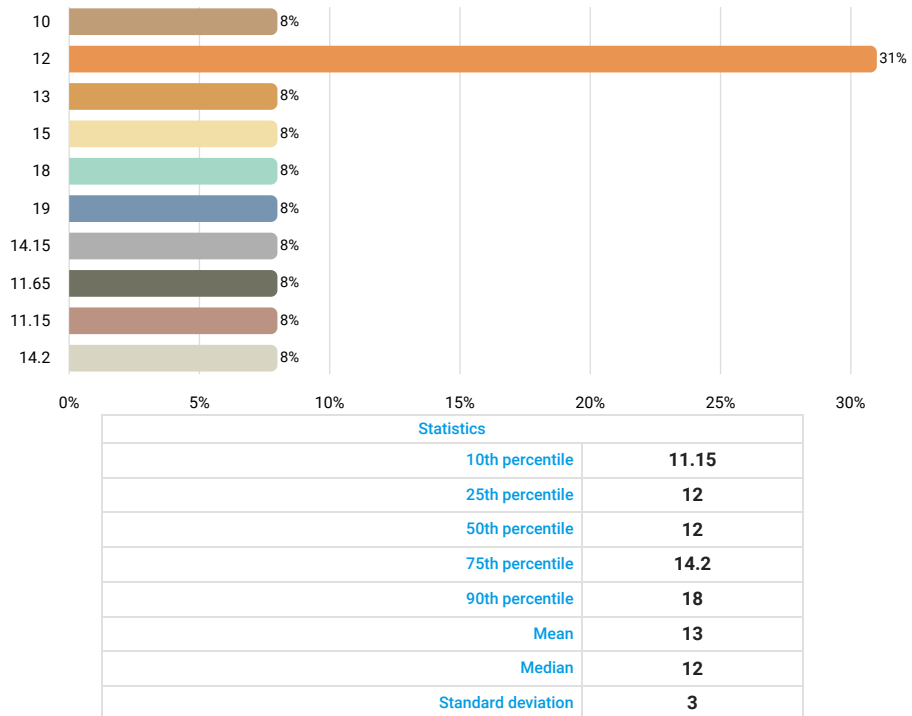


4.28. Average entry/hire hourly rate for production

Answered 13 times

Skipped 6 times

Number input

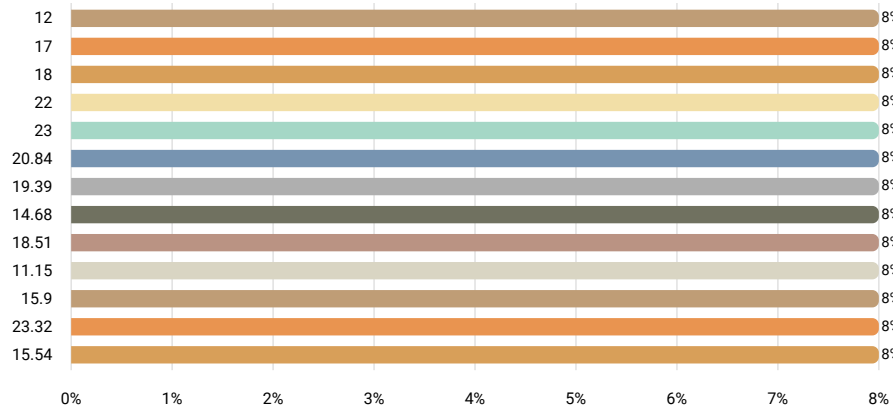


4.29. Average base rate for production

Answered 13 times

Skipped 6 times

Number input



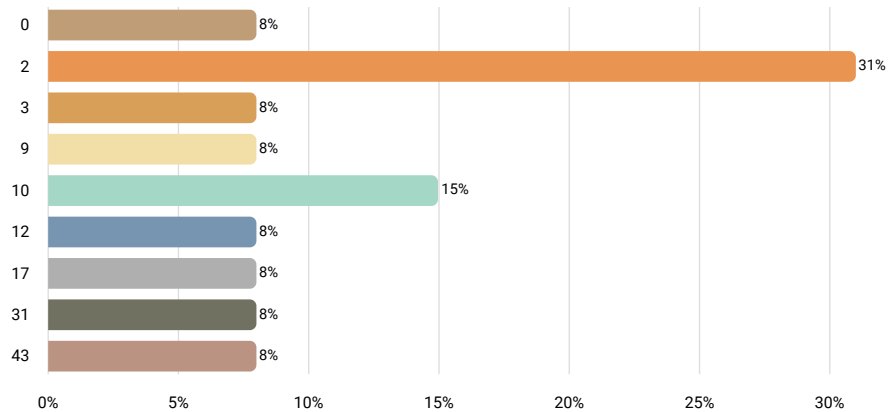
Statistics	
10th percentile	12
25th percentile	15.54
50th percentile	18
75th percentile	20.84
90th percentile	23
Mean	18
Median	18
Standard deviation	4

4.30. Number of employees in maintenance

Answered 13 times

Skipped 6 times

Number input



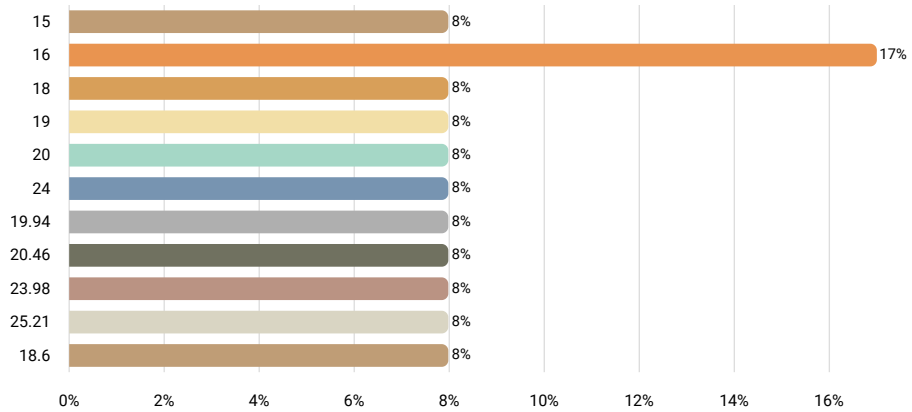
Statistics	
10th percentile	2
25th percentile	2
50th percentile	9
75th percentile	12
90th percentile	31
Mean	11
Median	9
Standard deviation	13

4.31. Average entry/hire hourly rate for maintenance

Answered 12 times

Skipped 7 times

Number input



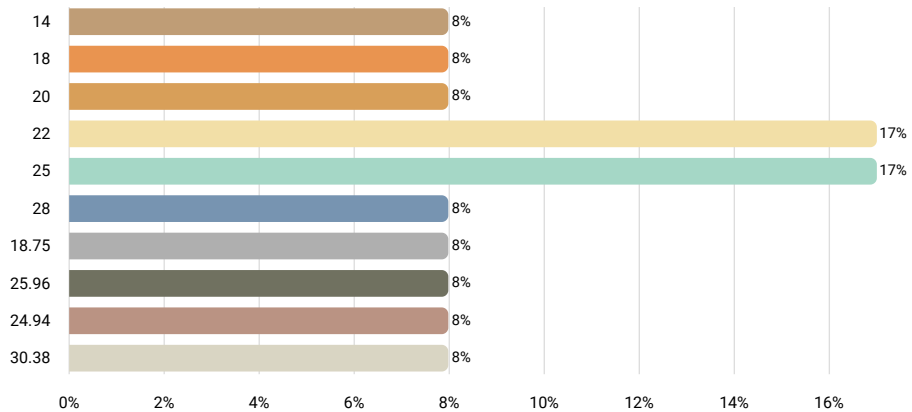
Statistics	
10th percentile	16
25th percentile	17
50th percentile	19.47
75th percentile	22.22
90th percentile	24
Mean	20
Median	19
Standard deviation	3

4.32. Average base rate for maintenance

Answered 12 times

Skipped 7 times

Number input



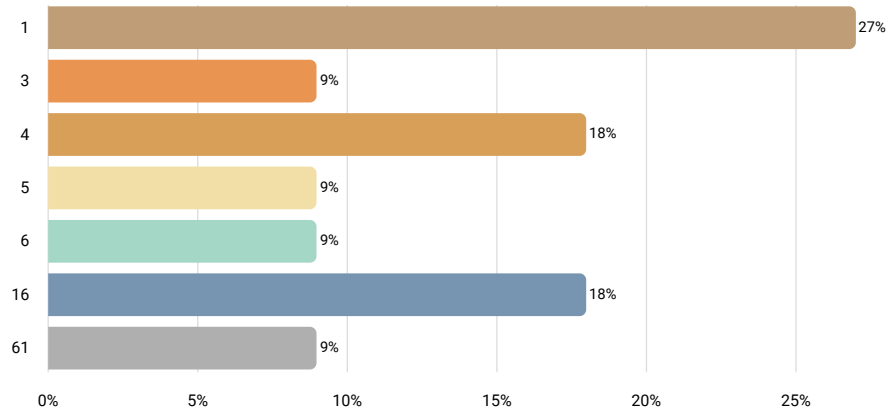
Statistics	
10th percentile	18
25th percentile	19.375
50th percentile	23.47
75th percentile	25.48
90th percentile	28
Mean	23
Median	23
Standard deviation	5

4.33. Number of employees in warehouse

Answered 11 times

Skipped 8 times

Number input



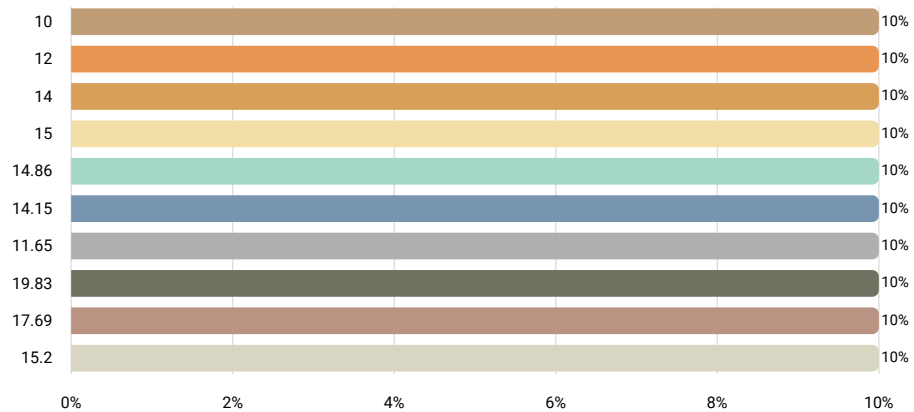
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4
75th percentile	16
90th percentile	16
Mean	11
Median	4
Standard deviation	18

4.34. Average entry/hire hourly rate for warehouse

Answered 10 times

Skipped 9 times

Number input



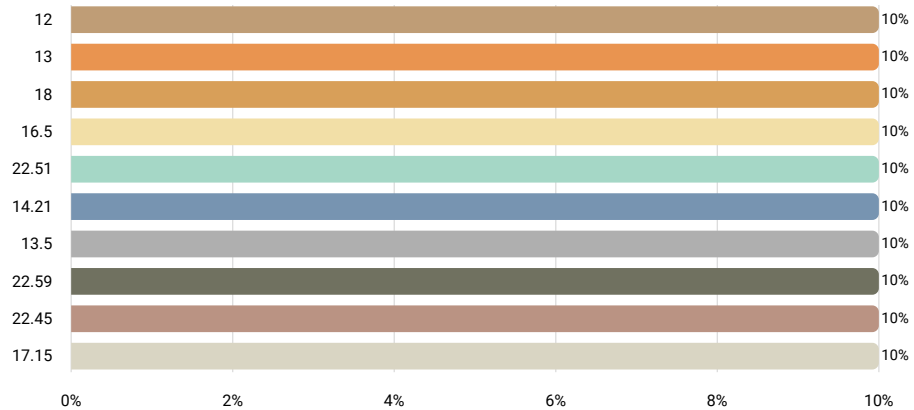
Statistics	
10th percentile	10.825
25th percentile	12
50th percentile	14.505
75th percentile	15.2
90th percentile	18.76
Mean	14
Median	15
Standard deviation	3

4.35. Average base rate for warehouse

Answered 10 times

Skipped 9 times

Number input



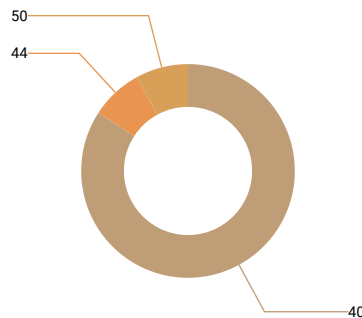
Statistics	
10th percentile	12.5
25th percentile	13.5
50th percentile	16.825
75th percentile	22.45
90th percentile	22.55
Mean	17
Median	17
Standard deviation	4

4.36. What is your company's average workweek in hours?

Answered 13 times

Skipped 6 times

Number input



Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	44
Mean	41
Median	40
Standard deviation	3

4.37. How do you calculate overtime hours?

Answered 13 times

Skipped 6 times

Text area input

Results	
anything over 40 hrs	1
time and a half	1
1.5 times base rate for all work hours over 40	1
time & a half	1
hours over 8 in a day and hours over 40 in a week	1
after 40 hours worked (or counted as worked)	1
time and half over 40 hours for the week	1
time and 1/2 after 40 hours.5	1
time clocked and paid in line with exemption / non exempt status. ot is paid at 50% more or 100% if time worked 11pm sat - 7am sunday.	1
after you have worked 40 hours, any hours over that are calculated at time and half.	1
anything over 40 hours in a week	1
1.5 times	1
anything over 40 is ot	1

4.38. Please describe any incentive, bonus or profit sharing structures for your production/maintenance staff

Answered 10 times

Skipped 9 times

Text area input

Results	
we offer production bonuses for production areas	1
qtrly attendance bonus of \$50 per quarter. if perfect attendance all 4 qtrs, employee receives additional \$100	1
monthly bonus based on number of hours worked per month.	1
bonus based on metrics up to 5% of annual gross earnings	1
annual bonus based on profitability of company as a whole and then location.	1
monthly incentive based on departmental metrics for hourly. annual bonus for exempt employees based on the company success.	1
all production and warehouse staff are paid a 9% attendance bonus. all employees (hourly and salaried) are paid a portion of company profits - in a good year this is about 22% of base salary.	1
quarterly bonus for production 0-5% of quarterly wages paid for reaching targets.	1
there is an annual hourly bonus plan that is based on metrics at the facility.	1
bonus paid out 2x per year dependent upon hitting kpi targets	1

4.39. Please describe any incentive, bonus or profit sharing structures for your process E&I staff.

Answered 8 times

Skipped 11 times

Text area input

Results	
we offer loader bonuses for warehouse/drivers	1
monthly bonus based on goals & objectives	1
monthly bonus based on number of hours worked per month.	1
bonus based on metrics up to 5% of annual gross earnings	1
annual bonus based on profitability of company as a whole and then location.	1
all employees (hourly and salaried) are paid a portion of company profits - in a good year this is about 22% of base salary. sales staff also have a commission structure - scaled in line with sales. they have the opportunity to take home more than their salary in commission.	1
this varies person by person but we have an annual incentive/bonus program based on personal and company performance each year. individuals receive a percentage of their annual salary and this is determined at hire.	1
bonus paid out 2x per year dependent upon hitting kpi targets	1

4.40. Please describe any incentive, bonus or profit sharing structures for your executive staff.

Answered 10 times

Skipped 9 times

Text area input

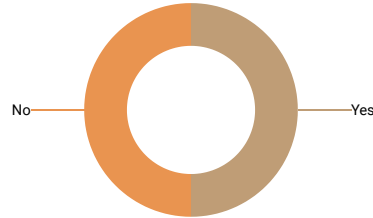
Results	
profit sharing bonuses	1
monthly bonus based on goals & objectives	1
set bonus amount per month.	1
based on corporate metrics	1
annual bonus based on profitability of company as a whole and then location.	1
annual bonus for exempt employees based on the company success.	1
all employees (hourly and salaried) are paid a portion of company profits - in a good year this is about 22% of base salary. the general manager has a separate incentive scheme - paid purely on profits before tax.	1
yearly profit sharing plan	1
they are a part of the annual bonus program varying based on the individual as well as a dover corporate program.	1
bonus paid out 2x per year dependent upon hitting company kpi targets (50%) and individual goals (50%)	1

4.43. Does your company have positions that are leveled?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	32%	6
No	32%	6

4.44. For positions that are leveled, how many levels does your company recognize? If different by job category please describe.

Answered 5 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company have positions that are leveled?" has Selected button "Yes"

Results	
3	1
3 levels	1
mostly 3 levels	1
maintenance has three levels and production has five skill based grades - but is run very flat with just a shift supervisor	1
engineers level 1 - 5, designers level 1 - 5	1

4.45. Does your company require that wage surveys collect and report data by levels?

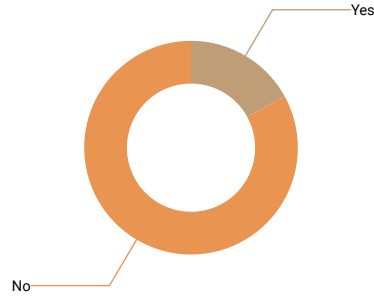
Answered 6 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company have positions that are leveled?" has Selected button "Yes"



Results	%	N
Yes	17%	1
No	83%	5

5. Compensation Overview

COMPENSATION DATA

In this section, participants chose the positions for which they wanted to report wage data. Positions are organized into groups by job type.

Positions descriptions should have at least an 85% match with the description used at a business in order for the data to be reported.

JOB LEVELING

Some companies use job leveling and wish to see wage data reported in 3-6 levels. Based on results from previous surveys, levels are most prevalent with Technical/Engineering and Professional Administrative positions. Thus, you will see a combination of positions in those categories that are leveled and not leveled.

6.1 Support Staff Positions

The survey received sufficient data for the following job titles:

Administrative Assistant/Executive Secretary

The survey did not receive sufficient data for the following job titles:

Accounting Clerk
Secretary
Purchasing Clerk
Human Resources Assistant
Customer Service Representative
Clerk-Generic
Telephone Operator/Receptionist
Benefits Clerk
Collections Clerk
Contracts Assistant
Dispatcher
Document Control Specialist
Expeditor
Messenger/Courier
Payroll Specialist
Security Assistant

6.1.3 Administrative Assistant/Executive Secretary

Job description

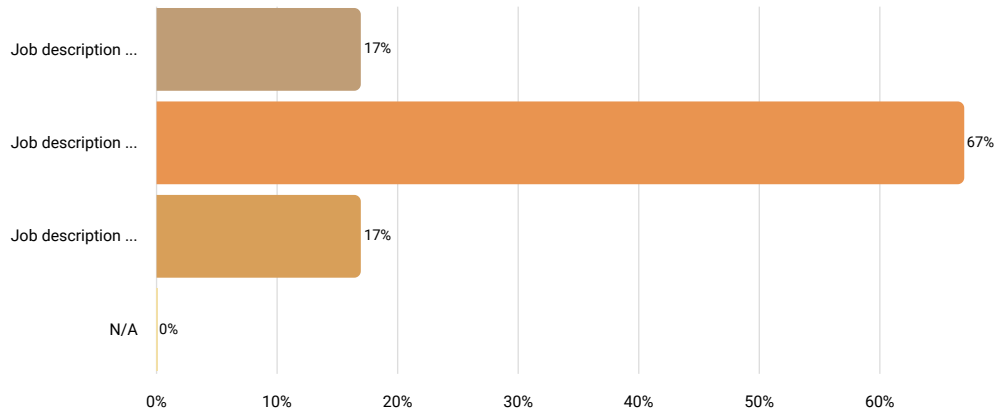
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

How well does the job description above match the position at your company?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



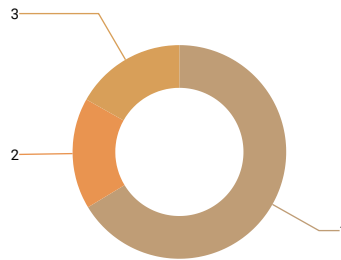
Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	67%	4
Job description is perceptibly stronger than the position at your company	17%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



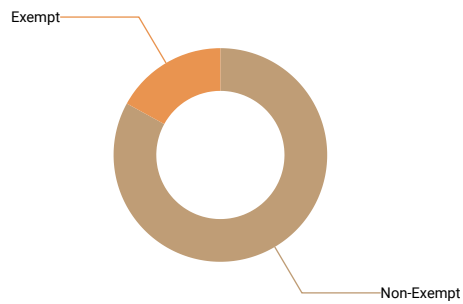
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



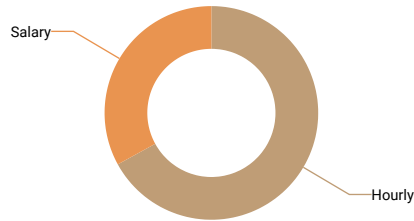
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	4
Salary	33%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

We are sorry but the collected data is not sufficient



6.2 Technician Positions

The survey did not receive enough responses in this category.



6.3 Professional Administrative Positions

The survey received sufficient data for the following job titles:

Training Coordinator

The survey did not receive sufficient data for the following job titles:

Accountant

Buyer

Compensation/Benefits Specialist

Contracts Administrator

Human Resources Specialist/Generalist

Material Planner

Staff Assistant

Office Manager

Benefits Administrator

Configuration Management Analyst

Financial Analyst

Legal Counsel

Military Analyst

PR/Public Affairs Representative

Property Management Specialist

Recruiter

Security Administrator/FSO

Technical Writer/Editor

6.3.29 Training Coordinator

Job description

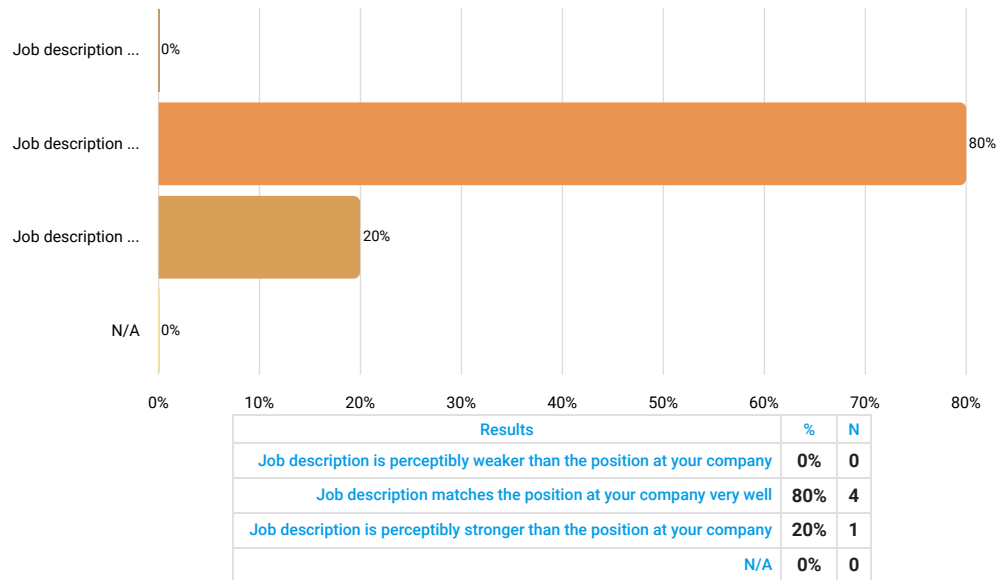
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

How well does the job description above match the position at your company?

Answered 5 times

Skipped 0 times

Select one answer (radio button)

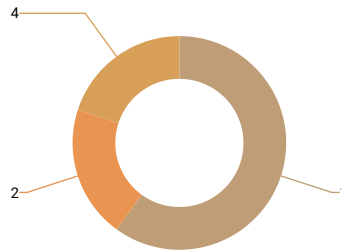


Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



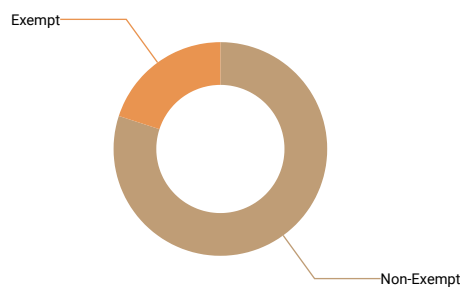
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



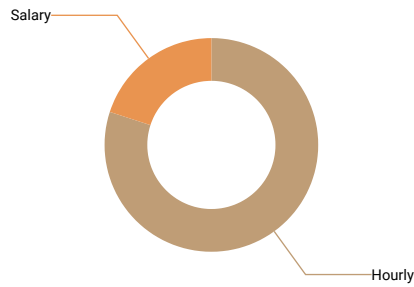
Results	%	N
Non-Exempt	80%	4
Exempt	20%	1

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	80%	4
Salary	20%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps.									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Average Base Salary									

6.4 Professional Technical Positions

The survey did not receive enough responses in this category.



6.5 Production Positions

The survey received sufficient data for the following job titles:

Production/Machine Operator
Inspector

The survey did not receive sufficient data for the following job titles:

Electrical/Electronic Assembler
Mechanical Assembler
Assembler - General
CNC Operator
Machine Tool Operator
Chemical Operator
Chemical Plant and Systems Operator
Packaging Operator
Molding Machine Operator
Saw Operator
Crane Operator
Tool and Die Maker
Tool Crib Attendant
Production Painter
Welder
Production Scheduler
Inventory/Material Planner
Cost Estimator
Fabricator
Metal Finishing Technician

6.5.12 Production/Machine Operator

Job description

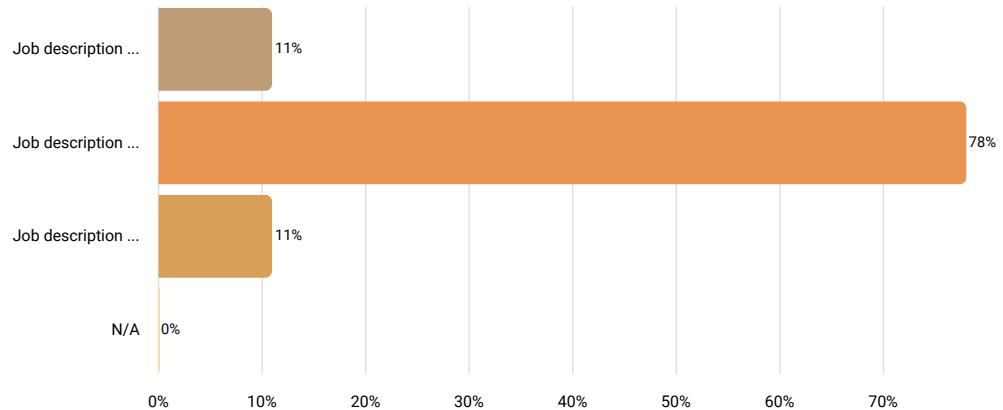
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

How well does the job description above match the position at your company?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	1
Job description matches the position at your company very well	78%	7
Job description is perceptibly stronger than the position at your company	11%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 3 times

Text input

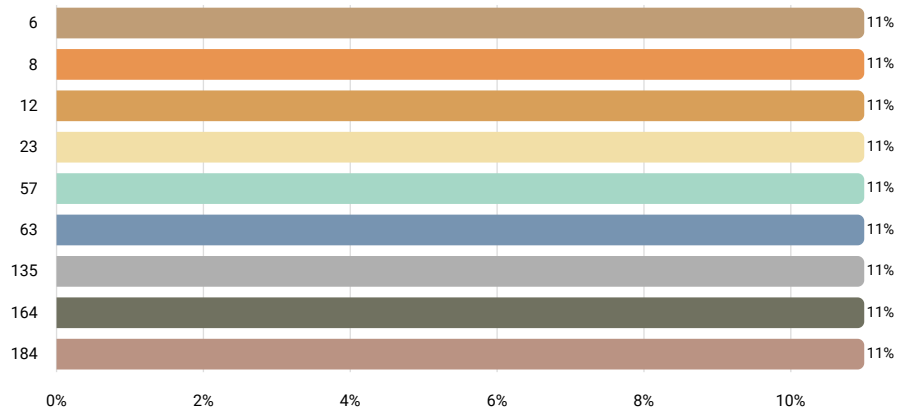
Results	
production associate	2
machine operators	1
group a, group b, multi machine, hmc operators	1
manufacturing specialist	1
machine operator	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



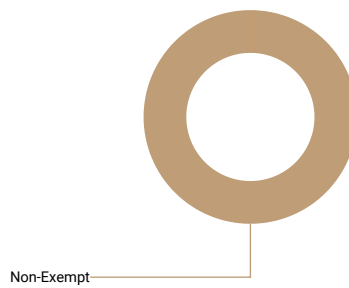
Statistics	
10th percentile	6
25th percentile	12
50th percentile	57
75th percentile	135
90th percentile	184
Mean	72
Median	57
Standard deviation	70

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



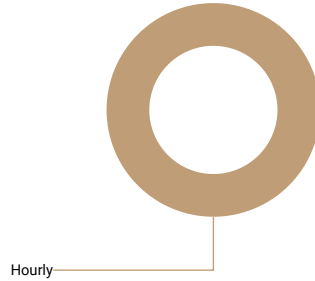
Results	%	N
Non-Exempt	89%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	9	10.85	12.35	13	14.2	17.69	14	13	
Pay Range Maximum Rate	9	15.72	16.15	20.7	24	24.49	20	21	
Actual Lowest Base Rate	6	12.24	13.6	15.975	21.94	23.38	17	16	
Actual Average Base Rate	7	15.54	15.86	19	21.94	23.44	19	19	
Actual Highest Base Rate	5	16.15	17.34	21.94	24.38	24.49	21	22	
If there is a step progression in place, enter the number of steps.	7	3	3	5	9	11	6	5	
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.5.17 Inspector

Job description

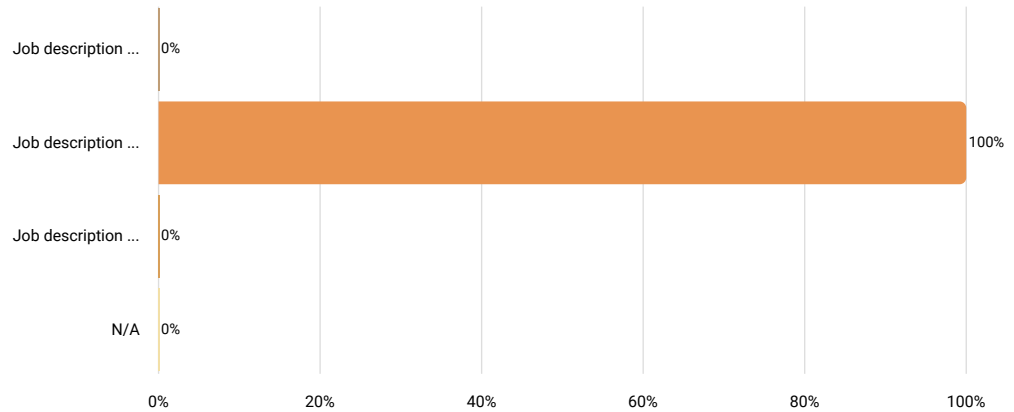
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

How well does the job description above match the position at your company?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



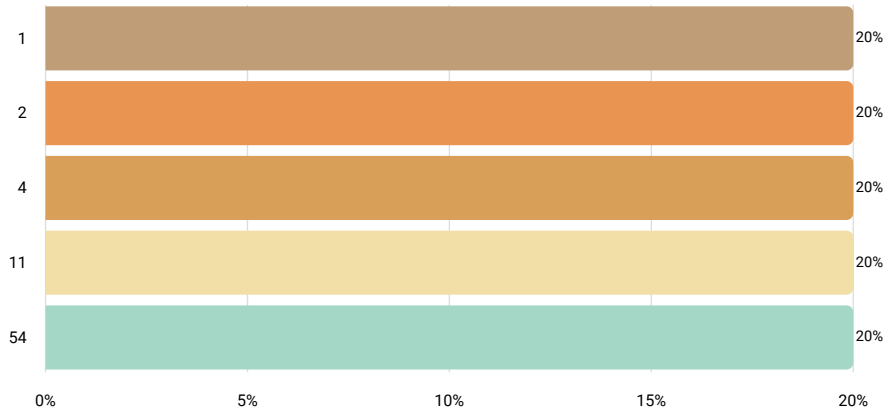
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	5
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



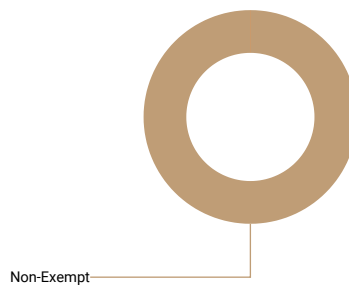
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	11
90th percentile	54
Mean	14
Median	4
Standard deviation	22

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



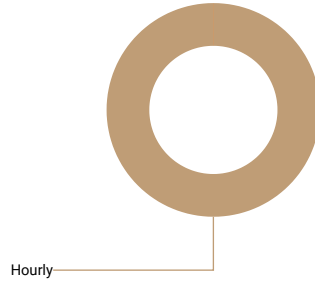
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	11	11.15	11.65	13	19.53	13	12	
Pay Range Maximum Rate	5	11.22	14	16	16.15	26.1	17	16	
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps.									

6.6 Maintenance Positions

The survey received sufficient data for the following job titles:

Multi-Craft Maintenance
Maintenance Mechanic

The survey did not receive sufficient data for the following job titles:

Janitor
Electrician
Electrical and Control Mechanic
General Building Maintenance
Laborer
Security Guard
Maintenance Planner
Maintenance Employees - Other

6.6.4 Multi-Craft Maintenance

Job description

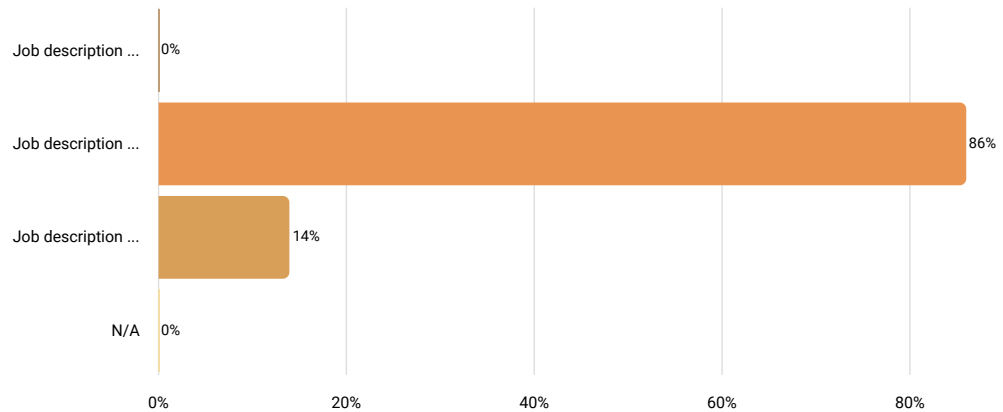
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeymen in more than one maintenance area is usually required.

How well does the job description above match the position at your company?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



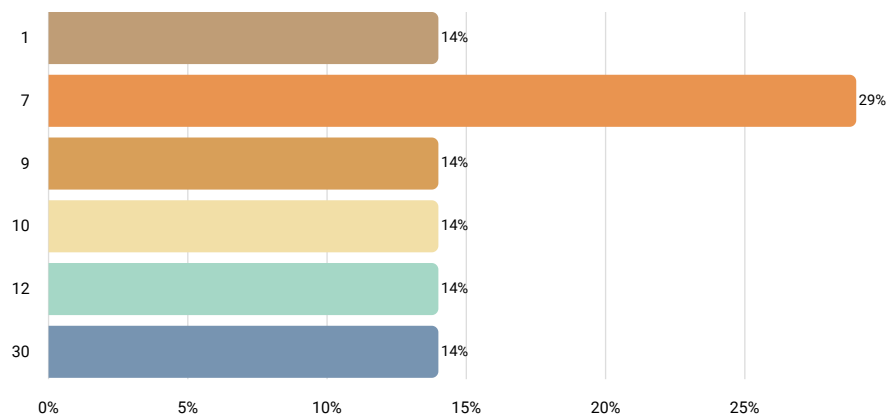
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	86%	6
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



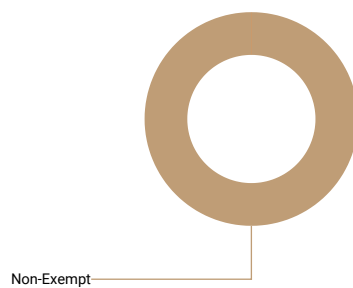
Statistics	
10th percentile	1
25th percentile	7
50th percentile	9
75th percentile	12
90th percentile	30
Mean	11
Median	9
Standard deviation	9

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



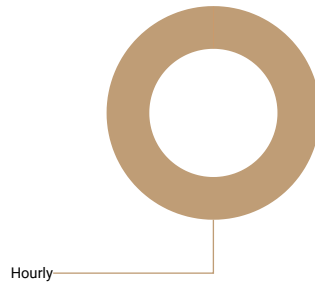
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	6	11.25	15.72	18.55	25.21	28.42	20	19	
Pay Range Maximum Rate	6	22.15	22.78	27.81	28.6	31.67	27	28	
Actual Lowest Base Rate	5	22.6	23.15	25.21	27.5	28.42	25	25	
Actual Average Base Rate	5	24.94	25	27.5	27.98	28.42	27	28	
Actual Highest Base Rate	5	26.6	27.15	27.5	28.42	29.9	28	28	
If there is a step progression in place, enter the number of steps.									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.6.7 Maintenance Mechanic

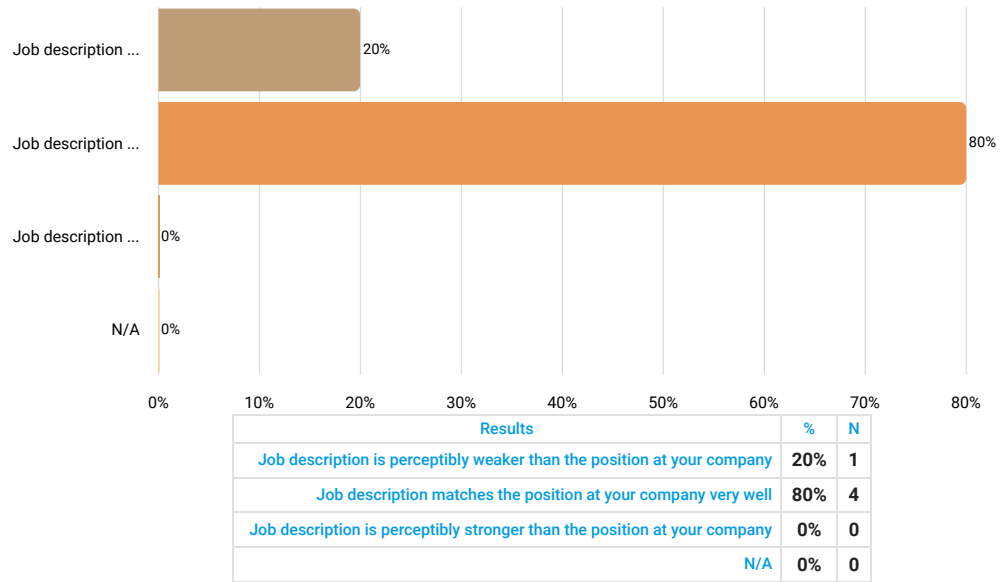
Job description Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

How well does the job description above match the position at your company?

Answered 5 times

Skipped 0 times

Select one answer (radio button)

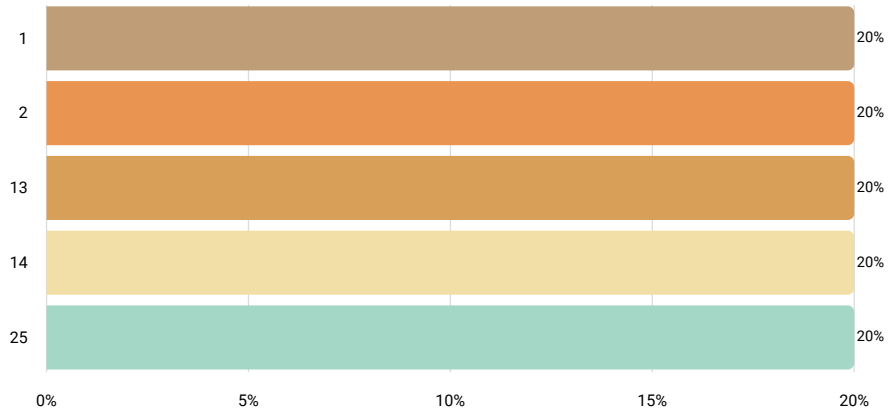


Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



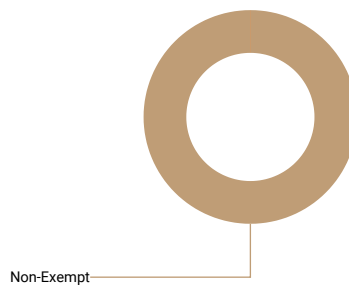
Statistics	
10th percentile	1
25th percentile	2
50th percentile	13
75th percentile	14
90th percentile	25
Mean	11
Median	13
Standard deviation	10

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



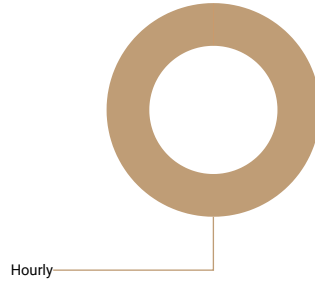
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	14	16	16	18.95	20.85	17	16	
Pay Range Maximum Rate	5	22	24	26.16	27.34	28	26	26	
Actual Lowest Base Rate									
Actual Average Base Rate	5	16.8	20.6	21.5	23	27.34	22	22	
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps.									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.7 Material Handling and Transportation Positions

The survey received sufficient data for the following job titles:

Fork Lift Driver/Material Handler
Shipping and Receiving Clerk

The survey did not receive sufficient data for the following job titles:

Truck Driver - Tractor Trailer and Heavy
Truck Driver - Light and Delivery Services
Stockroom Clerk
Locomotive Handler
Warehouse Employees - Other

6.7.1 Fork Lift Driver/Material Handler

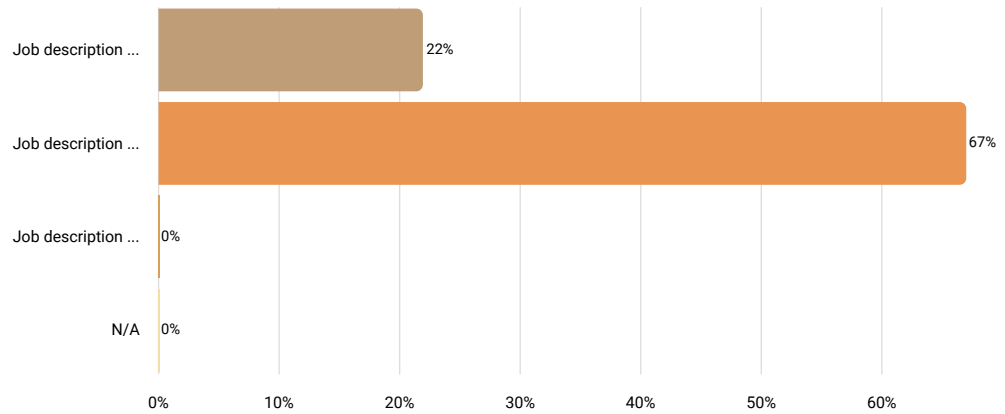
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

How well does the job description above match the position at your company?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



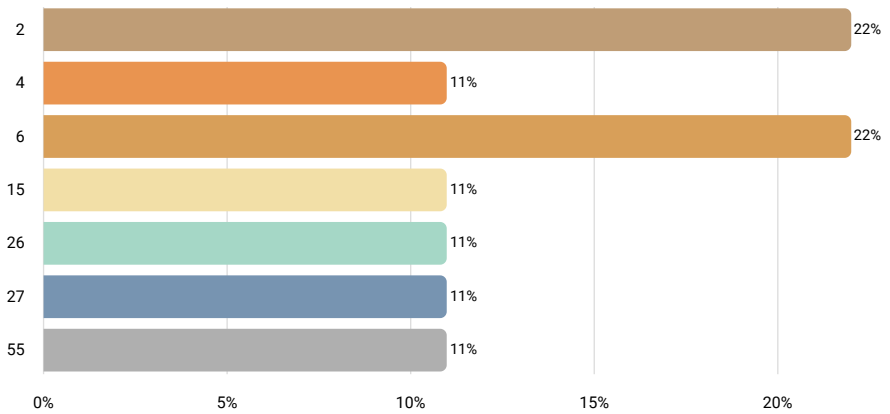
Results		%	N
Job description is perceptibly weaker than the position at your company		22%	2
Job description matches the position at your company very well		67%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



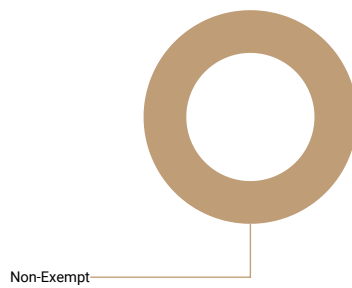
Statistics	
10th percentile	2
25th percentile	4
50th percentile	6
75th percentile	26
90th percentile	55
Mean	16
Median	6
Standard deviation	18

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



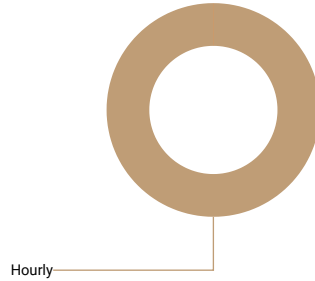
Results	%	N
Non-Exempt	89%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	9	10	13	13.5	15.2	22.59	14	14	
Pay Range Maximum Rate	9	15.5	16	17.15	21.84	23.35	19	17	
Actual Lowest Base Rate	6	13.25	13.5	15.75	19.71	21.84	17	16	
Actual Average Base Rate	8	13	15.075	17	19.825	22.31	17	17	
Actual Highest Base Rate	6	15.5	17.15	19.595	22.37	23.35	20	20	
If there is a step progression in place, enter the number of steps.									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.7.2 Shipping and Receiving Clerk

Job description

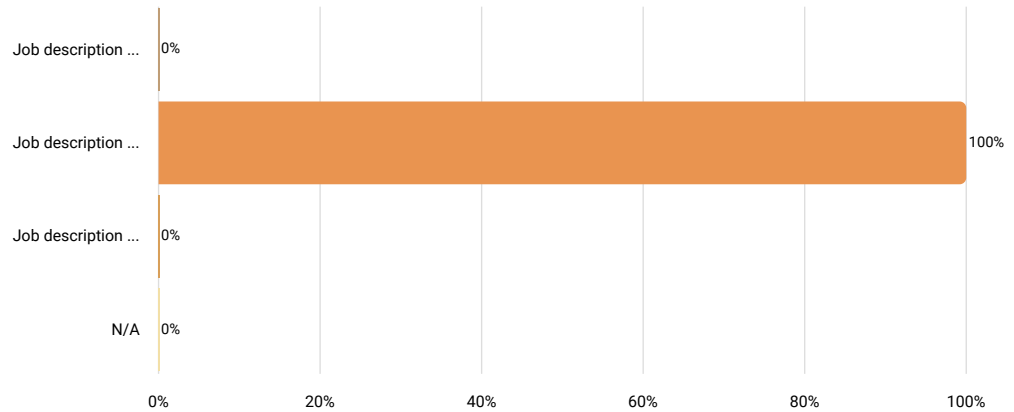
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

How well does the job description above match the position at your company?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



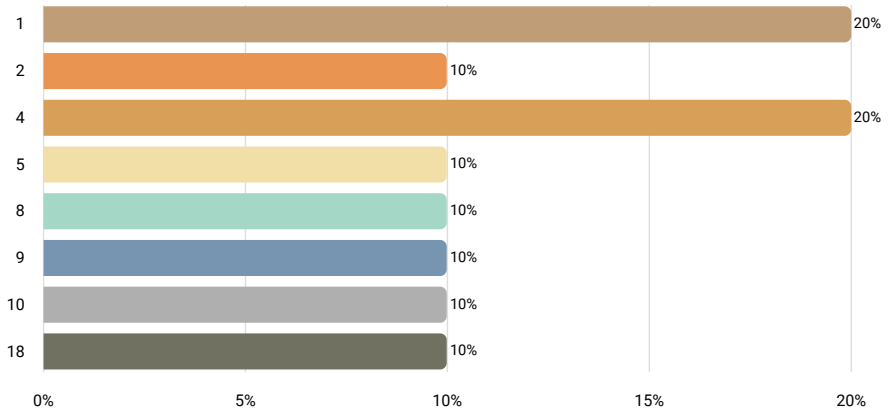
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



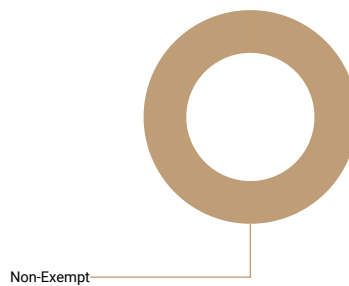
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	9
90th percentile	14
Mean	6
Median	5
Standard deviation	5

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



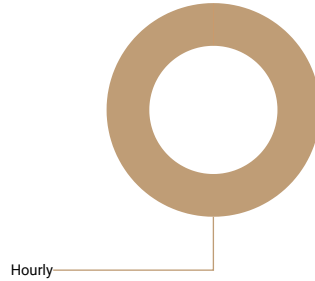
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	10	12	12.35	14.075	15.15	16.82	14	14	
Pay Range Maximum Rate	10	14.86	16.15	18	22	23.3	19	18	
Actual Lowest Base Rate	6	12	14	14.9	17.69	23.38	16	15	
Actual Average Base Rate	8	12	15.75	17.33	20.09	23.38	18	17	
Actual Highest Base Rate	6	12	16.5	22.53	23.38	24.13	20	23	
If there is a step progression in place, enter the number of steps.									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.8 Manufacturing Not Otherwise Classified (3 occupations)

The survey did not receive enough responses in this category.



6.9 First Level Supervisory Positions

The survey received sufficient data for the following job titles:

Production Supervisor
Shipping and Receiving Supervisor
Maintenance Supervisor
Team Leader

The survey did not receive sufficient data for the following job titles:

Accounting Supervisor
Senior Production Supervisor
Quality Assurance Supervisor
Customer Service Supervisor
Customer Service Supervisor

6.9.2 Production Supervisor

Job description

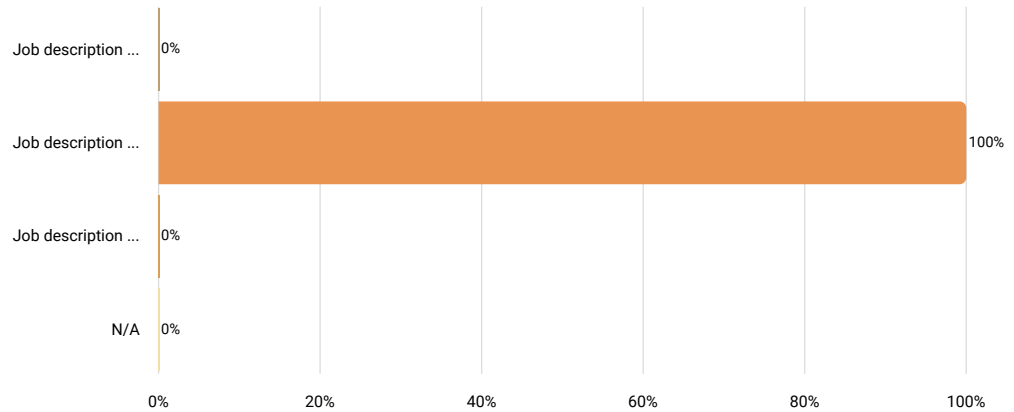
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

How well does the job description above match the position at your company?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



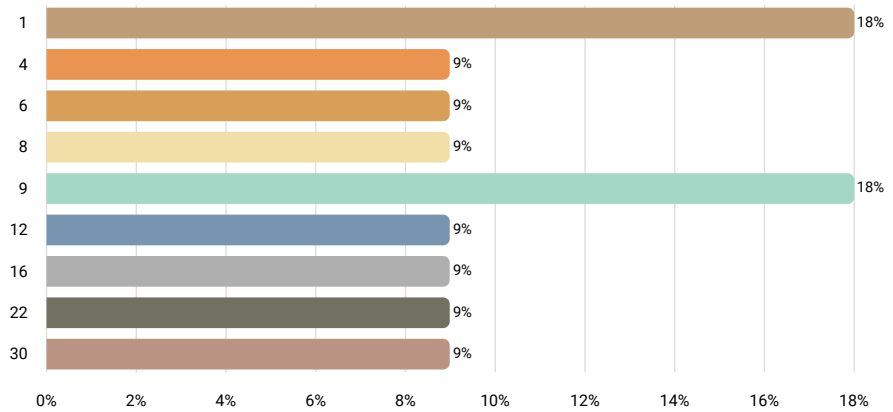
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



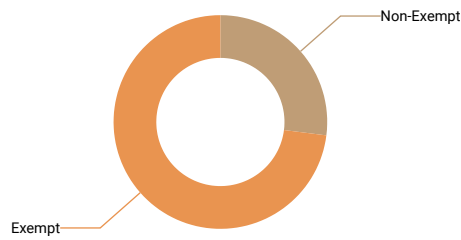
Statistics	
10th percentile	1
25th percentile	4
50th percentile	9
75th percentile	16
90th percentile	22
Mean	11
Median	9
Standard deviation	9

FLSA Status

Answered 11 times

Skipped 0 times

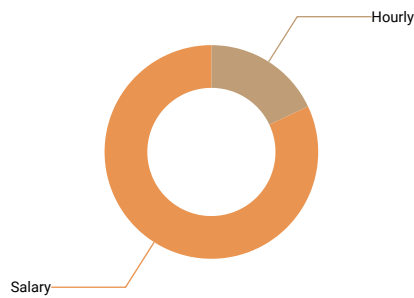
Select one answer (radio button)



Results	%	N
Non-Exempt	27%	3
Exempt	73%	8

Is this position paid an hourly rate or annual salary?

Answered 11 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	18%	2
Salary	82%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
If there is a step progression in place, enter the number of steps.									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	32,500	39,655	47,527	50,000	55,386	45,495	47,527	
Pay Range Maximum Salary	7	50,000	56,000	70,000	91,392	92,200	71,208	70,000	
Actual Lowest Base Salary	7	45,000	45,000	57,636	63,250	64,600	55,727	57,636	
Actual Average Base Salary	5	45,000	60,648	62,000	70,400	73,805	62,371	62,000	
Actual Highest Base Salary	7	56,000	60,756	66,787.76	85,100	95,314	70,837	66,788	
Average Incentive or Other Cash Bonus (Annual)									

6.9.6 Shipping and Receiving Supervisor

Job description

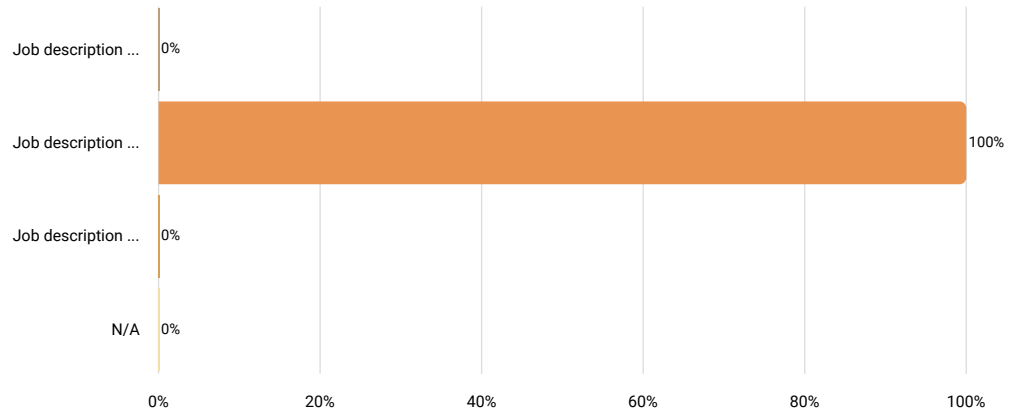
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehousing and raw materials. Include Warehouse and/or Material Supervisors here.

How well does the job description above match the position at your company?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



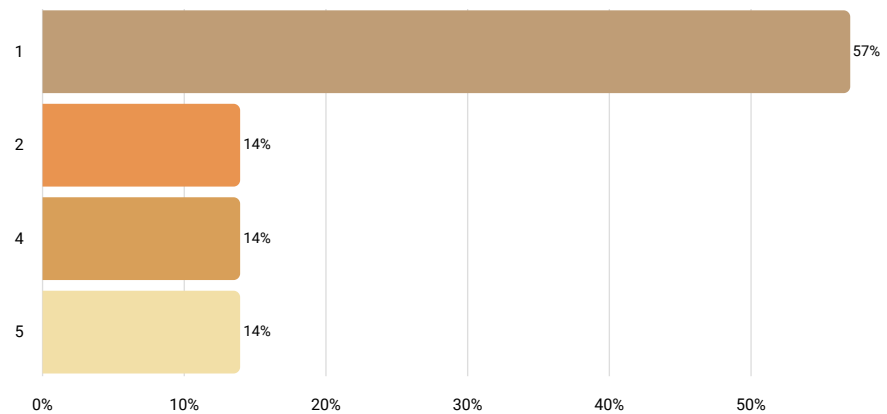
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



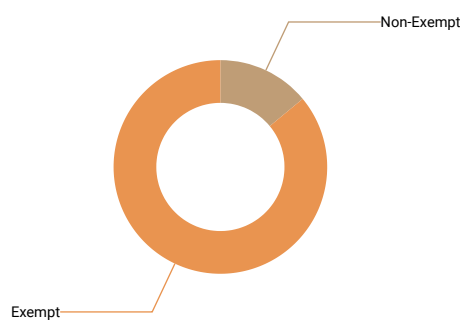
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



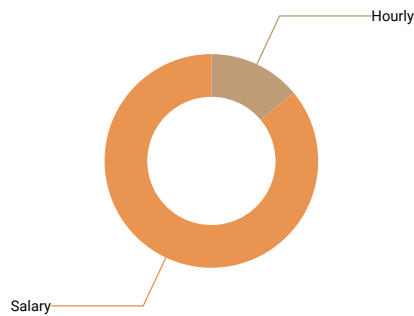
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
If there is a step progression in place, enter the number of steps.									
Pay Range Minimum Salary	5	32,240	39,655	47,527	57,600	67,626	48,930	47,527	
Pay Range Maximum Salary	5	53,000	59,483	71,291	91,392	92,200	73,473	71,291	
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.9.7 Maintenance Supervisor

Job description

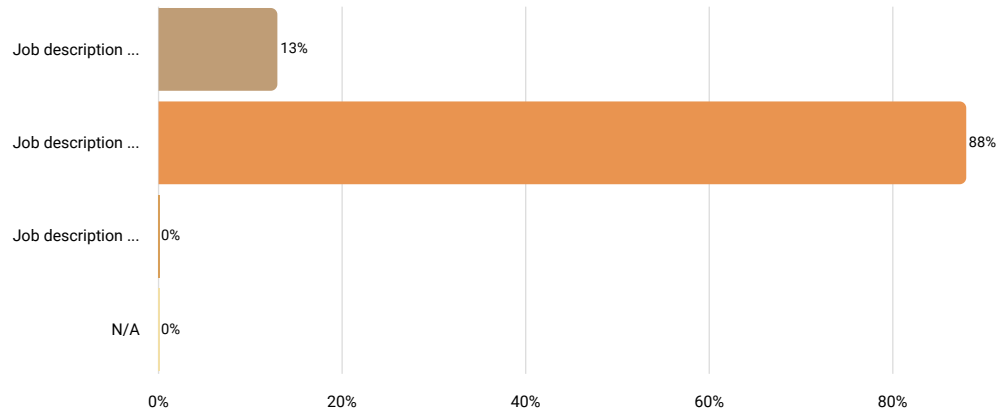
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

How well does the job description above match the position at your company?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



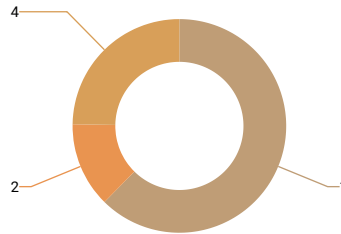
Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	1
Job description matches the position at your company very well	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



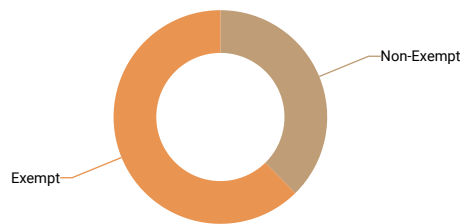
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



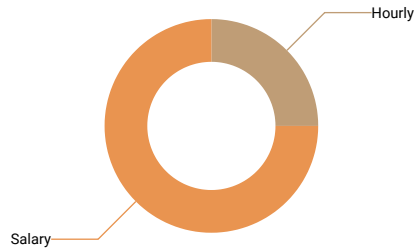
Results	%	N
Non-Exempt	38%	3
Exempt	63%	5

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	2
Salary	75%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Average Base Rate									
If there is a step progression in place, enter the number of steps.									
Pay Range Minimum Salary	5	45,000	48,400	49,152	58,439	60,000	52,198	49,152	
Pay Range Maximum Salary	5	65,000	73,728	77,400	80,000	87,658	76,757	77,400	
Actual Lowest Base Salary	5	53,560	62,700	70,000	70,800	76,312.6	66,675	70,000	
Actual Average Base Salary									
Actual Highest Base Salary	5	53,560	70,000	70,800	72,900	76,312.6	68,715	70,800	
Average Incentive or Other Cash Bonus (Annual)									

6.9.8 Team Leader

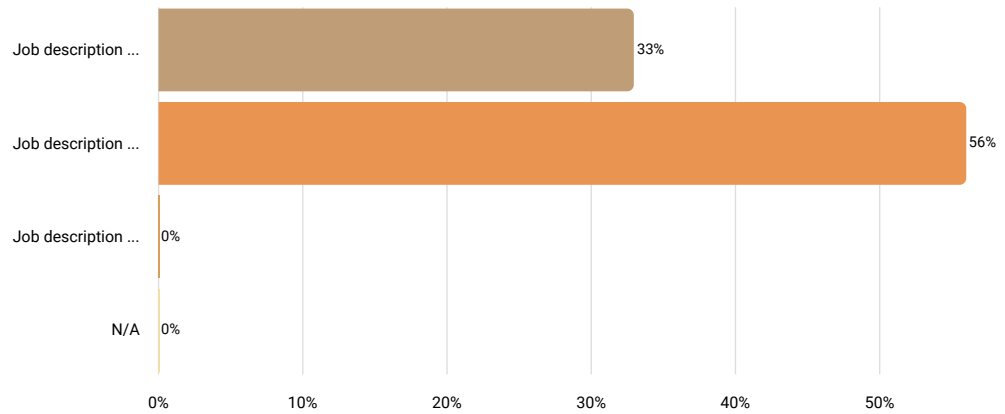
Job description Include workers here that oversee particular areas of work, but may or may not have evaluative responsibility for assigned work u

How well does the job description above match the position at your company?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



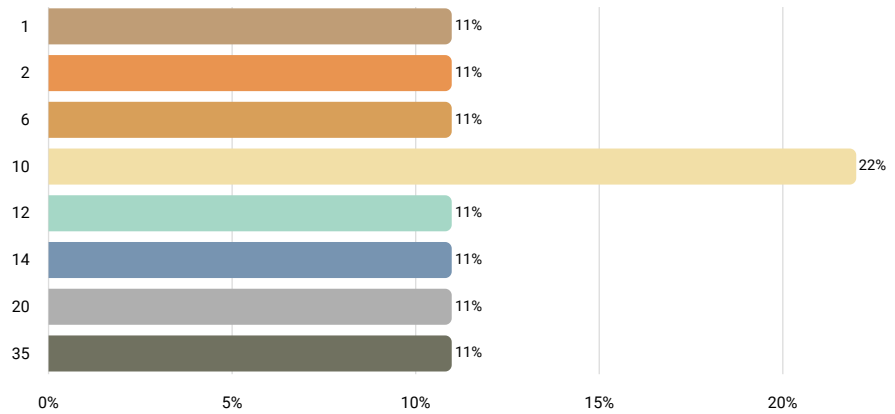
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	3
Job description matches the position at your company very well		56%	5
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



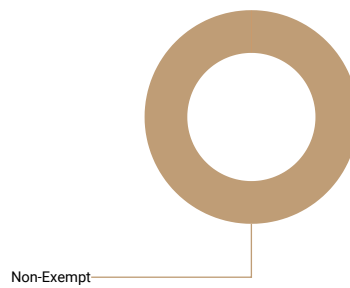
Statistics	
10th percentile	1
25th percentile	6
50th percentile	10
75th percentile	14
90th percentile	35
Mean	12
Median	10
Standard deviation	10

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



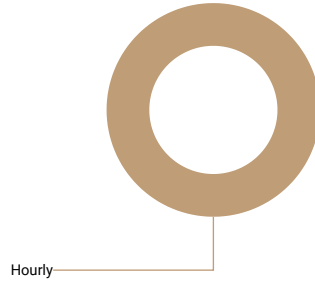
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	9	12	13.65	15	17.2	22.93	16	15	
Pay Range Maximum Rate	9	16.35	18.1	20.36	25	28	21	20	
Actual Lowest Base Rate	6	12	14.15	17.56	20.5	22.93	17	18	
Actual Average Base Rate	7	12	17.4	19.26	21.66	25	19	19	
Actual Highest Base Rate	6	17	20.3	20.825	26	26.5	22	21	
If there is a step progression in place, enter the number of steps.									
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.10 Sales and Marketing Positions (10 occupations)

The survey did not receive enough responses in this category.



6.11 Management/Director Positions

The survey received sufficient data for the following job titles:

Controller or Accounting Manager
Maintenance Manager
Production or Operations Manager
Quality Control Manager
Human Resources Manager
Plant Manager

The survey did not receive sufficient data for the following job titles:

IT Manager
Director/Manager Logistics/Distribution
Project or Program Manager
Project or Program Director
Engineering Manager
Safety/Environmental Manager
Administrative Manager
Contracts Manager
Facilities Manager
Proposal Manager
Purchasing Manager
Continuous Improvement Manager

6.11.1 Controller or Accounting Manager

Job description

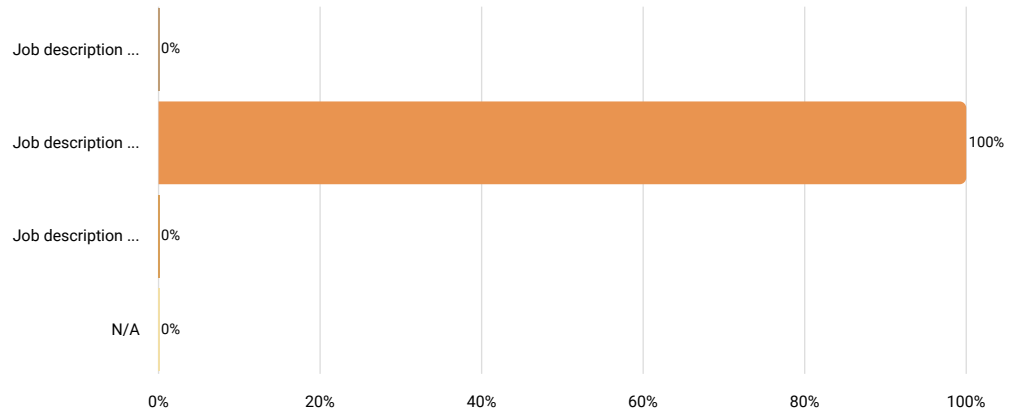
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

How well does the job description above match the position at your company?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



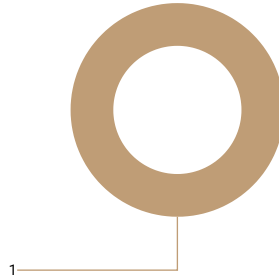
Results		
	%	N
Job description is perceptibly weaker than the position at your company	0%	0
Job description matches the position at your company very well	100%	5
Job description is perceptibly stronger than the position at your company	0%	0
	N/A	0

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



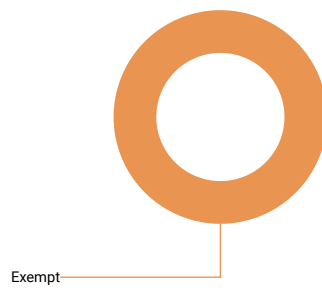
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



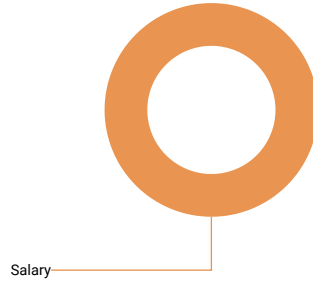
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.11.2 Maintenance Manager

Job description

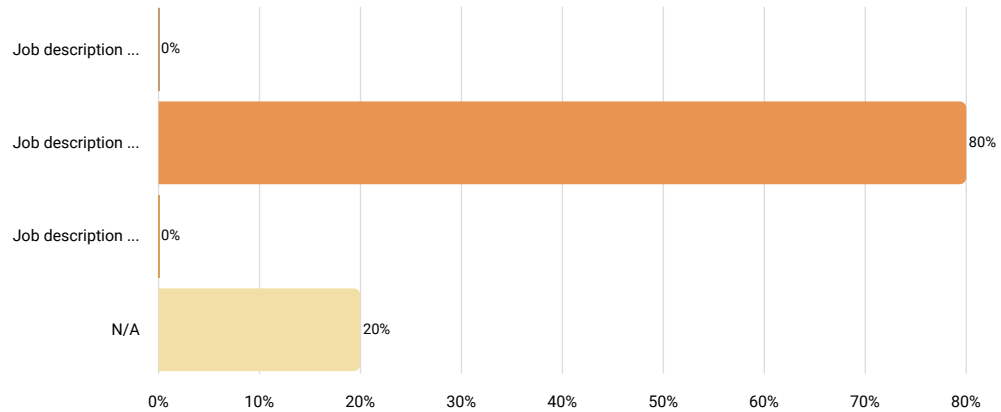
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

How well does the job description above match the position at your company?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



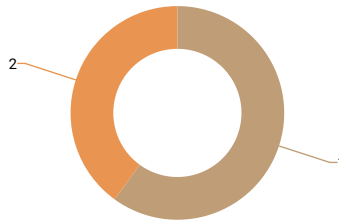
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		80%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A		20%	1

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



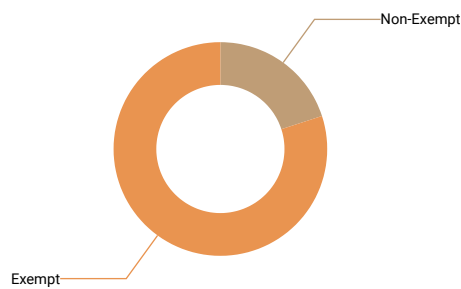
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	20%	1
Exempt	80%	4

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	5	36,000	45,000	65,000	65,894	77,950	57,969	65,000	17,000
Pay Range Maximum Salary	5	55,000	70,000	85,000	98,841	116,925	85,153	85,000	20,000
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.11.3 Production or Operations Manager

Job description

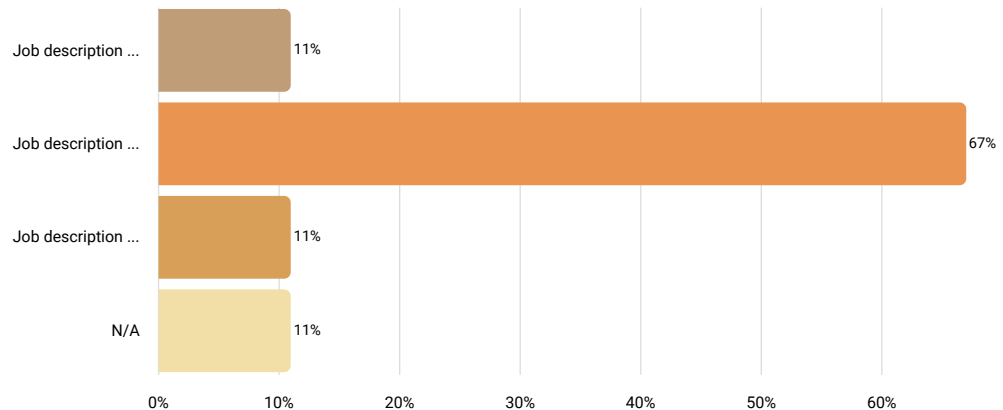
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

How well does the job description above match the position at your company?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



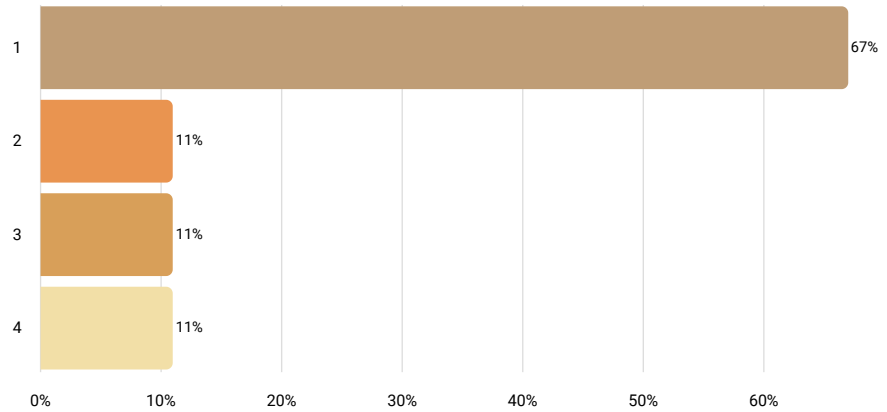
Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	1
Job description matches the position at your company very well	67%	6
Job description is perceptibly stronger than the position at your company	11%	1
N/A	11%	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



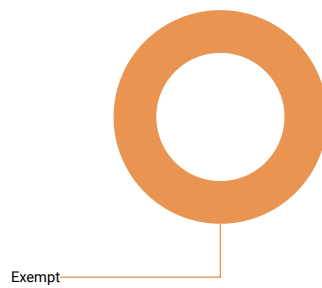
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



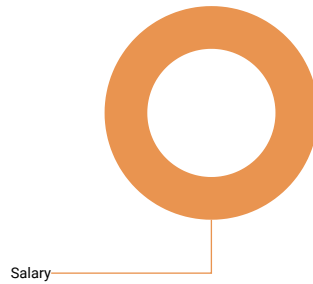
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	8	55,000	59,431.5	75,000	102,033	175,000	87,866	75,000	4
Pay Range Maximum Salary	7	66,354	90,636	100,000	163,302	220,000	122,460	100,000	5
Actual Lowest Base Salary	5	66,354	79,950	96,188	125,855.52	209,000	115,470	96,188	5
Actual Average Base Salary	7	66,354	79,950	112,715	140,100	209,000	117,588	112,715	4
Actual Highest Base Salary	5	66,354	79,950	129,243	152,193.73	209,000	127,348	129,243	5
Average Incentive or Other Cash Bonus (Annual)	5	500	9,358	21,000	24,000	60,000	22,972	21,000	2

6.11.9 Quality Control Manager

Job description

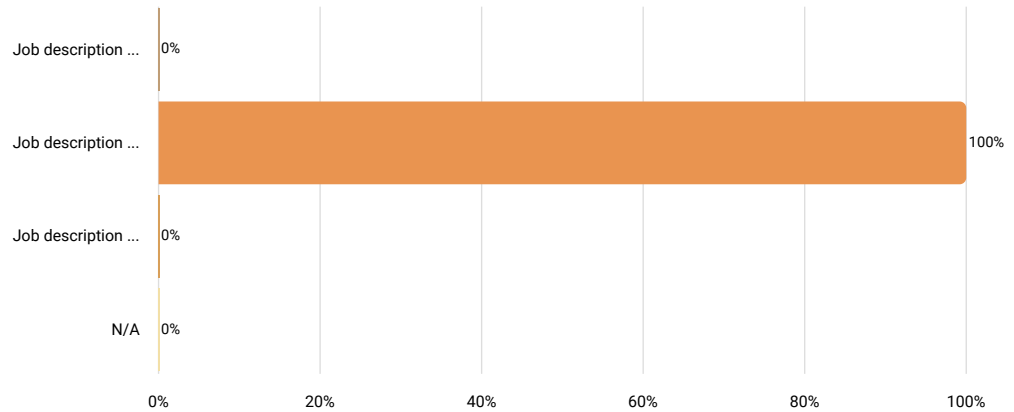
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

How well does the job description above match the position at your company?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



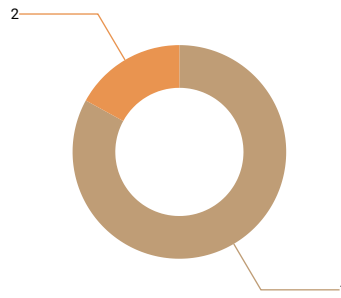
Results		%	N
Job description is perceptibly weaker than the position at your company		0%	0
Job description matches the position at your company very well		100%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



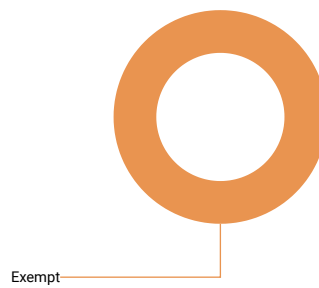
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



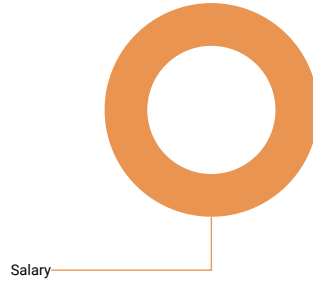
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	5	37,000	55,931	77,950	80,000	112,812	72,739	77,950	2
Pay Range Maximum Salary	5	50,000	83,897	120,000	137,285	152,286	108,694	120,000	4
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.11.10 Human Resources Manager

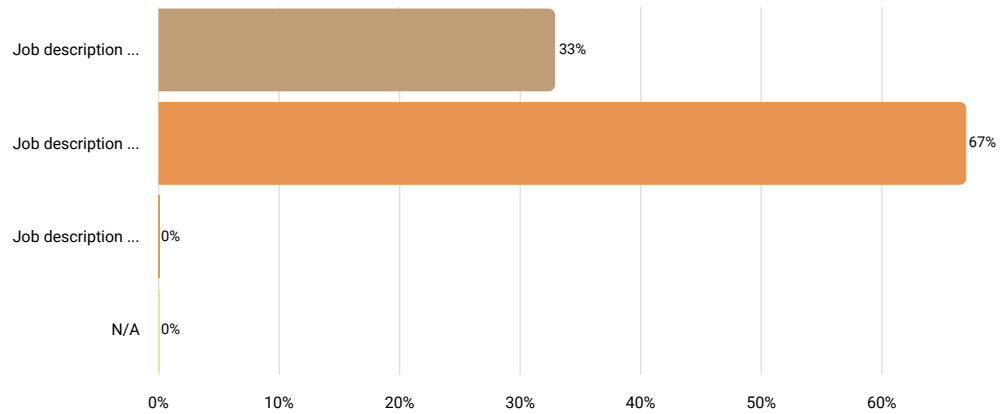
Job description Manages one or more functions within the Human Resource area.

How well does the job description above match the position at your company?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



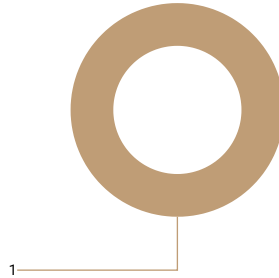
Results		%	N
Job description is perceptibly weaker than the position at your company	33%	2	
Job description matches the position at your company very well	67%	4	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



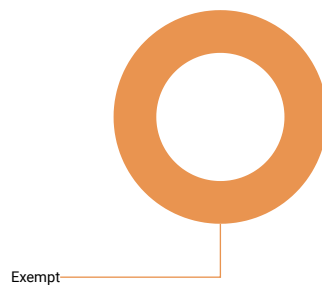
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



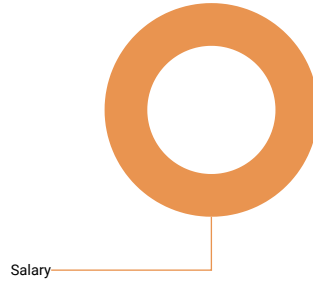
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	5	40,000	54,204	70,000	85,803	120,000	74,001	70,000	3
Pay Range Maximum Salary	5	70,000	81,306	110,000	137,285	160,000	111,718	110,000	3
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.11.16 Plant Manager

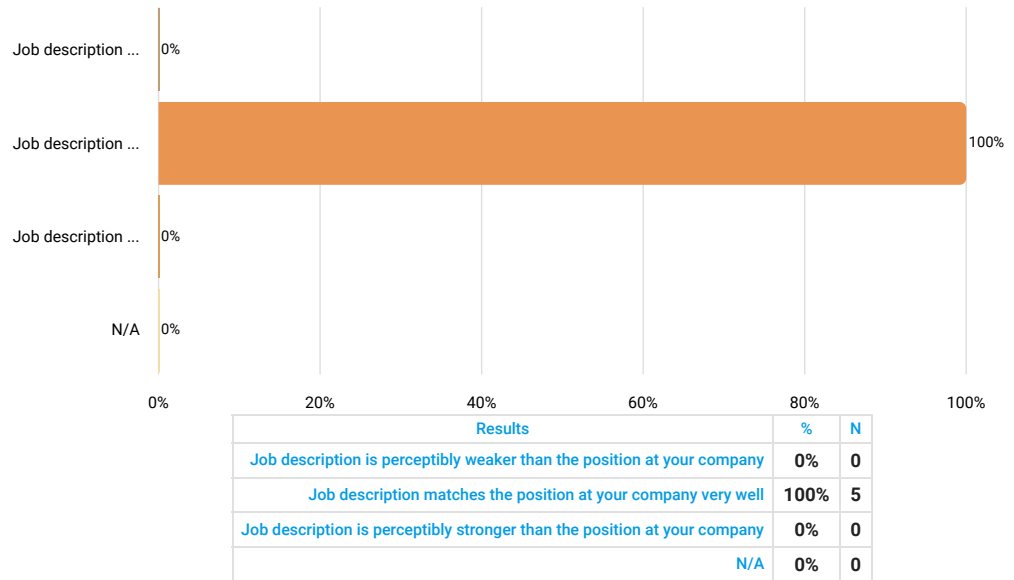
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

How well does the job description above match the position at your company?

Answered 5 times

Skipped 0 times

Select one answer (radio button)

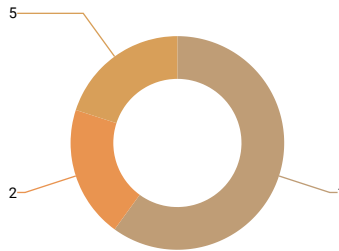


Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



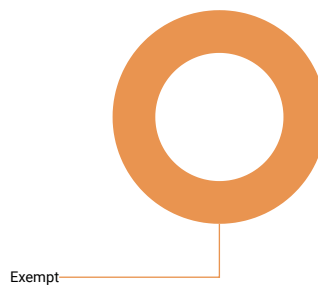
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.12 Executive Positions

The survey received sufficient data for the following job titles:

CEO/President

The survey did not receive sufficient data for the following job titles:

Top Level Sales/Mktg (CMO/VP Sales and Mktg)

Top Technical Exec (CTO/VP Technology)

Top Quality Assurance Exec (VP Quality)

Top Programs Exec (VP Programs)

Top Financial Exec (CFO)

Top Manufacturing/Production Executive

Top HR Exec (CHRO/VP HR)

Top Contracts Executive

Chief Operating Officer (COO)

Chief Administrative Officer / VP Admin

6.12.11 CEO/President

Job description

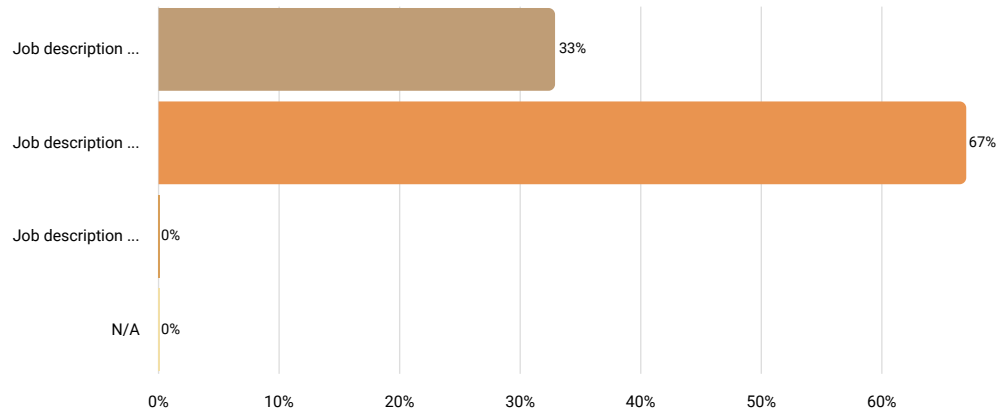
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

How well does the job description above match the position at your company?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



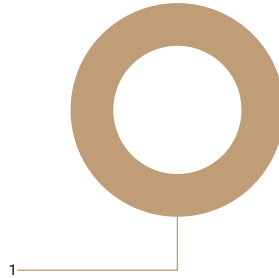
Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		67%	4
Job description is perceptibly stronger than the position at your company		0%	0
N/A			

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



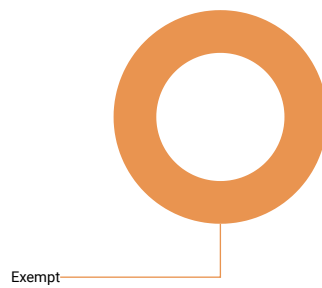
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



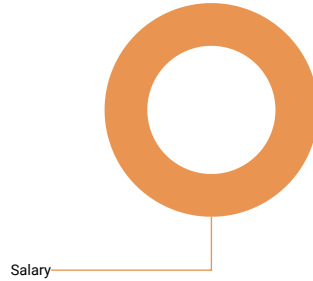
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	10,000	100,000	124,000	124,800	300,000	131,760	124,000	100,000
Actual Average Base Salary	6	98,800	124,000	124,900	180,000	400,000	175,433	124,900	110,000
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

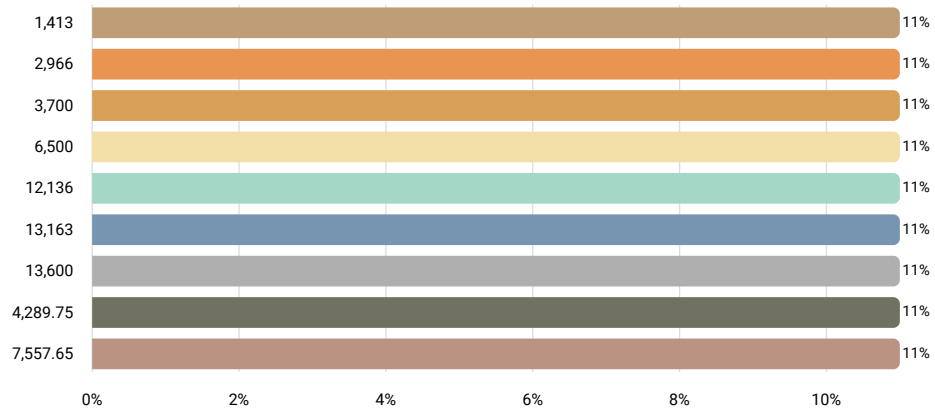
7. General Benefit Information

7.1. Average Total Benefit Cost Per Employee (Annual)

Answered 9 times

Skipped 10 times

Number input



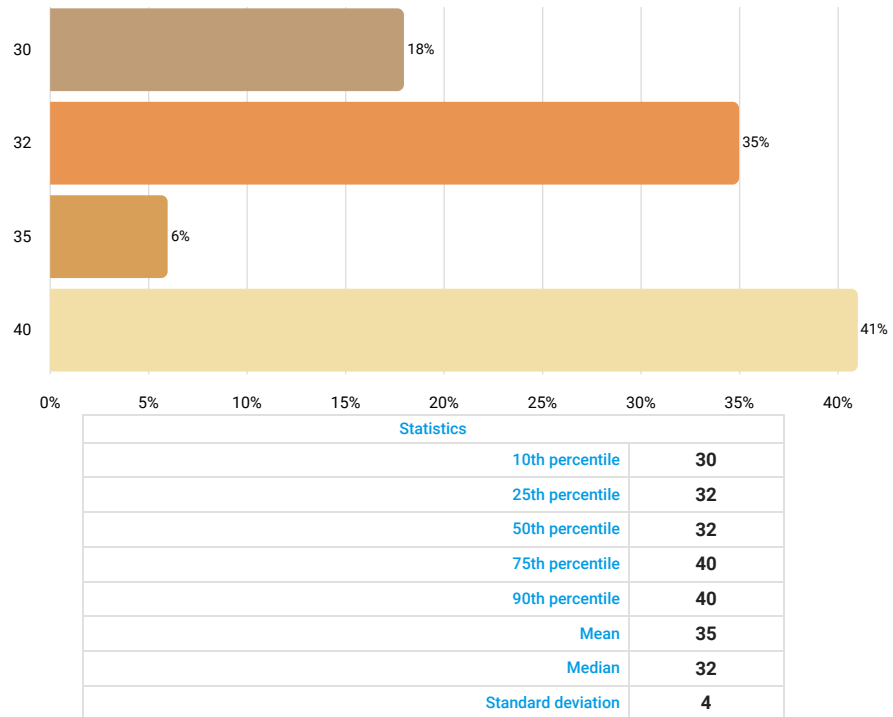
Statistics	
10th percentile	1,413
25th percentile	3,700
50th percentile	6,500
75th percentile	12,136
90th percentile	13,600
Mean	7,258
Median	6,500
Standard deviation	4,658

7.2. How many hours do employees work per week to be considered FTE?

Answered 17 times

Skipped 2 times

Number input

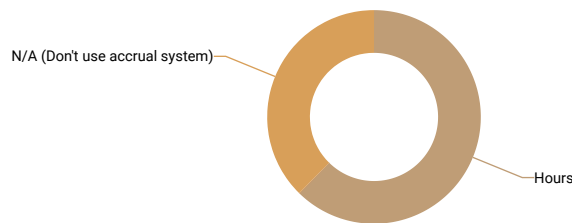


7.3. How do you calculate accrual rates for a typical FTE?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	53%	10
Days	0%	0
N/A (Don't use accrual system)	32%	6

7.4. Types of Coverage Offered

Answered 18 times

Skipped 1 times

Select multiple answers per row for multiple rows (checkboxes)

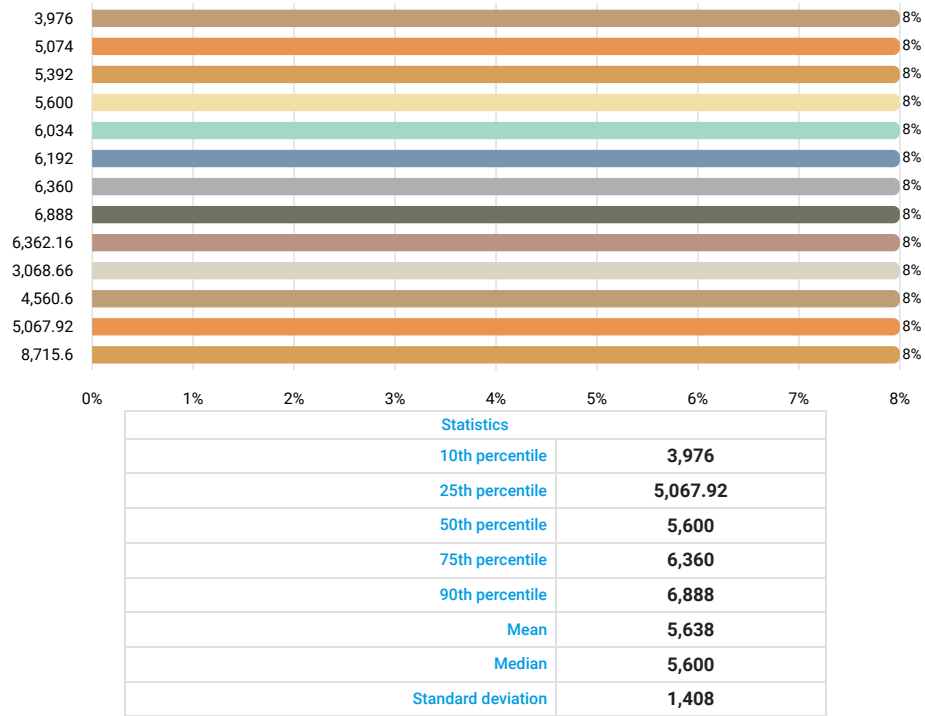
	Offered for FTE	Offered for Part-Time Employees	Self Insured
Medical	94%		22%
Dental	94%		6%
Vision	78%		
Prescription Drug Plan	78%		6%
Life Insurance	94%		
Health Spending/Savings Account	44%		
Dependent Plan	39%		6%
Pension Plan (Defined Benefit)			
401(k) Plan	94%	6%	
PTO (typically includes sick, vacation, holiday and/or personal leave in one policy)	83%		
Sick Leave	50%		
Family/Parental Leave	50%	6%	
Vacation	94%		
Bereavement	89%		
Jury Duty Leave	89%		
Personal Leave	56%		
Short-term Disability	83%		
Long-term Disability	83%		
Salary Continuation Plan	22%		
Education Assistance/Tuition Reimbursement	50%		
Employee Assistance Plan	44%		
Flex Time	6%	6%	
Telework/Remote Work	33%	6%	

7.5. Medical Coverage (Individual) Total Cost Per Employee (Annual)

Answered 13 times

Skipped 6 times

Number input

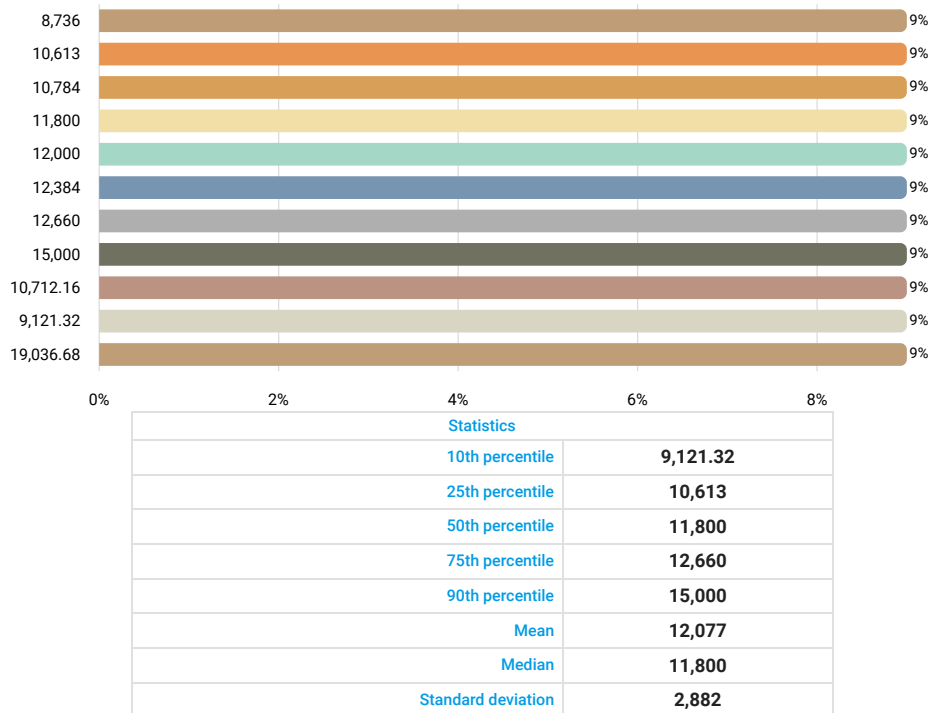


7.6. Medical Coverage (Individual +1) Total Cost Per Employee (Annual)

Answered 11 times

Skipped 8 times

Number input

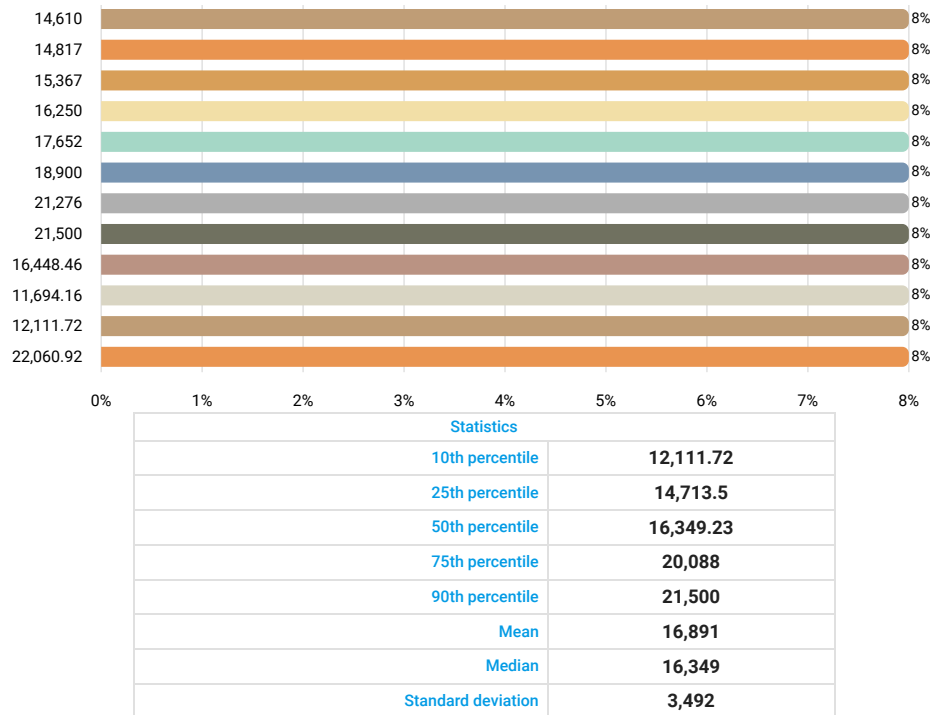


7.7. Medical Coverage (Family) Total Cost Per Employee (Annual)

Answered 12 times

Skipped 7 times

Number input

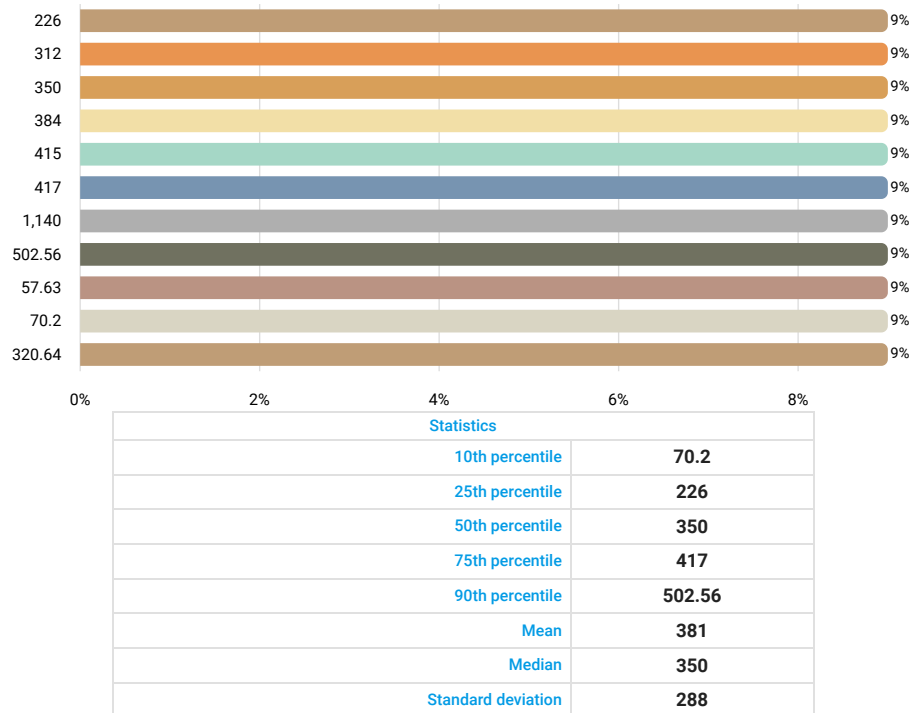


7.8. Dental Coverage Total Cost Per Employee (Annual)

Answered 11 times

Skipped 8 times

Number input

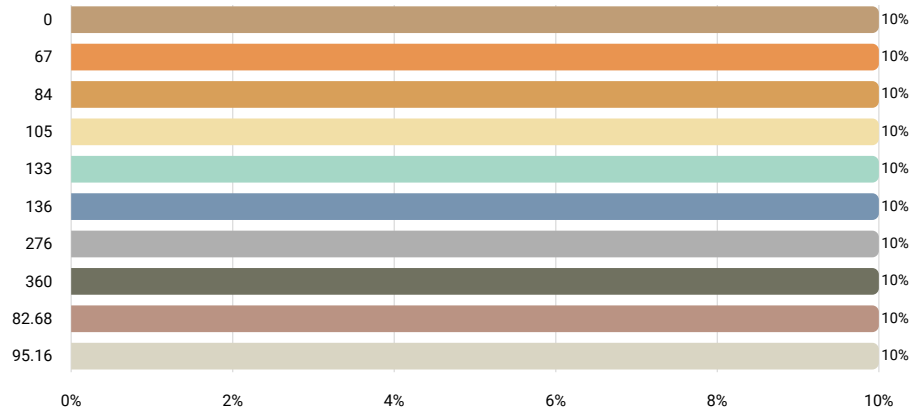


7.9. Vision Coverage Total Cost Per Employee (Annual)

Answered 10 times

Skipped 9 times

Number input



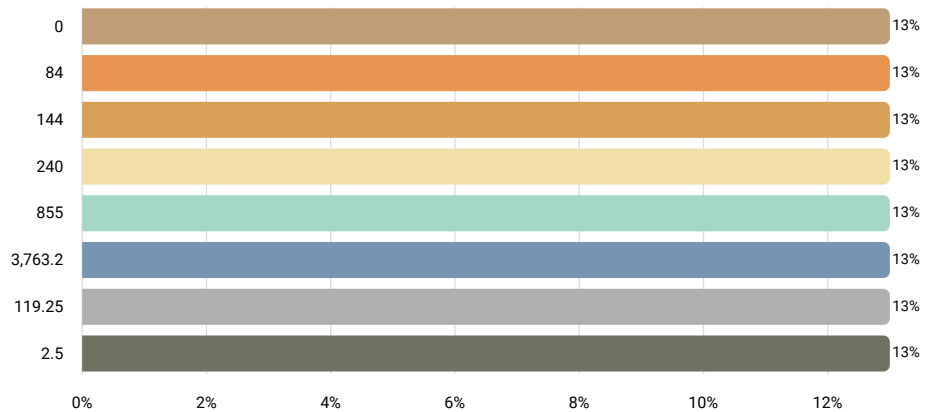
Statistics	
10th percentile	33.5
25th percentile	82.68
50th percentile	100.08
75th percentile	136
90th percentile	318
Mean	134
Median	100
Standard deviation	106

7.10. Life Insurance Total Cost Per Employee (Annual)

Answered 8 times

Skipped 11 times

Number input



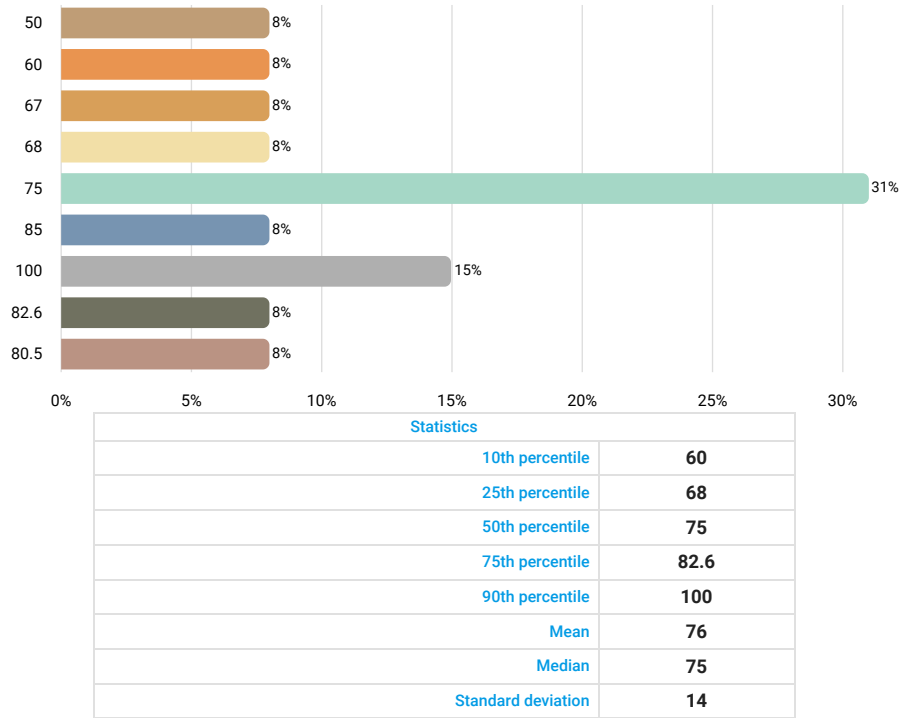
Statistics	
10th percentile	0
25th percentile	43.25
50th percentile	131.625
75th percentile	547.5
90th percentile	3,763.2
Mean	651
Median	132
Standard deviation	1,287

7.11. Medical Coverage (Individual) Percentage Paid By Employer (Annual)

Answered 13 times

Skipped 6 times

Number input

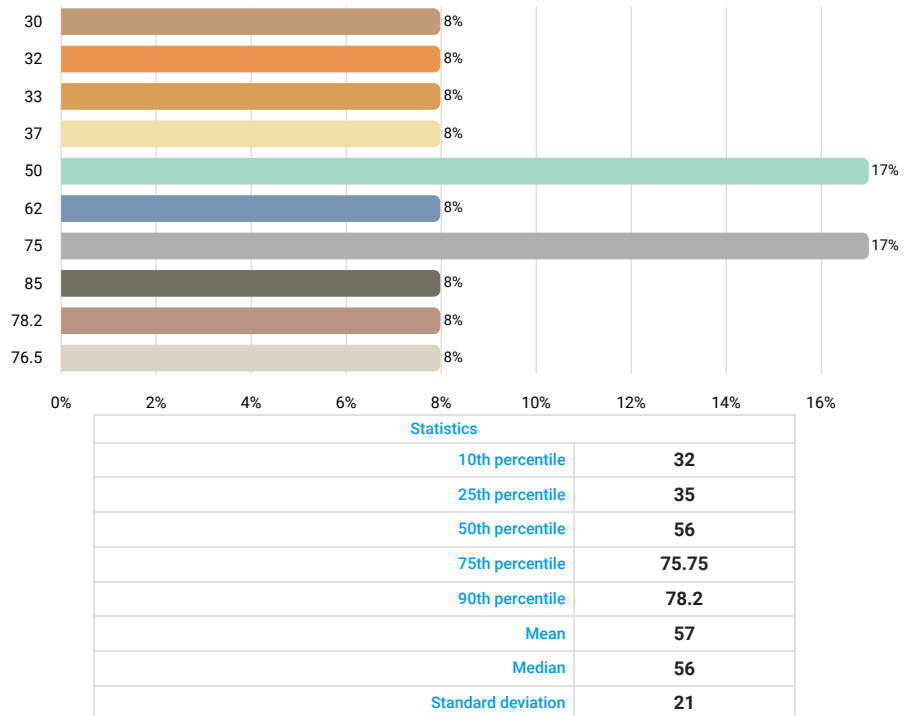


7.12. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 12 times

Skipped 7 times

Number input

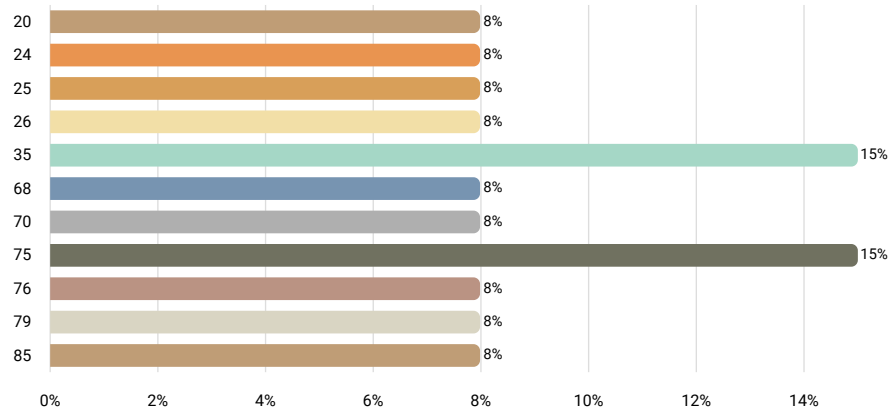


7.13. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 13 times

Skipped 6 times

Number input



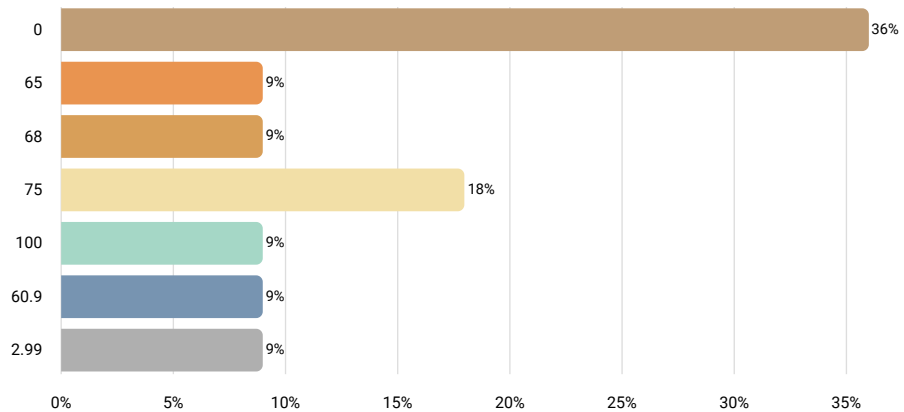
Statistics	
10th percentile	24
25th percentile	26
50th percentile	68
75th percentile	75
90th percentile	79
Mean	53
Median	68
Standard deviation	25

7.14. Dental Coverage Percentage Paid By Employer (Annual)

Answered 11 times

Skipped 8 times

Number input



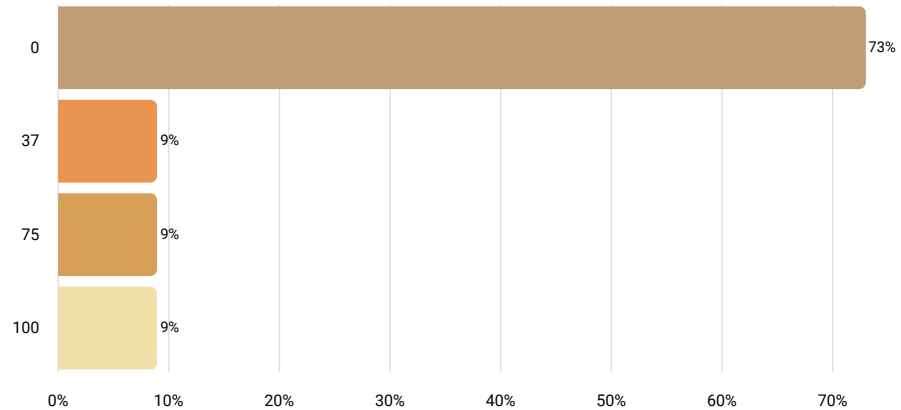
Statistics	
10th percentile	0
25th percentile	0
50th percentile	60.9
75th percentile	75
90th percentile	75
Mean	41
Median	61
Standard deviation	40

7.15. Vision Coverage Percentage Paid By Employer

Answered 11 times

Skipped 8 times

Number input



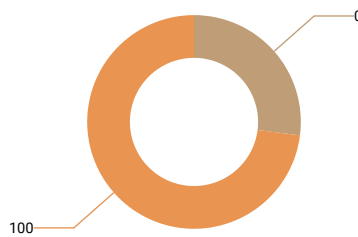
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	37
90th percentile	75
Mean	19
Median	0
Standard deviation	36

7.16. Life Insurance Percentage Paid By Employer

Answered 11 times

Skipped 8 times

Number input



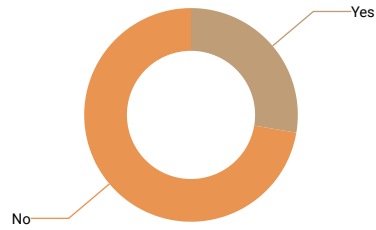
Statistics	
10th percentile	0
25th percentile	0
50th percentile	100
75th percentile	100
90th percentile	100
Mean	73
Median	100
Standard deviation	47

7.17. Do you offer any health and fitness incentives?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



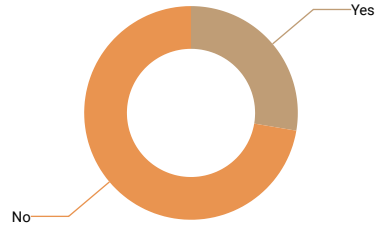
Results	%	N
Yes	26%	5
No	68%	13

7.19. Does your company have a severance policy?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	5
No	68%	13

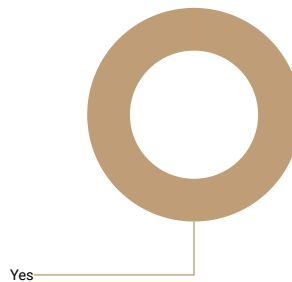
8. Medical Coverage

8.1. Does your company offer medical coverage?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	19
No	0%	0

8.2. Type of Medical Coverage Plan(s) Offered

Answered 19 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
PPO	18
HMO	0
EPO	0
POS	0
HDHP	5

8.3. Medical Coverage Plan Provider(s)

Answered 19 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	18
Cigna	0
Humana	0
United Healthcare	1
Viva Health	0
Other Not Listed	1

8.4. When do employees become eligible for coverage?

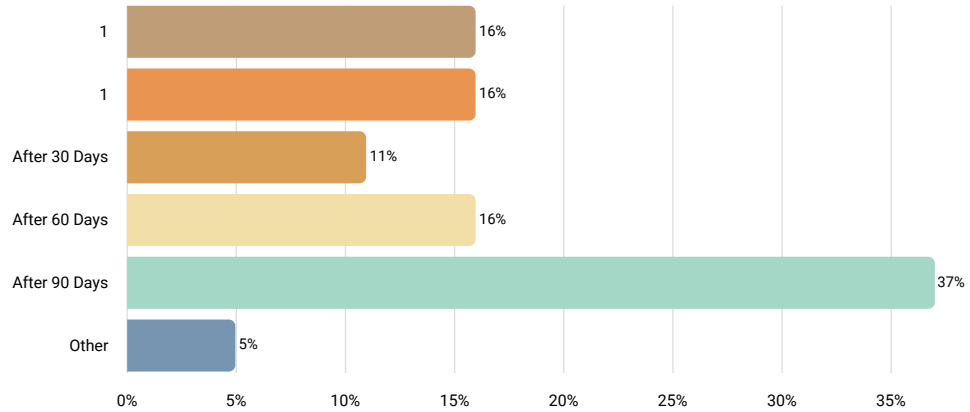
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	16%	3
1st of Month After Date of Hire	16%	3
After 30 Days	11%	2
After 60 Days	16%	3
After 90 Days	37%	7
Other	5%	1

8.5. Deductible Amount

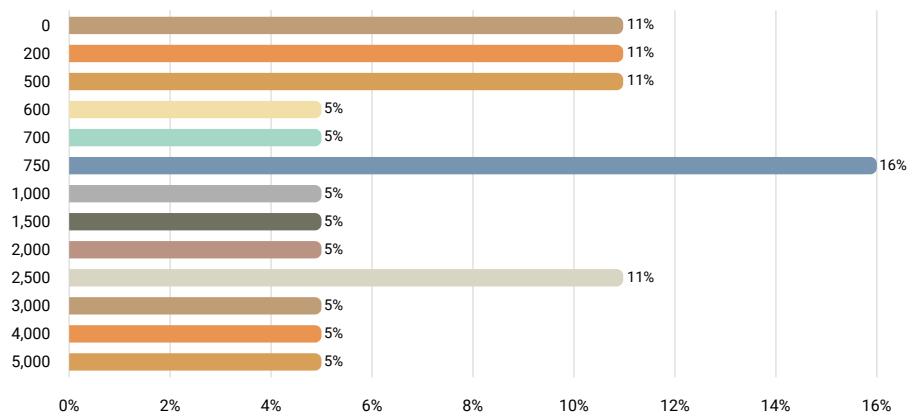
Answered 19 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	Value
10th percentile	0
25th percentile	500
50th percentile	750
75th percentile	2,500
90th percentile	4,000
Mean	1,392
Median	750
Standard deviation	1,415

8.6. Copay Amount (after deductible)

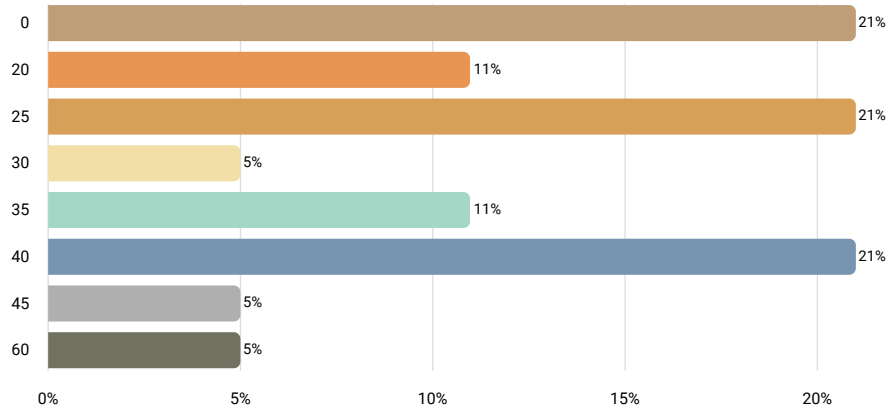
Answered 19 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	20
50th percentile	25
75th percentile	40
90th percentile	45
Mean	27
Median	25
Standard deviation	17

8.7. Do you offer retiree coverage for those under the age of 65?

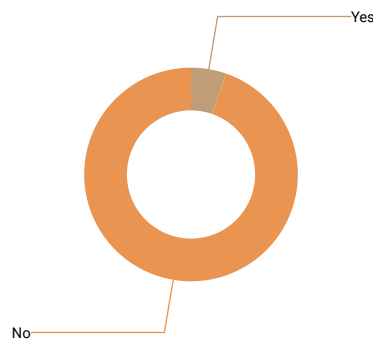
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	5%	1
No	89%	17

8.8. Do you offer retiree coverage for those over the age of 65?

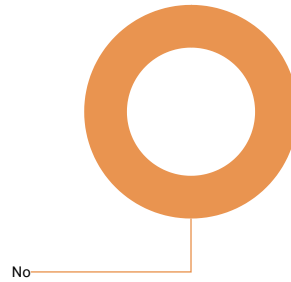
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	0%	0
No	89%	17

8.9. If your company is self-insured, do you have stop/loss coverage?

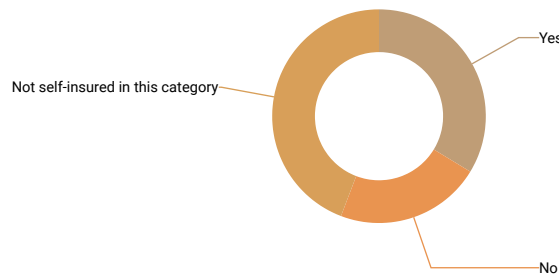
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	32%	6
No	21%	4
Not self-insured in this category	42%	8

8.10. Is there a tobacco use surcharge?

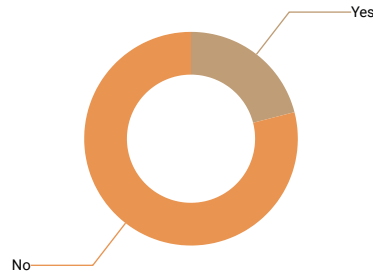
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	21%	4
No	79%	15

8.11. Do you offer medical coverage for domestic partners?

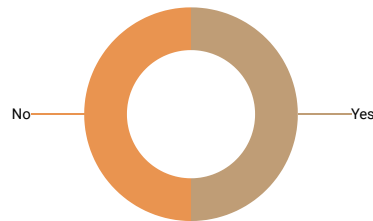
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	47%	9
No	47%	9

8.13. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

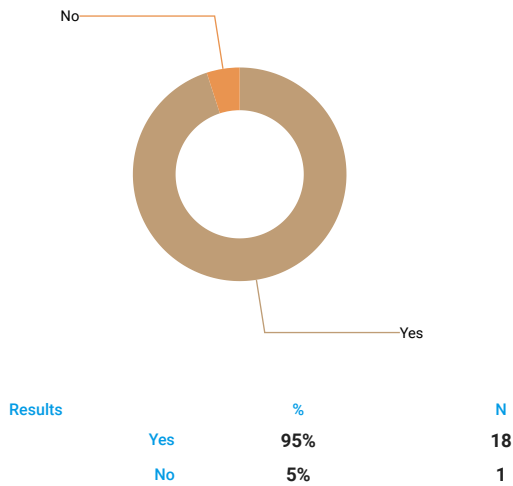
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



8.14. Is there a spousal surcharge?

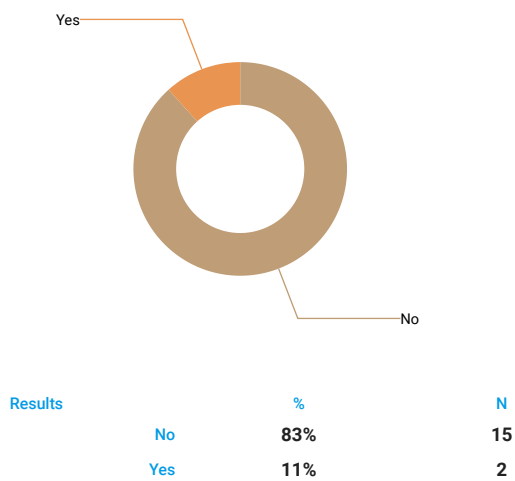
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?" has Selected button "Y"



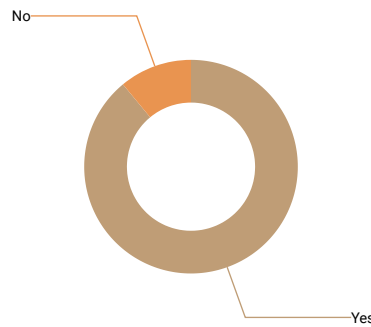
9. Prescription Drug Plan

9.1. Does your company offer a Prescription Drug Plan?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	89%	17
No	11%	2

9.2. Type of Prescription Plan(s) Offered

Answered 17 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Tiered	14
80/20	4
Other	1

9.4. Plan Provider(s)

Answered 17 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Aetna	0
Anthem	2
Blue Cross Blue Shield	11
Cigna	0
CVS Caremark	3
Humana	0
United Healthcare	0
Viva Health	0
Other	2

9.6. When do employees become eligible for coverage?

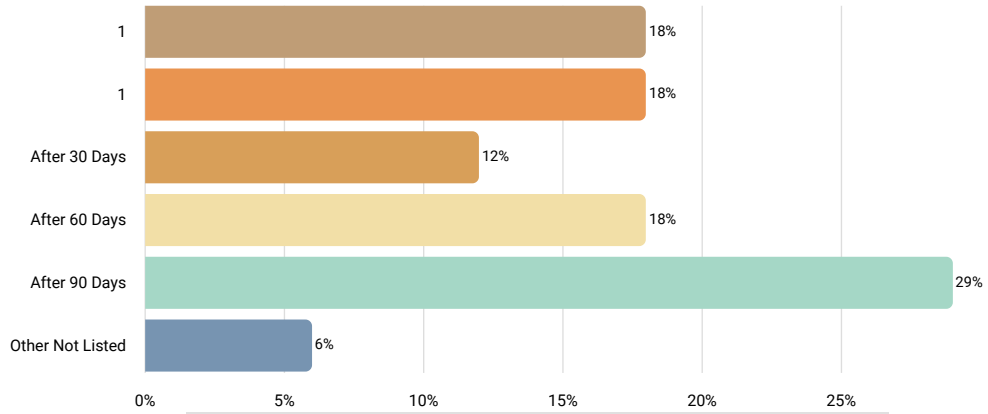
Answered 17 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	18%	3
1st of Month After Date of Hire	18%	3
After 30 Days	12%	2
After 60 Days	18%	3
After 90 Days	29%	5
Other Not Listed		

9.8. Do you offer retiree coverage over the age of 65?

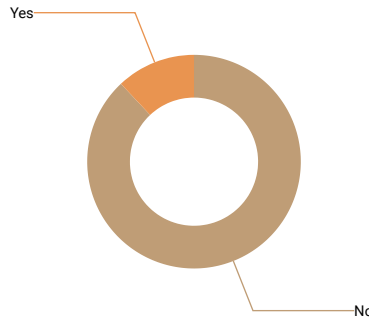
Answered 17 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	88%	15
Yes	12%	2

9.9. Do you offer retiree coverage under the age of 65?

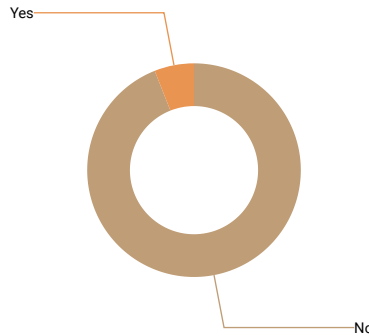
Answered 17 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	94%	16
Yes	6%	1

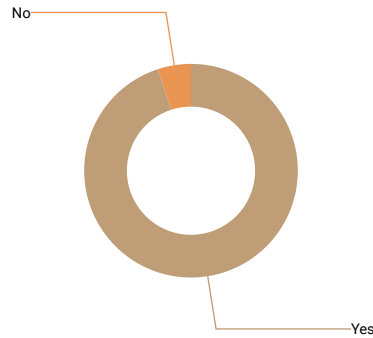
10. Dental Coverage

10.1. Does your company offer Dental Coverage?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	18
No	5%	1

10.2. Type(s) of Dental Coverage Offered

Answered 18 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
PPO	16
DHMO	0
Other	2

10.4. Dental Plan Provider(s)

Answered 18 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	8
Cigna	0
Concordia	0
Delta Dental	6
Metlife	1
Principal	0
United Healthcare	0
Other Not Listed	3

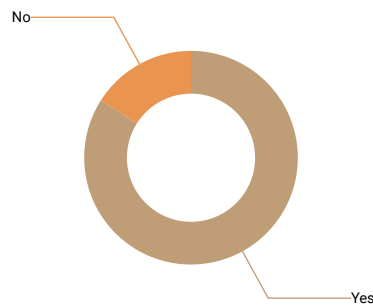
11. Vision Coverage

11.1. Does your company offer Vision Coverage?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	84%	16
No	16%	3

11.2. Plan Provider(s)

Answered 16 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	1
Cigna	0
Eyemed	3
Guardian	3
Humana	0
Metlife	0
Principal	0
Superior Vision	0
United Healthcare	0
VSP	10
Other	0

10.6. When do employee become eligible for coverage?

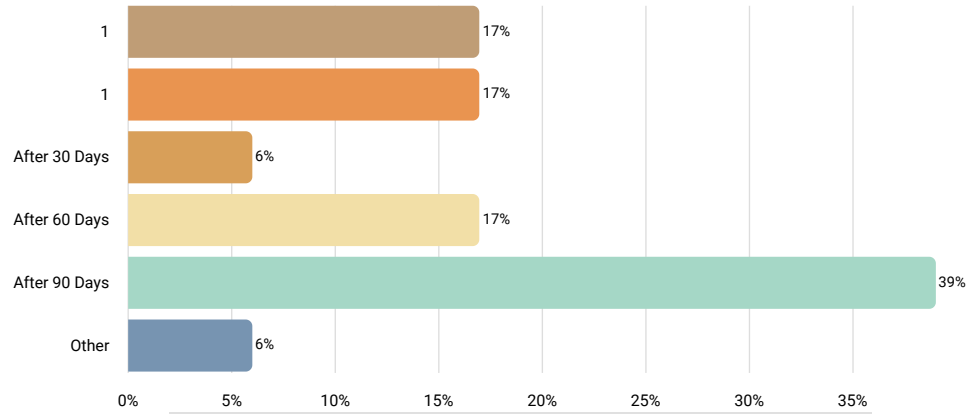
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	17%	3
1st of Month After Date of Hire	17%	3
After 30 Days	6%	1
After 60 Days	17%	3
After 90 Days	39%	7
Other		

10.8. Do you offer retiree coverage under the age of 65?

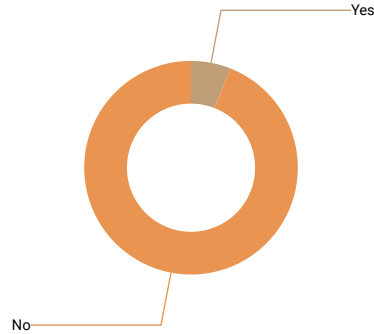
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	6%	1
No	94%	17

10.9. Do you offer retiree coverage over the age of 65?

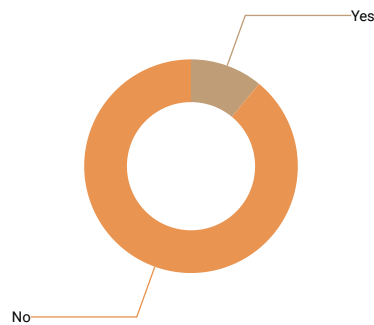
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	11%	2
No	89%	16

11.4. When do employees become eligible for coverage?

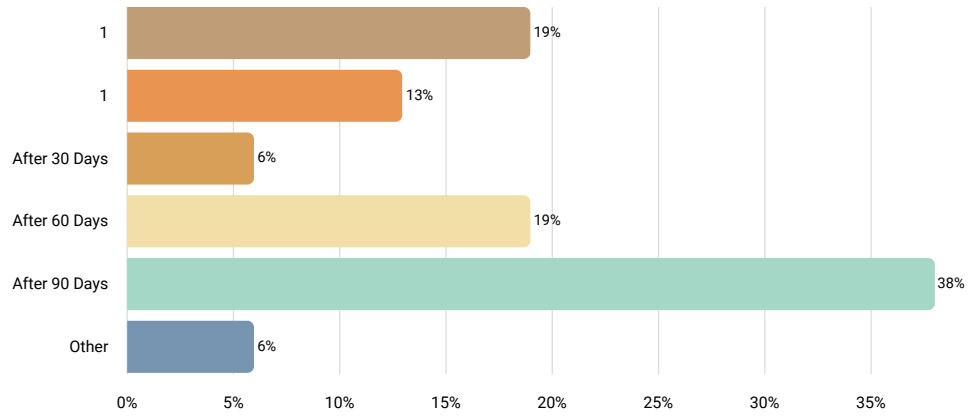
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	19%	3
1st of Month After Date of Hire	13%	2
After 30 Days	6%	1
After 60 Days	19%	3
After 90 Days	38%	6
Other	6%	1

11.6. Do you offer retiree coverage under the age of 65?

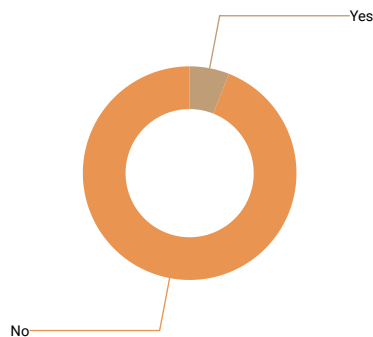
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	6%	1
No	94%	15

11.7. Do you offer retiree coverage over the age of 65?

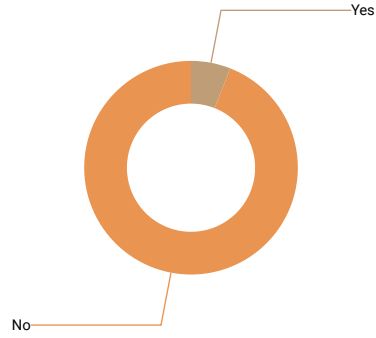
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	6%	1
No	94%	15

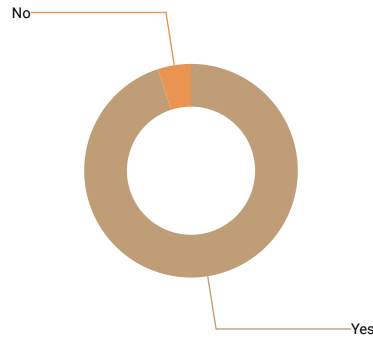
12. Life Insurance

12.1. Does your company offer Life Insurance?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	18
No	5%	1

12.2. Type(s) of Life Insurance Offered

Answered 18 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Term Life Insurance	17
Whole Life Insurance	3

12.4. Coverage Amount

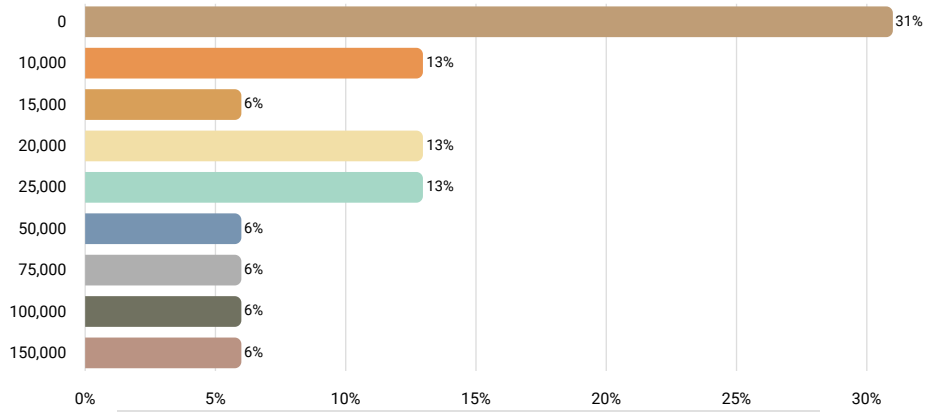
Answered 16 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	0
50th percentile	17,500
75th percentile	37,500
90th percentile	100,000
Mean	31,250
Median	17,500
Standard deviation	42,798

12.5. Can employees purchase additional life insurance for themselves or others?

Answered 17 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Yes, Self	15
Yes, Spouse/Partner	13
Yes, Dependents	15

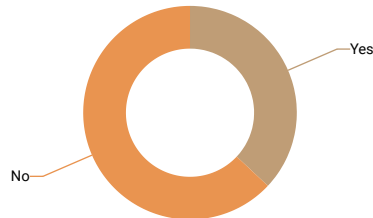
13. Health Spending/Savings Account

13.1. Does your company offer a Health Spending/Savings Account?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	37%	7
No	63%	12

13.2. Is this benefit earned or given?

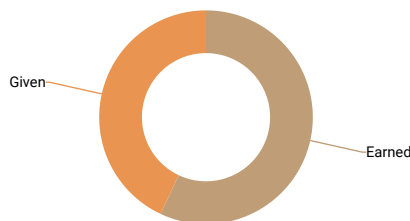
Answered 7 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"



Results	%	N
Earned	57%	4
Given	43%	3

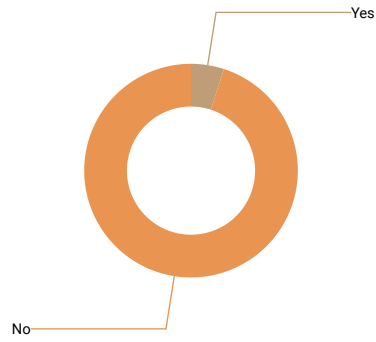
14. Pension Plan (Defined Benefit)

14.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	5%	1
No	95%	18

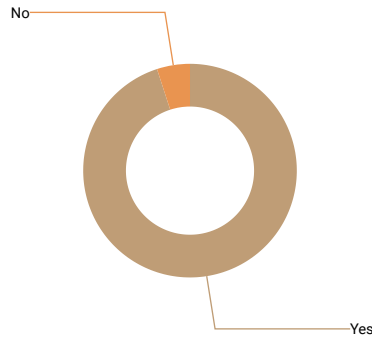
15. 401(k) Plan

15.1. Does your company offer a 401(k) Plan?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	95%	18
No	5%	1

15.2. When do employees become eligible?

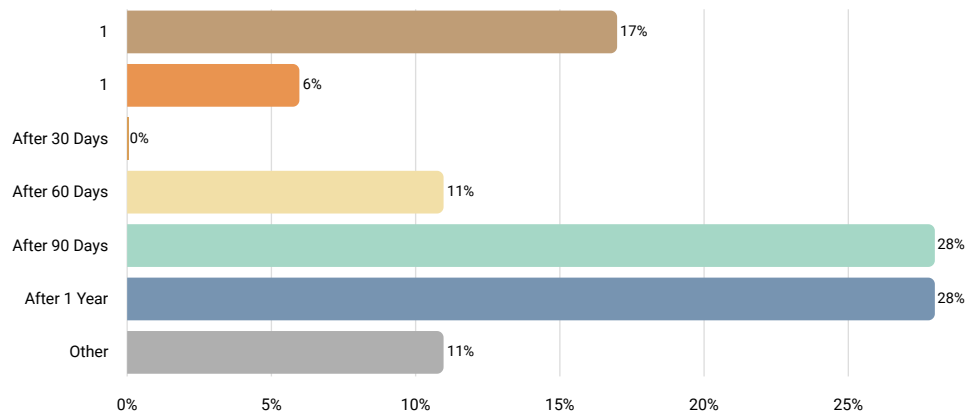
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	17%	3
1st of Month After Date of Hire	6%	1
After 30 Days	0%	0
After 60 Days	11%	2
After 90 Days	28%	5
After 1 Year	28%	5
Other	11%	2

15.4. Up to what percentage does the employer match employee contributions?

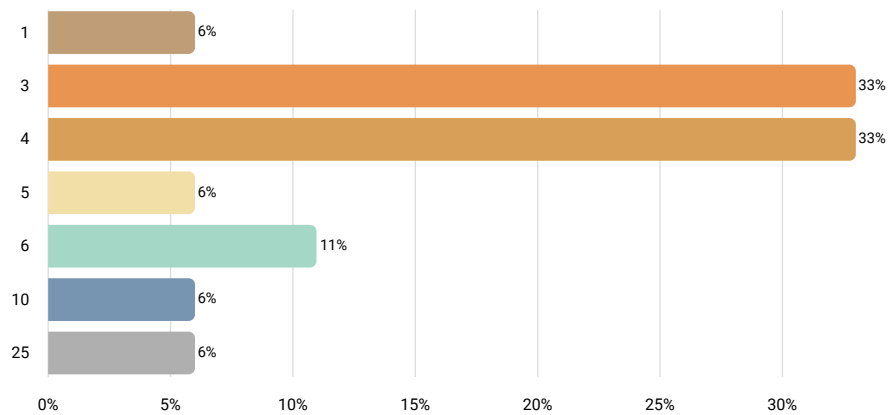
Answered 18 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	3
50th percentile	4
75th percentile	5
90th percentile	10
Mean	5
Median	4
Standard deviation	5

15.5. Is there a vesting period for employer contributions?

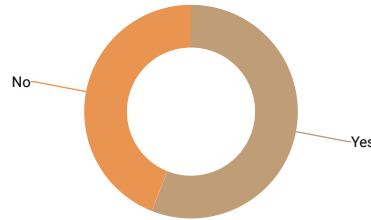
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
Yes	56%	10
No	44%	8

15.6. What is the vesting period to be 100% vested?

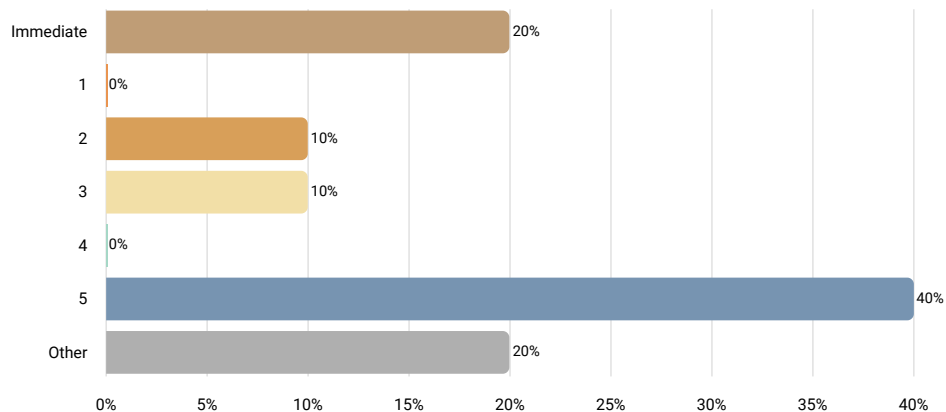
Answered 10 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"



Results	%	N
Immediate	20%	2
1 Year	0%	0
2 Years	10%	1
3 Years	10%	1
4 Years	0%	0
5 Years	40%	4
Other	20%	2

15.7. Is there a vesting schedule?

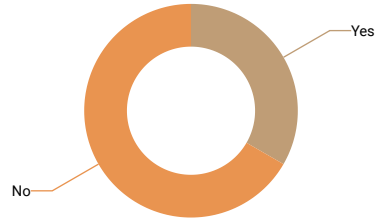
Answered 10 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "Is there a vesting period for employer contributions?" has Selected button "Yes"



Results	%	N
Yes	30%	3
No	60%	6

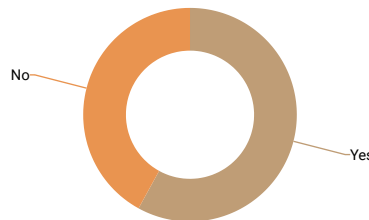
16. PTO (Paid Time Off)

16.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	58%	11
No	42%	8

16.2. Annual Amount of PTO in Days

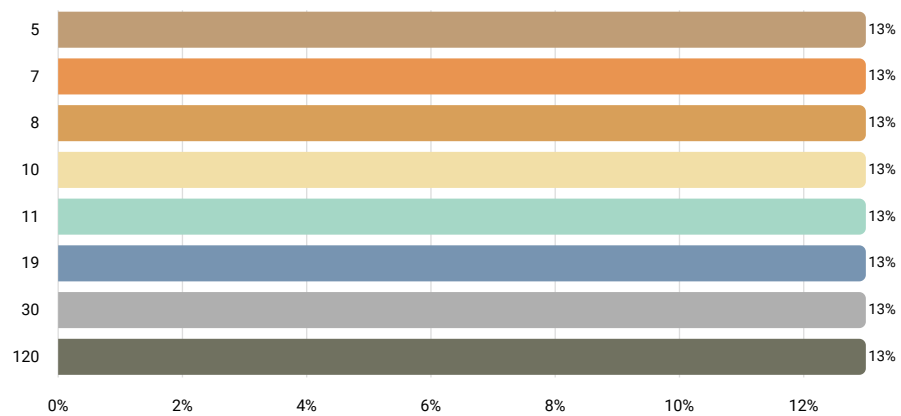
Answered 8 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	7.5
50th percentile	10.5
75th percentile	24.5
90th percentile	120
Mean	26
Median	11
Standard deviation	39

16.3. How is PTO accrued?

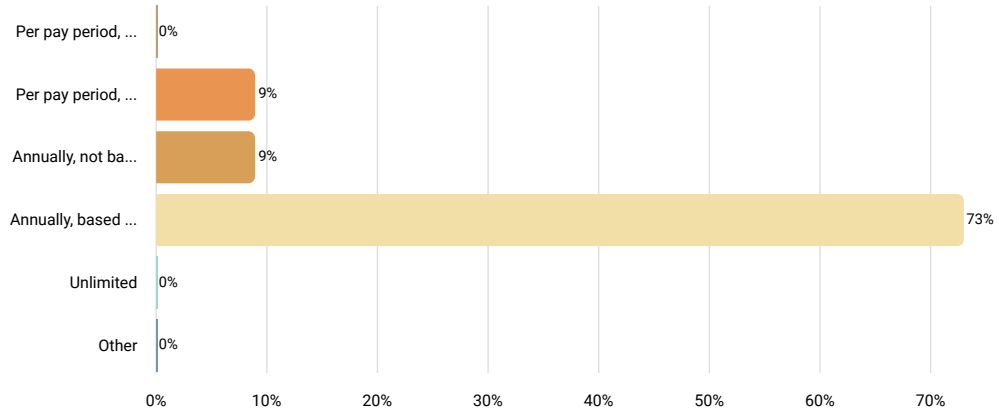
Answered 11 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	0%	0
Per pay period, based on hours worked	9%	1
Annually, not based on years of service	9%	1
Annually, based on years of service	73%	8
Unlimited	0%	0
Other	0%	0

16.5. Are any of these leave types NOT included in your PTO?

Answered 8 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"

Results	N
Sick Leave	5
Vacation	1
Holidays	6
Personal Leave	5

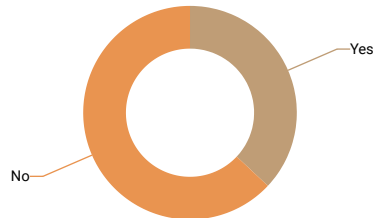
17. Sick Leave

17.1. Does your company offer Sick Leave?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	37%	7
No	63%	12

17.2. Annual Amount of Sick Leave in Days

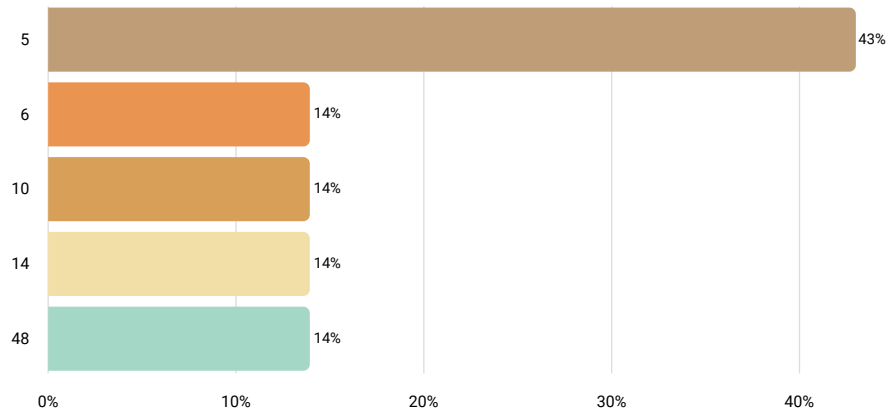
Answered 7 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	5
50th percentile	6
75th percentile	14
90th percentile	48
Mean	13
Median	6
Standard deviation	16

17.3. How is Sick Leave accrued?

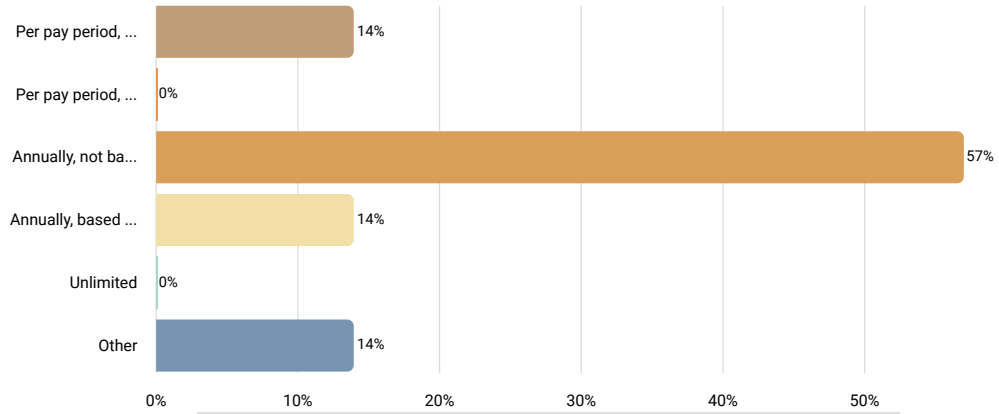
Answered 7 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	14%	1
Per pay period, based on hours worked	0%	0
Annually, not based on years of service	57%	4
Annually, based on years of service	14%	1
Unlimited	0%	0
Other	14%	1

17.5. Paid out at termination?

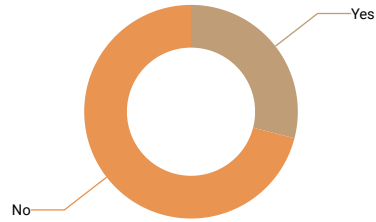
Answered 7 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Yes	29%	2
No	71%	5

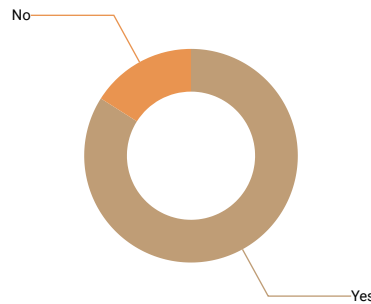
18. Vacation

18.1. Does your company offer Vacation Leave?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	84%	16
No	16%	3

18.2. Annual Amount of Vacation Leave in Days

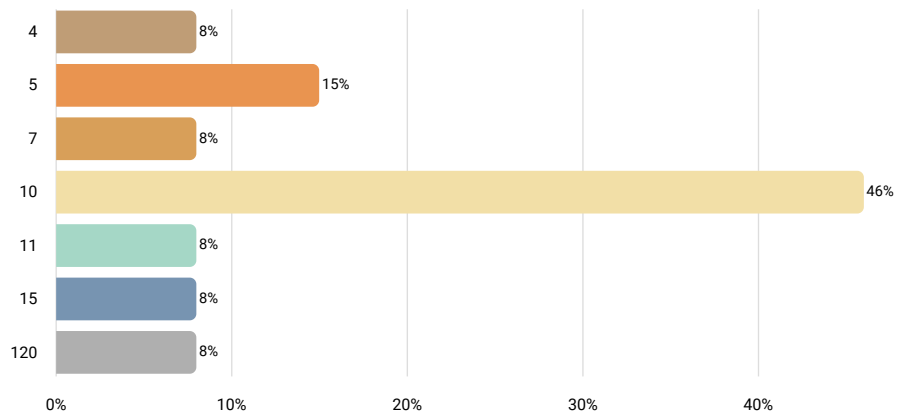
Answered 13 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Statistics	
10th percentile	5
25th percentile	7
50th percentile	10
75th percentile	10
90th percentile	15
Mean	17
Median	10
Standard deviation	31

18.3. How is Vacation Leave accrued?

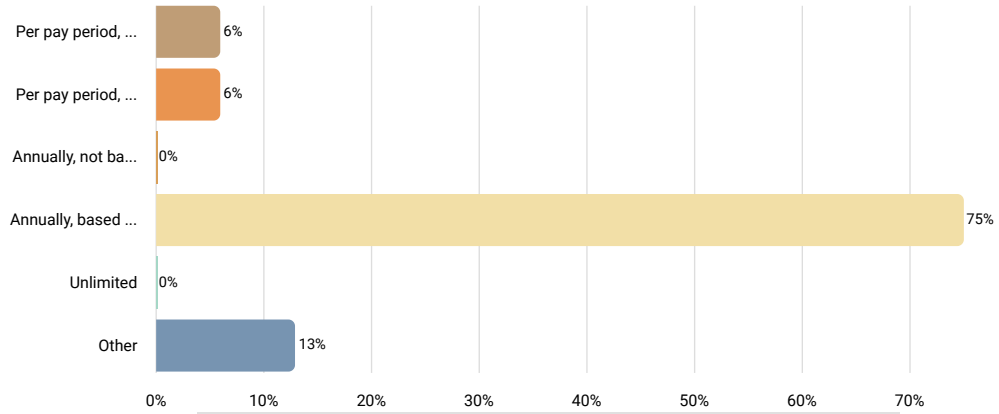
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	6%	1
Per pay period, based on hours worked	6%	1
Annually, not based on years of service	0%	0
Annually, based on years of service	75%	12
Unlimited	0%	0
Other	13%	2

18.5. Paid out at termination?

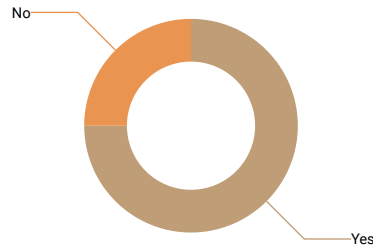
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	75%	12
No	25%	4

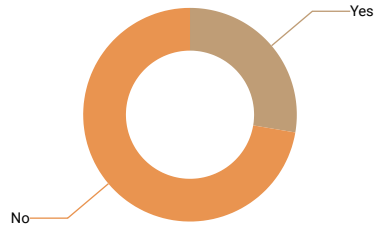
19. Personal Leave

19.1. Does your company offer Personal Leave?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	5
No	68%	13

19.3. How is Personal Leave accrued?

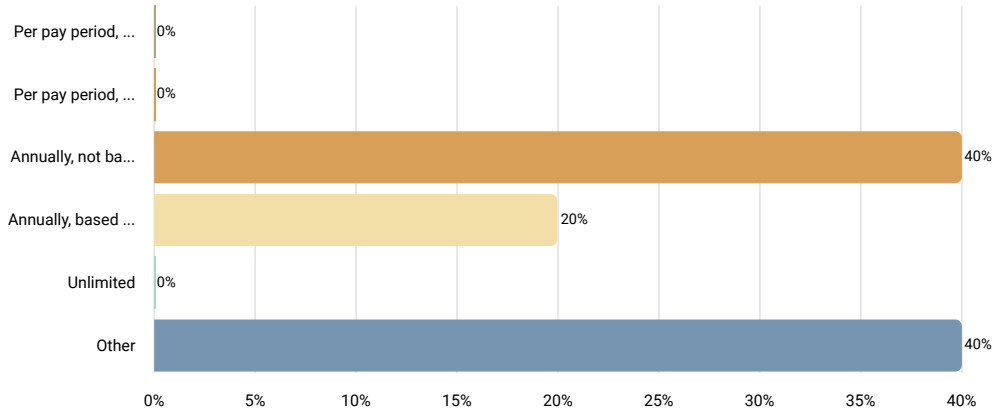
Answered 5 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Personal Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	0%	0
Per pay period, based on hours worked	0%	0
Annually, not based on years of service	40%	2
Annually, based on years of service	20%	1
Unlimited	0%	0
Other	40%	2

19.4. Paid out at termination?

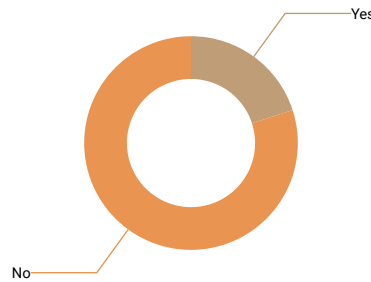
Answered 5 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Personal Leave?" has Selected button "Yes"



Results	%	N
Yes	20%	1
No	80%	4

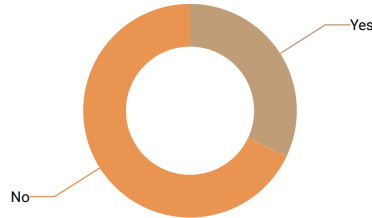
20. Paid Family Leave

20.1. Does your company offer Paid Family/Parental Leave?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	32%	6
No	68%	13

20.2. Annual Amount of Paid Family Leave in Weeks

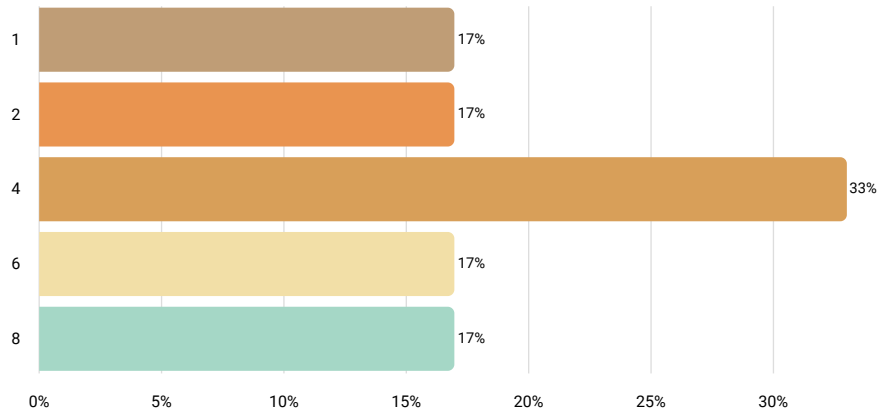
Answered 6 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family/Parental Leave?" has Selected button "Yes"



Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	8
Mean	4
Median	4
Standard deviation	3

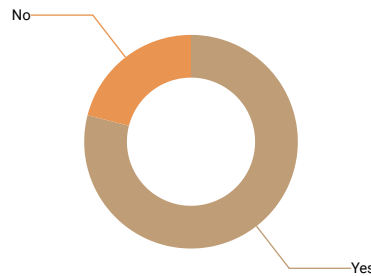
21. Short-term Disability

21.1. Does your company offer Short-Term Disability?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	79%	15
No	21%	4

21.2. Coverage Amount

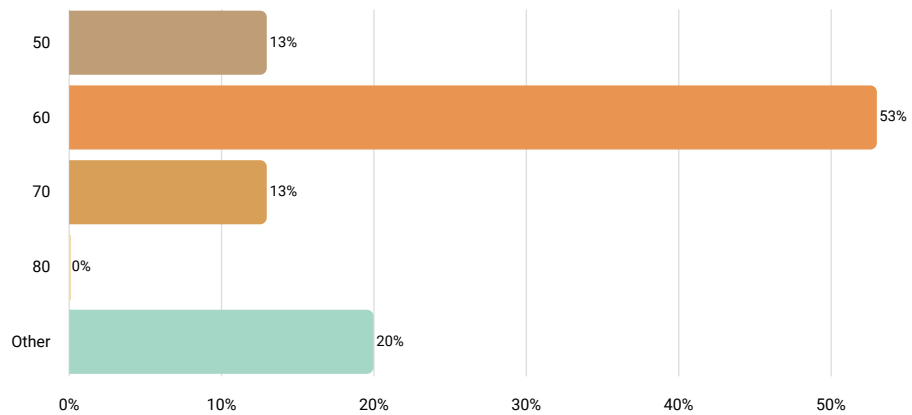
Answered 15 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
50% of Income	13%	2
60% of Income	53%	8
70% of Income	13%	2
80% of Income	0%	0
Other	20%	3

21.4. Coverage Waiting Period Days

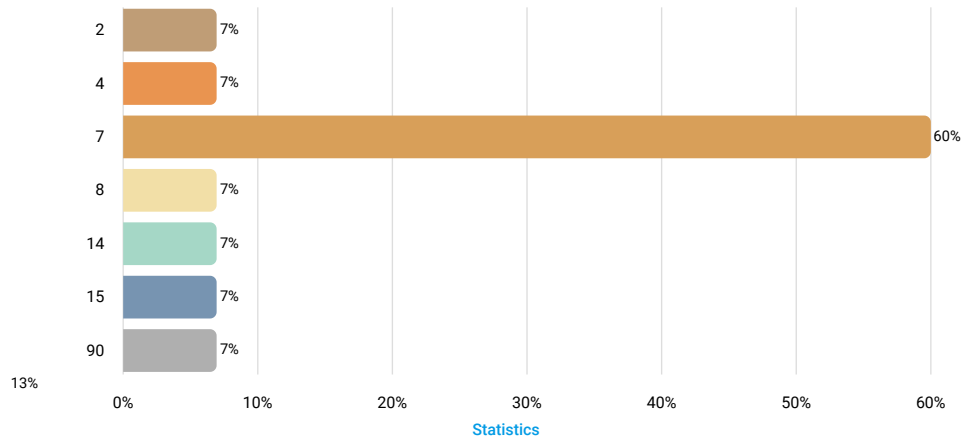
Answered 15 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

"Does your company offer Short-Term Disability?" has Selected button "Yes"



Statistics

10th percentile	4
25th percentile	7
50th percentile	7
75th percentile	8
90th percentile	15
Standard deviation	22
Median	7

21.5. Coverage Term

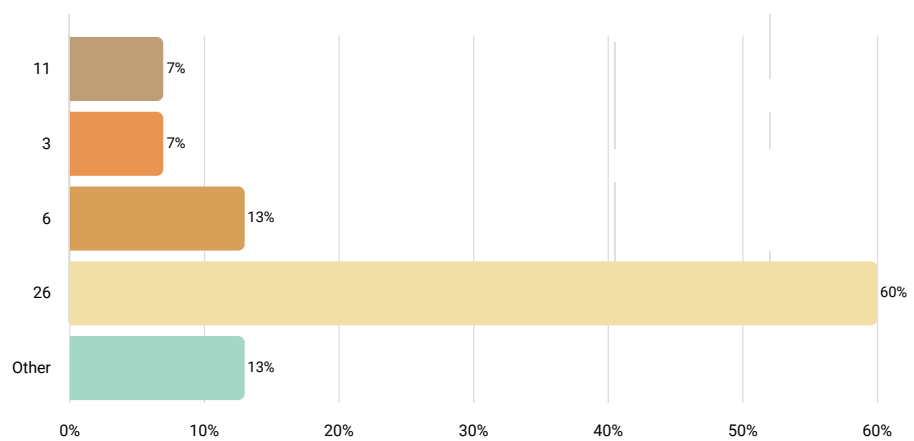
Answered 15 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results

	%	N
11 weeks	7%	1
3 months	7%	1
6 months	13%	2
26 weeks	60%	9
Other	13%	2

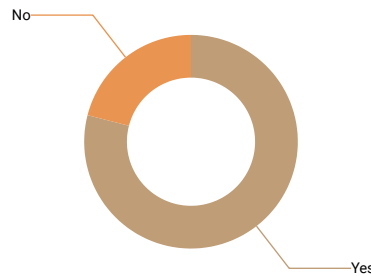
22. Long-term Disability

22.1. Does your company offer Long-Term Disability?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	79%	15
No	21%	4

22.2. Coverage Amount

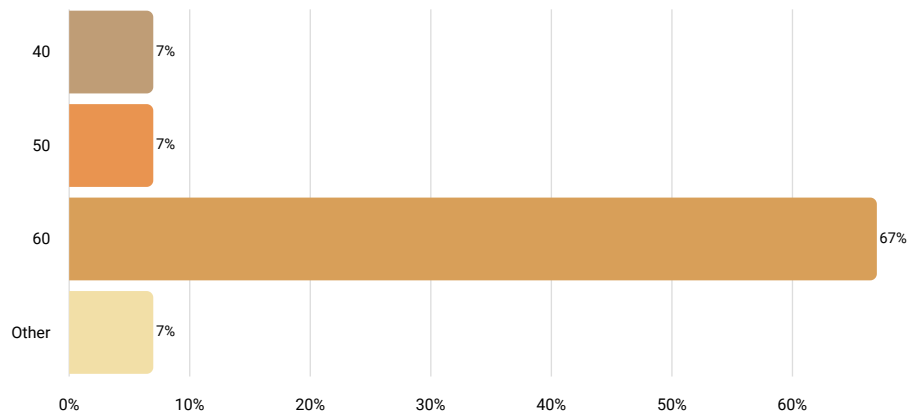
Answered 15 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
40% of Income	7%	1
50% of Income	7%	1
60% of Income	67%	10
Other	7%	1

22.4. Coverage Waiting Period Days

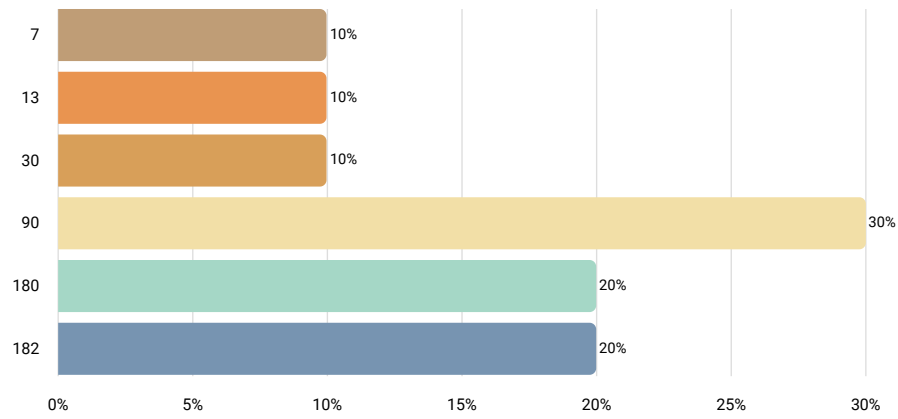
Answered 10 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Statistics

10th percentile	10
25th percentile	30
50th percentile	90
75th percentile	180
90th percentile	182
Mean	104
Median	90
Standard deviation	73

22.5. Coverage Term

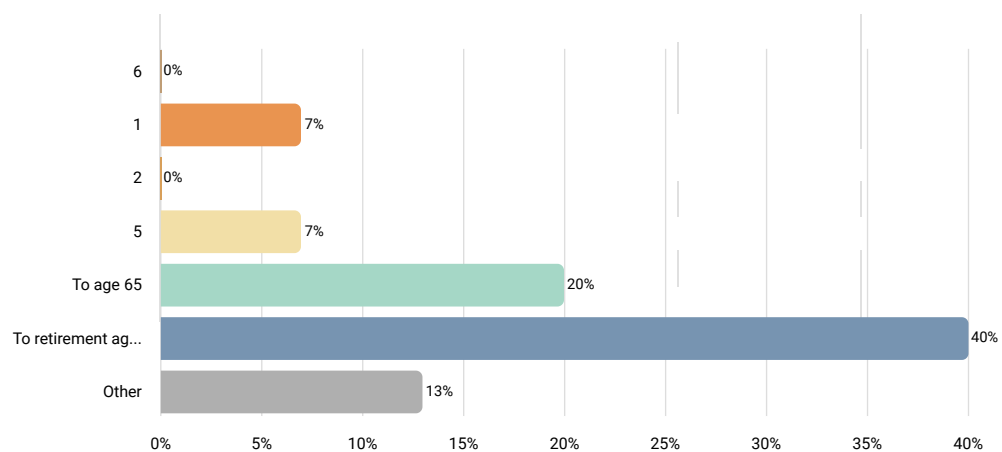
Answered 15 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results

	%	N
6 months	0%	0
1 year	7%	1
2 years	0%	0
5 years	7%	1
To age 65	20%	3
To retirement age	40%	6
Other	13%	2

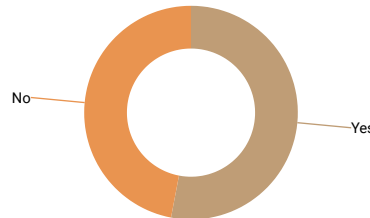
23. Education Assistance/Tuition Reimbursement

23.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	53%	10
No	47%	9

23.2. Eligibility Requirements

Answered 10 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results	N
Work-related	10
FTE	2
Minimum grade/score	8
Other	0

23.3. Percentage of Reimbursement

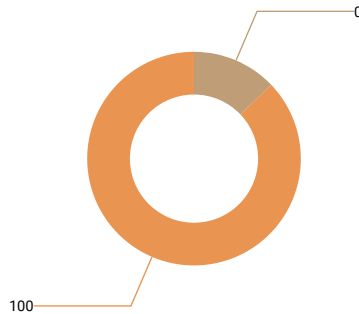
Answered 8 times

Skipped 2 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	88
Median	100
Standard deviation	35

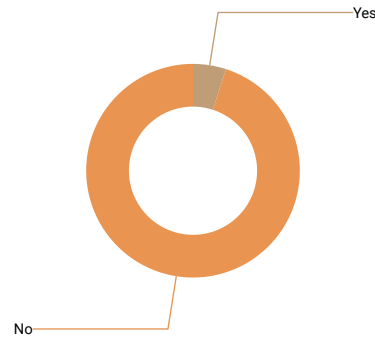
24. Flex-Time

24.1. Does your company offer Flex-Time?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	5%	1
No	95%	18

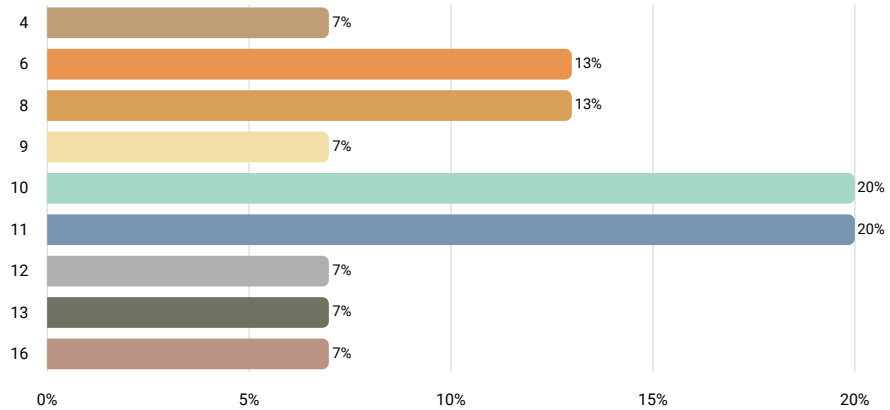
25. Holidays

25.1. How many total holidays are given in a year?

Answered 15 times

Skipped 4 times

Number input



Statistics	
10th percentile	6
25th percentile	8
50th percentile	10
75th percentile	11
90th percentile	13
Mean	10
Median	10
Standard deviation	3

25.2. Annual Holidays Offered

Answered 19 times

Skipped 0 times

Select multiple answers (checkboxes)

Results	N
Floating	8
New Year's Day	19
Martin Luther King, Jr. Day	3
Presidents' Day	0
Good Friday	8
Easter	2
Memorial Day	17
Independence Day	19
Labor Day	16
Veterans Day	0
Thanksgiving Day	19
Day after Thanksgiving	13
Christmas Eve	14
Christmas Day	19
New Year's Eve	5
Others Not Listed	2

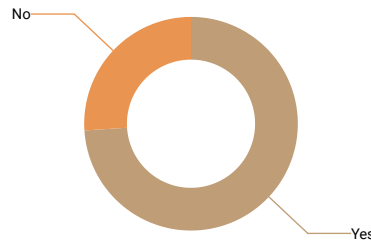
26. COVID-19 Impact

26.1. Did your company make changes to operations/production, staffing, wages and/or benefits in 2020 as a result of the COVID-19 pandemic?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	74%	14
No	26%	5

26.2. In what ways was your workforce impacted?

Answered 14 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2020 as a direct result of the COVID-19 pandemic?" has button "Yes"

Results	N
Changes to Operations/Production	13
Layoffs/Furlough	7
Wage Changes	4
Benefits Changes	3

26.3. Has your company returned to full/normal operations, as of 01/01/2021?

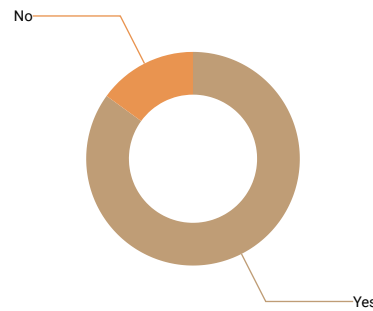
Answered 13 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2020 as a direct result of the COVID-19 pandemic?" has button "Yes"
- "In what ways was your workforce impacted?" has "Changes to Operations/Production" checked



Results	%	N
Yes	85%	11
No	15%	2

26.4. Have you been able to rehire staff that was laid off?

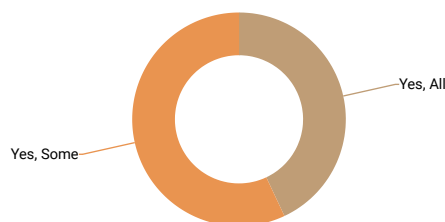
Answered 7 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Did your company make changes to operations/production, staffing, wages and/or benefits in 2020 as a direct result of the COVID-19 pandemic?" has button "Yes"
- "In what ways was your workforce impacted?" has "Layoffs/Furlough" checked



Results	%	N
Yes, All	43%	3
Yes, Some	57%	4
No	0%	0

END OF REPORT

Thank you for your support of regional wage and benefit surveys. Wage surveys are critical resources for businesses to understand wage and benefit benchmarks in their local communities.

The 2021 Northeast Alabama Wage and Benefit Survey was sponsored by the following organizations. Learn more about the great work they are doing:

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The survey was developed and administered by [Horizon Point Consulting, Inc.](#)



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