



Special Report: Government Contractors

2021 Wage and Benefit Survey Report
North Central Alabama Region

Cullman County
Lawrence County
Limestone County
Madison County
Morgan County

Published June 24, 2021
by Horizon Point Consulting, Inc.

2021 North Alabama Wage and Benefit Survey



This is the 2021 Wage and Benefit Survey for Cullman, Lawrence, Limestone, Madison, and Morgan Counties in North Central 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. The official survey report was published on June 22, 2021.

This document is a special report that features data only for participants that self-reported as Government Contractors. All published data meets Safe Harbor guidelines.

Participating Businesses

- 3M Company
- 4M Research
- ADTRAN, Inc.
- Aero Thermo Technology, Inc.
- AI Signal Research, Inc.
- a.i. solutions
- Air Products
- Alabama Cardington Yutaka Technologies
- AlphaPet, Inc.
- American Leakless Company, LLC
- Anglin Reichmann Armstrong P.C.
- APT Research, Inc.
- ATI
- Axxeum
- Bank Independent
- Baron Services, Inc.
- Bocar US
- Brown Precision, Inc.
- Bunge
- Carpenter Technology
- Cepeda Systems & Software Analysis, Inc
- Cerrewire
- City of Huntsville
- CohesionForce, Inc.
- Coilplus Inc. Alabama Division
- Conditioned Air Solutions
- Consolidated Pipe
- Cook Museum
- Cottage Senior Living
- Cullman Cabinet and Supply
- Daikin America, Inc.
- Davidson Technologies, Inc.
- DESE Research, Inc.
- Design Technologies, LLC
- EFP, LLC
- enGenius Consulting Group
- EngeniusMicro
- EOS Defense Systems
- Erica Lane Enterprises, Inc.
- Futaba
- Gleason Research Associates, Inc.
- Griffon Aerospace
- GSI
- Hexcel Corporation
- HH Technologies, Inc.
- HomTex, Inc.
- Huntsville Botanical Garden
- Huntsville Hospital
- Huntsville Utilities
- Huntsville-Madison County Airport Authority
- Huntsville Madison County Chamber
- Hyosung USA
- INEOS Styrolution America LLC
- Inland Buildings
- Interfuze
- International Paper Huntsville
- Intuitive Research and Technology
- Invariant
- Jack Daniel Cooperage
- Jacobs Technology, Inc.
- John Blue Company
- Kohler
- Lakeland Industries Inc.
- Leonardo DRS
- LSINC Corp
- Madison Metal Processing, LLC
- Matcor-Matsu
- Matthews Industries Inc
- Mazda Toyota
- McConnell Jones Lanier & Murphy LLP
- McGriff Tire
- Metal Exchange Corporation
- Mitchell Plastics
- Monarch Steel Company, Inc.
- Monte Sano Research Corporation
- Moseley Technical Services, Inc.
- MSB Analytics
- National Children's Advocacy Center
- nou Systems, Inc.
- Nucor Steel Decatur
- OCI Alabama LLC
- Optimal GEO
- Pegasus Technologies & Solutions, Inc.
- Phased n Research, Inc.
- Phoenix
- Plasma Processes
- Polaris Industries
- Polyplex USA
- PPT Solutions, Inc.
- Practical Energetics Research, Inc.
- PROJECTXYZ
- QTEC Aerospace
- REHAU
- Reliance Worldwide Corporation
- Rocket City HR Consulting
- Royal Technologies Corp
- RUAG Space USA
- Saint Gobain
- Sanoh America, Inc.
- SEA Wire and Cable, Inc.
- SEI Group, Inc.
- Shape Corp.
- Shearer & Associates, Inc
- Simulation Technologies, Inc. (SimTech)
- Snap-on Tools
- Steelcase Inc.
- Strata-G Solutions, LLC
- Systems Automotive Interiors Alabama
- T&C Stamping, Inc.
- Teledyne
- T-H Marine
- Thompson Gray
- Toray Composite Materials America, Inc.
- Toray Fluoro bers (America), Inc.
- Total Solutions, Inc.
- Toyota Boshoku
- TRIS USA, Inc.
- Tru-Line Manufacturing, Inc.
- Tyonek
- United Launch Alliance
- University of Alabama in Huntsville
- USFalcon
- Valley Rubber, LLC
- Webb Wheel Products Inc
- Willo Products Company, Inc.
- Wilson Lumber
- Y-tec Keylex Toyotetsu Alabama

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1. Introduction and Guidelines

APPLICABLE DATA

Data collected in this survey is for companies located in Cullman, Lawrence, Limestone, Madison, and Morgan Counties in Alabama who self-reported as Government Contractors.

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 Cullman Economic Development Agency, Lawrence County Industrial Development Board, Limestone County Economic Development Association, Huntsville/Madison County Chamber, and Morgan County Economic Development Association are community partners for this survey. Questions about any costs of participation should be directed to these representatives.

Summary of Wage Rates by Position (Hourly)

Data is as of 01/01/2021

N = number of respondents

* = salary data is also reported for this position; see
Summary of Wage Rates (Salary)

Item Code	Position Title	N	Average Actual Base Rate (in dollars)			Pay Range (in dollars)	
			Low <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
6.1.1	Accounting Clerk	11	17.42	20.00	23.60	19.00	22.20
6.1.3	Administrative Assistant/Executive Secretary*	16	15.00	20.28	34.19	18.41	22.50
6.1.5	Human Resources Assistant	7	13.25	20.00	24.49	15.66	21.36
6.1.7	Telephone Operator/Receptionist	8	12.11	16.15	27.54	-	-
6.1.15	Payroll Specialist	5	17.00	22.13	29.33	21.50	25.00
6.1.17	Clerk, General	5	14.14	15.00	27.72	-	-
6.2.1	Engineering Technician - Level 1	6	15.00	18.06	23.32	15.98	17.92
6.2.2	Engineering Technician - Level 2	7	18.39	25.80	46.84	-	-
6.2.14	PC Network Support Technician	5	21.50	25.75	29.97	-	-
6.3.1	Accountant - Level 1*	5	20.56	22.60	27.88	20.56	25.00
6.6.5	General Building Maintenance	5	19.00	23.00	27.24	-	-
6.6.7	Maintenance Mechanic	5	-	-	-	20.00	35.00
6.7.1	Fork Lift Driver/Material Handler	5	17.98	21.00	25.42	-	-
6.7.2	Shipping and Receiving Clerk	7	17.00	20.89	25.21	17.50	19.99
6.9.8	Team Leader	5	22.94	25.00	97.84	-	-
6.12.9	Chief Operating Officer (COO)*	5	70.00	85.20	131.74	-	-
6.12.11	CEO/President*	7	79.77	112.68	146.56	91.86	119.63

Summary of Wage Rates by Position (Salary)

Data is as of 01/01/2021

N = number of respondents

* = hourly data is also reported for this position; see *Summary of Wage Rates (Hourly)*

Item Code	Position Title	N	Average Actual Base Salary (in dollars)			Pay Range (in dollars)	
			Low <i>10th Percentile</i>	Midpoint <i>50th Percentile</i>	High <i>90th Percentile</i>	Minimum <i>Midpoint</i>	Maximum <i>Midpoint</i>
6.1.3	Administrative Assistant/Executive Secretary*	7	26,950	45,115	80,080	41,122	68,197
6.2.11	Drafter - CAD	5	66,248	80,080	133,224	66,248	102,000
6.3.1	Accountant - Level 1*	9	38,818	51,001	64,301	47,740	66,586
6.3.2	Accountant - Level 2	11	56,600	61,828	72,010	53,700	74,961
6.3.3	Accountant - Level 3	10	66,528	88,826	117,449	77,500	110,500
6.3.4	Buyer - Level 1	5	42,000	58,854	72,922	-	-
6.3.7	Contracts Administrator - Level 1	5	42,913	55,486	62,000	-	-
6.3.8	Contracts Administrator - Level 2	8	54,249	78,090	91,000	-	-
6.3.9	Contracts Administrator - Level 3	8	65,829	98,858	118,664	-	-
6.3.10	HR Specialist/Generalist - Level 1	5	41,200	46,531	62,004	-	-
6.3.11	HR Specialist/Generalist - Level 2	8	57,641	63,411	69,249	51,665	76,440
6.3.12	HR Specialist/Generalist - Level 3	13	68,000	77,854	106,874	66,781	91,936
6.3.15	Security Admin/FSO - Level 3	9	61,651	105,913	125,000	89,390	119,900
6.3.21	Office Manager	5	38,255	66,400	118,726	-	-
6.3.22	Configuration Management Analyst	6	67,935	90,383	153,910	-	-
6.3.23	Financial Analyst	5	68,325	71,576	94,441	-	-
6.3.28	Recruiter	7	54,788	74,401	118,450	59,050	86,706
6.4.1	Mechanical Engineer - Level 1	10	63,125	68,060	81,910	55,650	85,950
6.4.2	Mechanical Engineer - Level 2	12	72,800	77,711	95,449	65,000	109,601

6.4.3	Mechanical Engineer - Level 3	10	82,288	95,329	126,807	83,000	110,000
6.4.4	Mechanical Engineer - Level 4	7	93,750	120,017	152,921	-	-
6.4.5	Mechanical Engineer - Level 5	7	140,785	141,640	192,233	114,504	152,000
6.4.6	Mechanical Engineer - Level 6	5	139,568	164,039	177,390	-	-
6.4.8	Electrical Design Engineer - Level 2	8	65,000	90,138	105,031	-	-
6.4.9	Electrical Design Engineer - Level 3	7	85,590	110,079	132,624	-	-
6.4.10	Electrical Design Engineer - Level 4	6	100,000	131,540	154,304	-	-
6.4.11	Electrical Design Engineer - Level 5	7	111,000	161,168	174,989	-	-
6.4.12	Electrical Design Engineer - Level 6	5	144,966	163,000	196,716	-	-
6.4.37	Software Engineer - Level 1	8	55,897	72,254	105,019	50,000	73,878
6.4.38	Software Engineer - Level 2	10	74,560	82,113	89,411	64,775	91,605
6.4.39	Software Engineer - Level 3	9	90,532	111,488	132,907	79,472	132,200
6.4.40	Software Engineer - Level 4	8	100,962	140,540	156,478	130,000	164,300
6.4.41	Software Engineer - Level 5	7	120,000	142,680	180,500	-	-
6.4.43	System Design Engineer - Level 1	6	53,084	67,934	79,206	-	-
-	System Design Engineer - Level 2	7	70,000	91,800	102,710	-	-
6.4.45	System Design Engineer - Level 3	6	89,700	106,916	133,030	-	-
6.4.46	System Design Engineer - Level 4	10	110,252	136,367	154,703	119,890	155,129
6.4.47	System Design Engineer - Level 5	9	99,840	141,900	192,233	113,600	204,500
6.4.67	System Admin/Network Analyst	8	58,344	93,350	135,081	68,224	122,064
6.9.1	Accounting Supervisor	5	63,500	65,603	79,996	-	-
6.9.2	Production Supervisor	7	33,809	76,949	106,163	54,109	105,144
6.10.9	Business Development Manager	9	77,249	131,664	182,410	92,500	172,000
6.11.1	Controller or Accounting Manager	14	82,000	120,008	170,622	86,620	133,666
6.11.3	Production or Operations Manager	10	69,883	103,750	146,721	92,841	140,000

6.11.4	IT Manager	8	53,900	104,537	158,662	85,000	113,815
6.11.6	Project or Program Manager*	17	65,000	139,283	194,906	90,000	152,500
6.11.7	Project or Program Director	9	77,694	157,633	229,673	150,000	185,000
6.11.8	Engineering Manager	8	116,812	155,369	160,557	109,000	168,398
6.11.9	Quality Control Manager	10	61,276	101,500	160,679	75,000	115,000
6.11.10	Human Resources Manager	16	66,250	88,672	114,875	68,933	97,759
6.11.13	Contracts Manager	13	81,130	99,100	138,840	90,000	124,342
6.11.16	Plant Manager	5	-	-	-	104,400	167,000
6.11.17	Purchasing Manager	7	74,880	100,910	133,899	74,940	144,742
6.12.2	Top Technical Exec (CTO/VP Technology)	5	153,025	165,173	222,809	-	-
6.12.4	Top Programs Exec (VP Programs)	12	141,440	177,185	234,004	150,113	210,000
6.12.5	Top Financial Exec (CFO)	9	95,929	153,920	381,069	121,522	187,735
6.12.7	Top HR Exec (CHRO/VP HR)	6	112,551	160,815	214,469	112,550	157,571
6.12.8	Top Contracts Executive	6	149,785	168,022	250,000	-	-
6.12.9	Chief Operating Officer (COO)*	7	116,484	190,000	280,758	125,000	180,000
6.12.10	Chief Administrative Officer (VP Admin)	6	92,878	177,813	276,918	-	-
6.12.11	CEO/President*	27	162,240	200,000	450,000	193,600	300,000

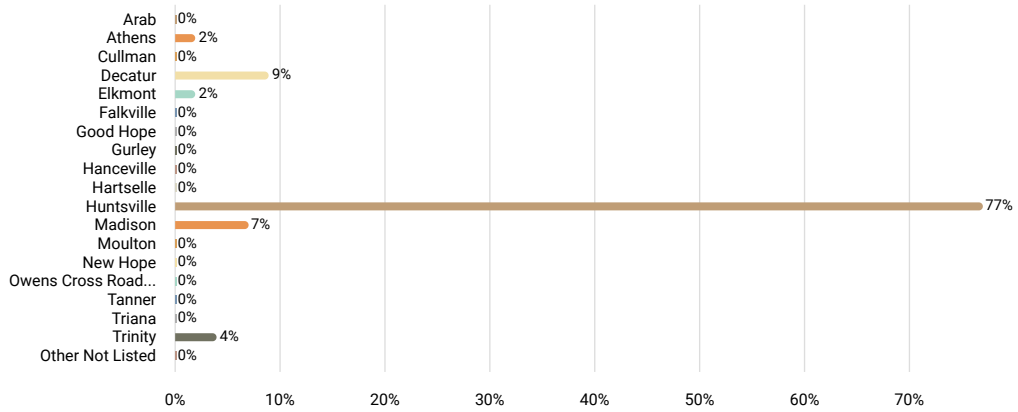
2. General Information

2.1. Company City

Answered 57 times

Skipped 0 times

Select one answer (drop down)



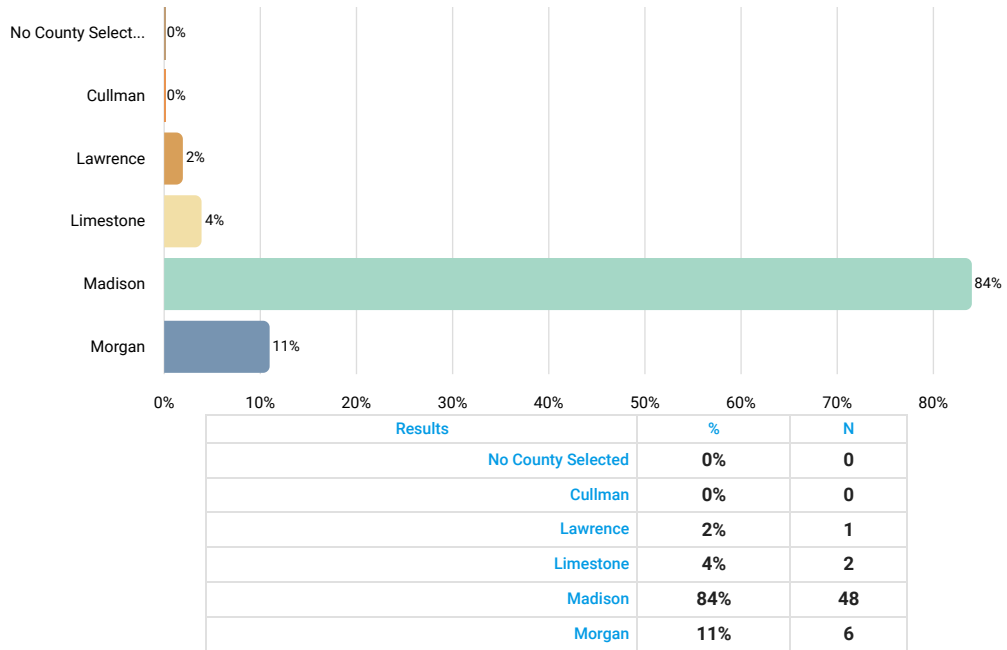
Results	%	N
Arab	0%	0
Athens	2%	1
Cullman	0%	0
Decatur	9%	5
Elkmont	2%	1
Falkville	0%	0
Good Hope	0%	0
Gurley	0%	0
Hanceville	0%	0
Hartselle	0%	0
Huntsville	77%	44
Madison	7%	4
Moulton	0%	0
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	0%	0
Triana	0%	0
Trinity	4%	2
Other Not Listed	0%	0

2.2. In which county is your company located?

Answered 57 times

Skipped 0 times

Select one answer (drop down)

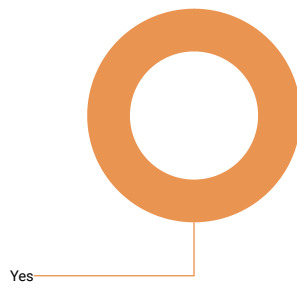


2.3. Is your organization a government contractor?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



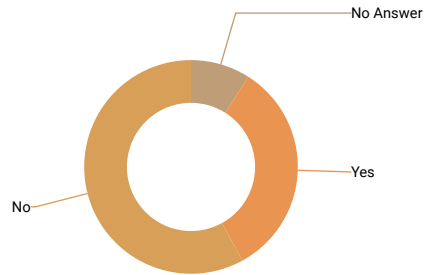
Results	%	N
No Answer	0%	0
Yes	100%	57
No	0%	0

2.4. Is your organization a manufacturer?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



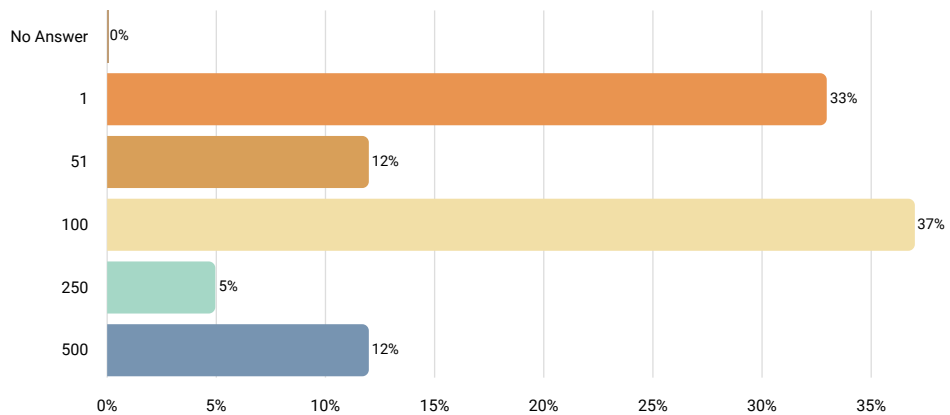
Results	%	N
No Answer	9%	5
Yes	33%	19
No	58%	33

2.5. Company Size

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	33%	19
51-99 Employees	12%	7
100-249 Employees	37%	21
250-499 Employees	5%	3
500+ Employees	12%	7

3. Company and HR Data

3.1. Total Gross Revenue in 2020

Answered 39 times

Skipped 18 times

Number input



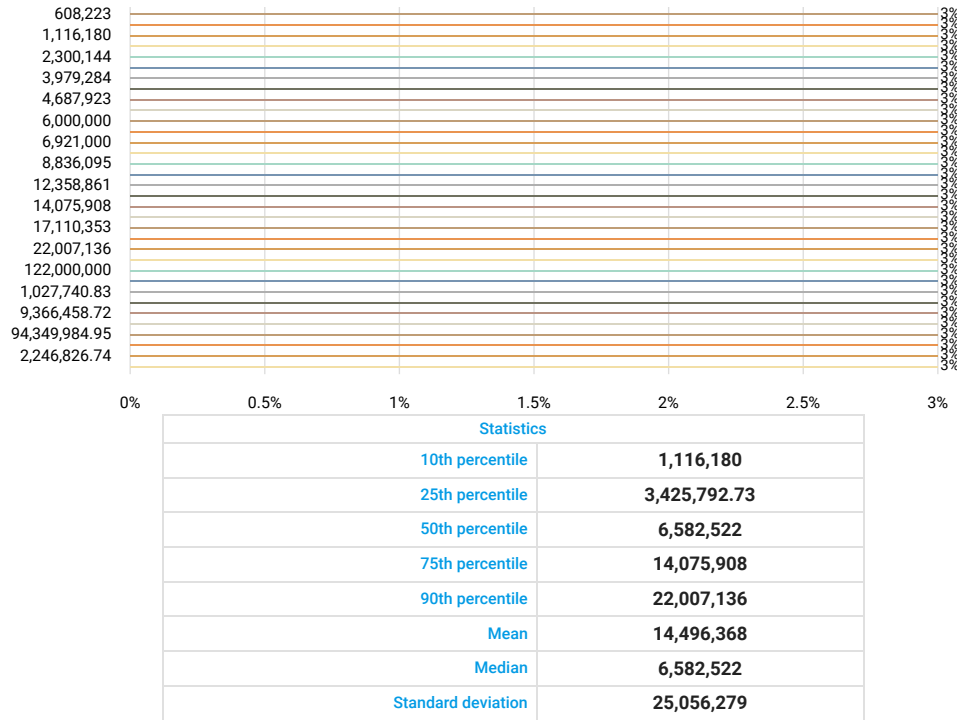
Statistics	
10th percentile	2,116,528
25th percentile	5,301,689
50th percentile	21,505,691
75th percentile	39,537,292
90th percentile	150,000,000
Mean	50,825,387
Median	21,505,691
Standard deviation	96,700,796

3.2. Total Gross Payroll in 2020

Answered 34 times

Skipped 23 times

Number input

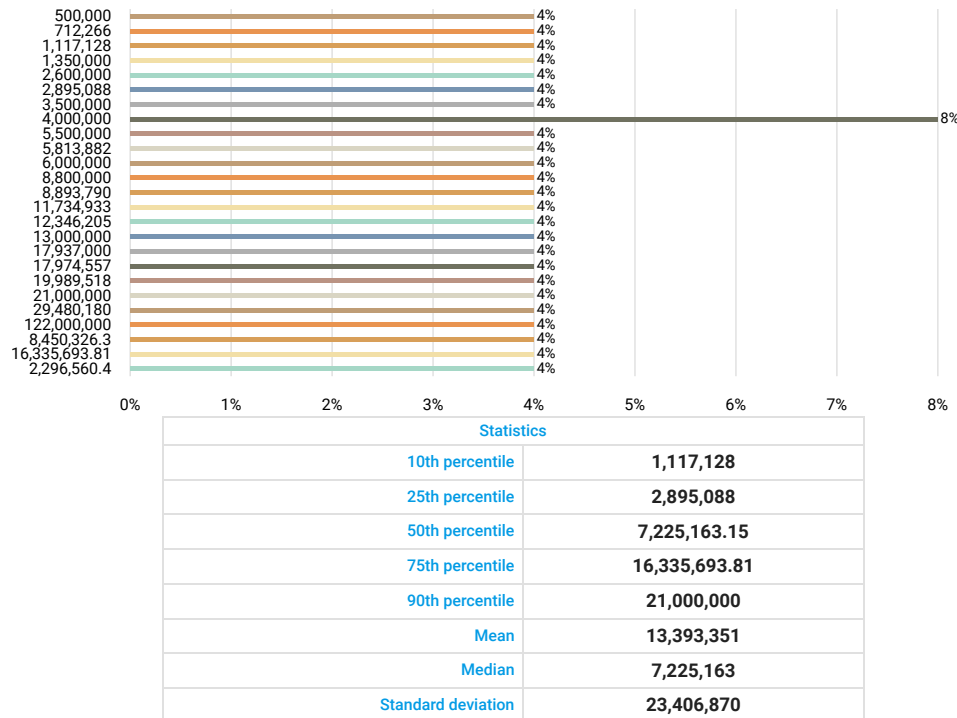


3.3. Total Budgeted Payroll for 2020

Answered 26 times

Skipped 31 times

Number input

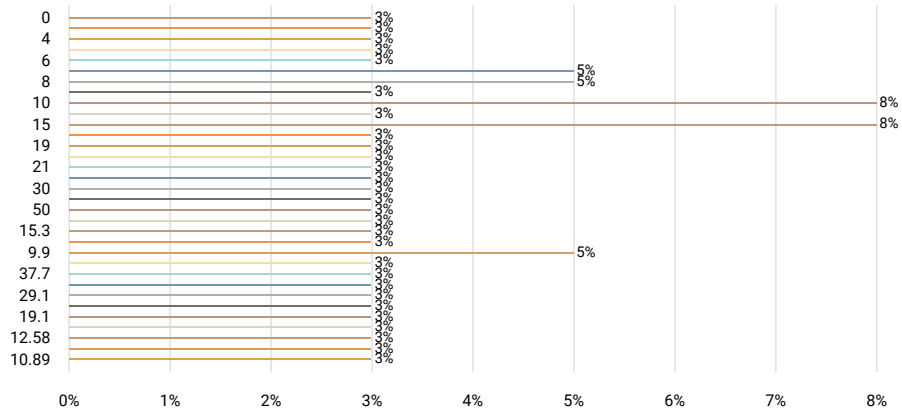


3.4. Overall Turnover Rate

Answered 40 times

Skipped 17 times

Number input



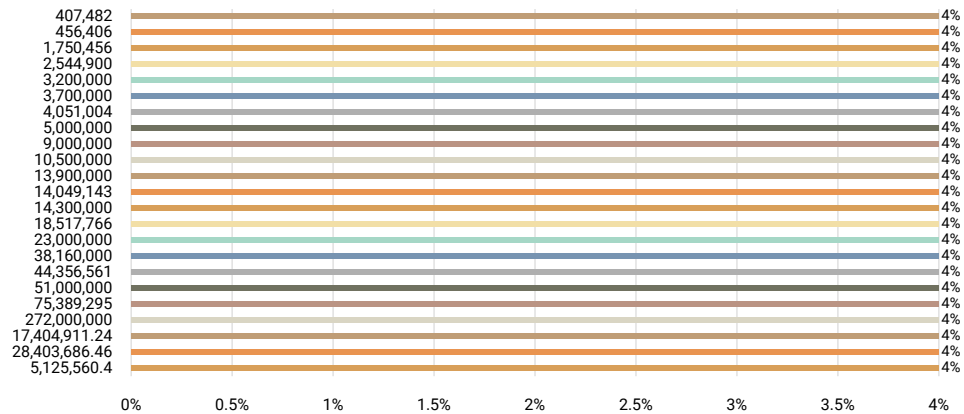
Statistics	
10th percentile	3.55
25th percentile	7
50th percentile	11.635
75th percentile	19.05
90th percentile	29.55
Mean	15
Median	12
Standard deviation	11

3.5. Total Operating Budget

Answered 23 times

Skipped 34 times

Number input



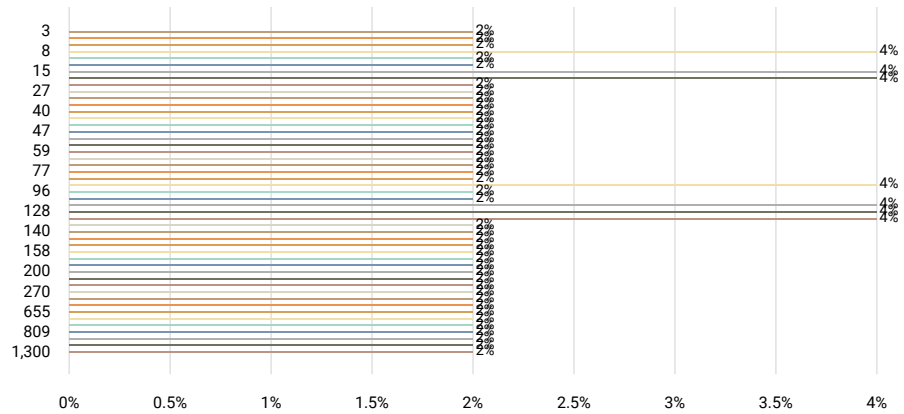
Statistics	
10th percentile	1,750,456
25th percentile	3,700,000
50th percentile	13,900,000
75th percentile	28,403,686.46
90th percentile	51,000,000
Mean	28,531,181
Median	13,900,000
Standard deviation	56,342,721

3.6. Number of Full-Time Employees (FTEs)

Answered 56 times

Skipped 1 times

Number input



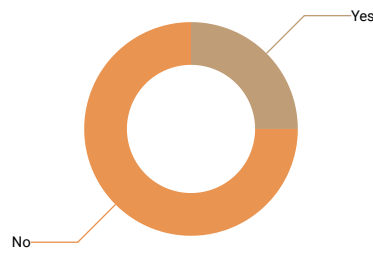
Statistics	
10th percentile	11
25th percentile	30
50th percentile	94.5
75th percentile	170.5
90th percentile	702
Mean	193
Median	95
Standard deviation	280

3.7. Are you planning a hiring campaign this year?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	21%	12
No	63%	36

3.8. Provide details about your hiring campaign for this year.

Answered 9 times

Skipped 3 times

Text area input

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

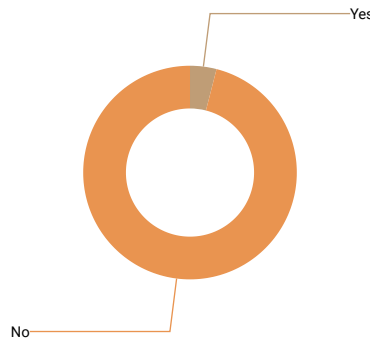
Results	
we hire through a hiring pool. we completed assessments in april and will be hiring from that pool for 2021.	1
na	1
25 fte additions	1
we're sending email campaign material to thousands of our contacts who've indicated an interest in working for our company, attending virtual career fairs monthly, and gearing up for hiring substantially over the next quarter.	1
n.a.	1
marketing, community involvement, college recruiting	1
we forecast a requirement of 20 additional fte's for 2021	1
cssa is developing and implementing a veterans hiring initiative and will be implementing 1-2 additional campaigns with the onboarding of our new hrd and first recruiter.	1
beginning to use linkedin recruiter to help fill hard to find positions.	1

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	4%	2
No	96%	55

3.10. You indicated that you have employees who are part of a union. Which union?

Answered 2 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "Yes"



We are sorry but the collected data is not sufficient to render an accurate res

3.11. How many of your employees are represented by a union?

Answered 2 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "Yes"



We are sorry but the collected data is not sufficient to render an accurate res

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

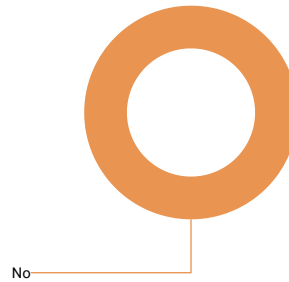
Answered 55 times

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	98%	54

3.13. Which union(s) are currently trying to organize at your site?

Answered 0 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "No"
- "You indicated that you have no employees represented by a union. Is there any union activity taking place at your site?" has Selected button "Yes"



We are sorry but the collected data is not sufficient to render an accurate res

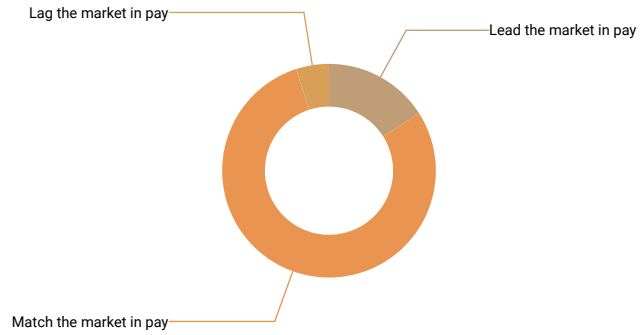
4. Pay Practices

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



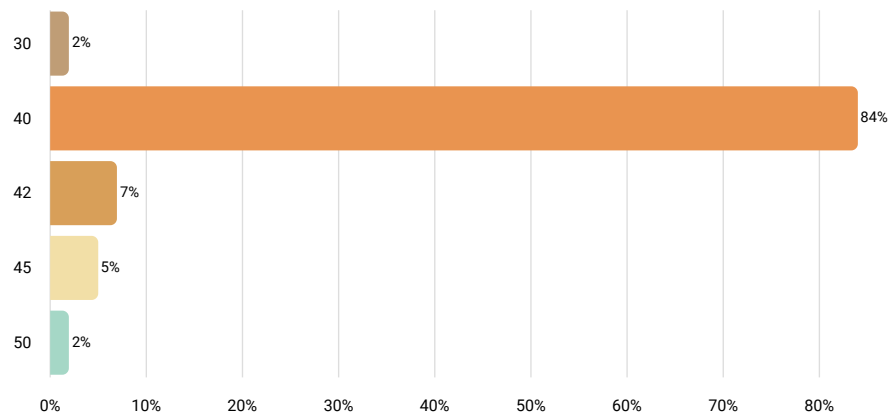
Results	%	N
Lead the market in pay	16%	9
Match the market in pay	79%	45
Lag the market in pay	5%	3

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

Answered 57 times

Skipped 0 times

Number input



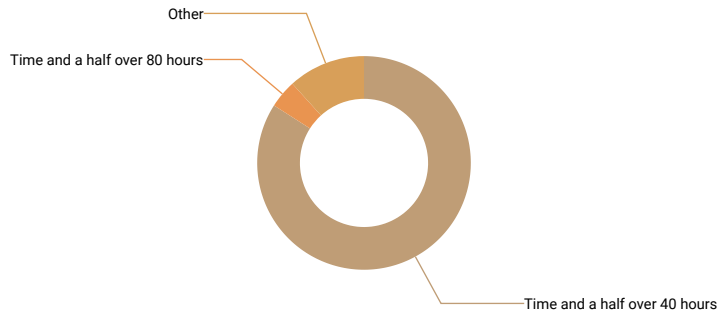
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	42
Mean	40
Median	40
Standard deviation	2

4.3. How do you calculate overtime hours?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 40 hours	79%	45
Time and a half over 80 hours	4%	2
Other	11%	6

4.4. Describe how you calculate overtime hours.

Answered 4 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

- "How do you calculate overtime hours?" has Selected button "Other"



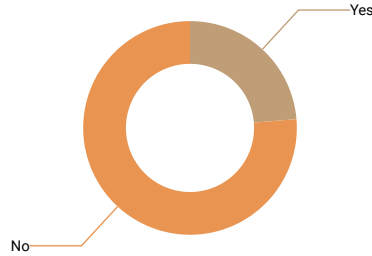
We are sorry but the collected data is not sufficient to render an accurate res

4.5. Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance emp

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	18%	10
No	58%	33

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

Answered 8 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

- "Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance employees?" has Selected button "Yes"

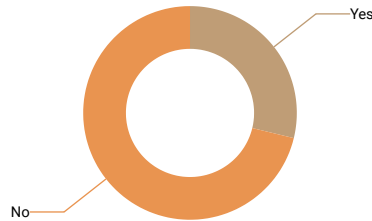
Results	
we offer bonus pay based on production. we also have a profit share.	1
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
bonuses are based on company profit.	1
annual bonus	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years	1
end of the year bonus	1
percentage determined each year. number of hours worked times determined percentage equals profit sharing bonus for that year.	1
quarterly bonus	1

4.7. Do you offer any incentive, bonus, or profit-sharing options specifically for process E&I employees?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	19%	11
No	47%	27

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

Answered 9 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

- "Do you offer any incentive, bonus, or profit-sharing options specifically for process E&I employees?" has Selected button "Yes"

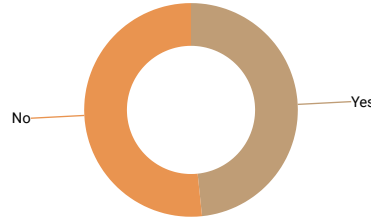
Results	
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
bonuses are based on company profit	1
incentive compensation based on company financial performance and personal performance.	1
end of the year bonus	1
some manager-based objectives	1
quarterly bonus	1
401k match, 3%	1
spot bonuses based on commendations above and beyond; annual performance bonuses.	1
end of year bonuses and profit sharing	1

4.9. Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	44%	25
No	47%	27

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

Answered 20 times

Skipped 5 times

Text area input

This question is applicable when the following conditions are met:

- "Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees?" has Selected button "Yes"

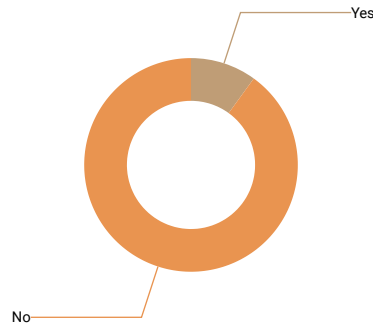
Results	
discretionary	2
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
this would be exclusive to corporate employees not exclusive to the decatur site.	1
bonuses are based on company profit	1
bonus	1
sti based on growth and profitability for the year	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years. short term incentives and long term incentives	1
incentive compensation based on company financial and personal performance and a long term incentive plan	1
annual bonus (lump-sum award), based upon meeting (or exceeding) company goals.	1
end of the yea bonus	1
yearly bonus	1
management incentive plan for managers is12.5%. management incentive plan for supervisors and senior level positions is 7.5%.	1
manager-based objectives	1
annual, end-of-year performance bonuses.	1
bonus program based on achievement of corporate objectives set for the year.	1
on-the-spot employee recognition bonus; performance bonus; business development bonus; overall company profitability bonus. bonuses are at the discretion of the management with ceo approvals and are dependent on the significance of the event performed.	1
participation in proposals for large contracts	1
bonuses for executive staff based on performance.	1
executive staff participate in the corporate bonus pool. all employees participate in the profit-sharing. all employees are eligible for bonuses, based on performance.	1

4.11. Do you have any skills-based pay programs in place?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	9%	5
No	81%	46

4.12. Please describe any skills-based pay programs in place. What positions are eligible? How much is offer increases? What is the basis of skills needed to acquire for increases?

Answered 3 times

Skipped 2 times

Text area input

This question is applicable when the following conditions are met:

- "Do you have any skills-based pay programs in place?" has Selected button "Yes"



We are sorry but the collected data is not sufficient to render an accurate res

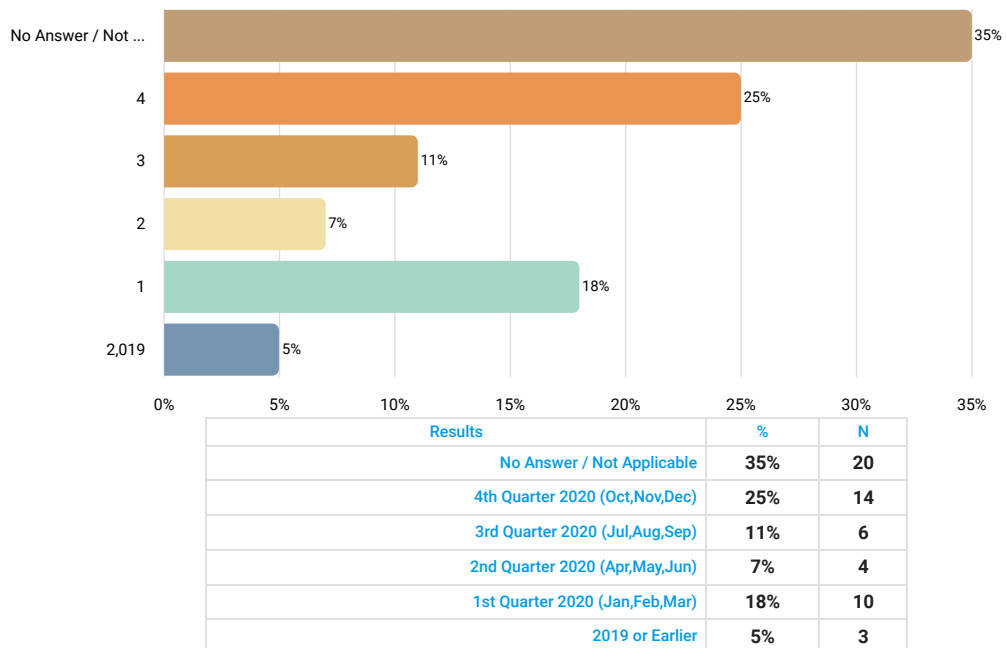
4.13. If applicable, describe your classification system of employees. Please include how this affects wages wage increases.

Answered 18 times
 Skipped 39 times
 Text area input

Results	
production employees are in different job grades according to where they work. some job grades are tiered.	1
we have payzones, which are utilized similar to pay ranges.	1
most jobs have tiers - level i - level iii. each level has specific years of experience, education etc. that must be meet to promote or hire into that position.	1
we adhere to all fair labor standards act classification processes. in addition, we utilize a 5 tier category level classification for each position: entry, mid, senior, principal and sme.	1
levels	1
op tech 1 (entry level), op tech 2, op tech 3 maintenance tech 4, maintenance tech 5, maintenance tech 6	1
levels based on years of experience, education	1
we have three tracks, with two levels each (executives and non-executives). t-track (technical track) goes from t0 to t7, c-track (corporate track) goes from c0 to c9, and m-track (management track) goes from m3 to m7.	1
n.a.	1
40 hr ft, 30 hr ft, 20 hr pt, casual (variable hour) and seasonal; 40 and 30 hour participate in performance based pay increase programs	1
grades	1
levels. the higher the level, the higher the compensation.	1
we utilize 'employee band levels' to classify employees for bonuses, employer benefit contribution amounts - owner; chief; director; manager; technical; and associate	1
tiers are based on gsa schedules.	1
our classification systems follows labor categories specified by our federal government and dod clients.	1
employees are categorized by labor categories. the categories are based on skill set, years of experience and education. associate 1-5;technical staff 1-5;subject matter expert 1-4	1
employees are assigned and categorized in a position description with associated levels 1 through 5 based on years of experience. each position title is assigned a grade 1- 16. each grade has 5 ranges of salaries. as employees reach the next level of a position description, typically because of years experience, they are promoted in the next level. we use the wage survey as a basis for determining the salary by grade structure.	1
none at this time. wages and increases are determined by market data combined with employee performance	1

4.14. When was your last pay increase for hourly employees?

Answered 57 times
 Skipped 0 times
 Select one answer (drop down)

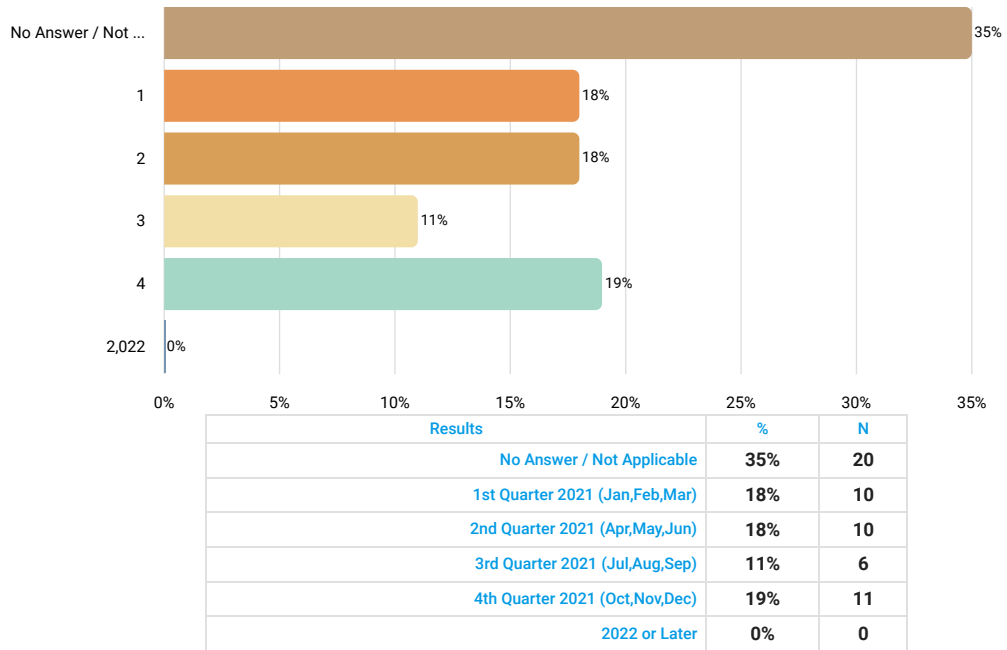


4.15. When is the next anticipated wage increase for hourly employees?

Answered 57 times

Skipped 0 times

Select one answer (drop down)

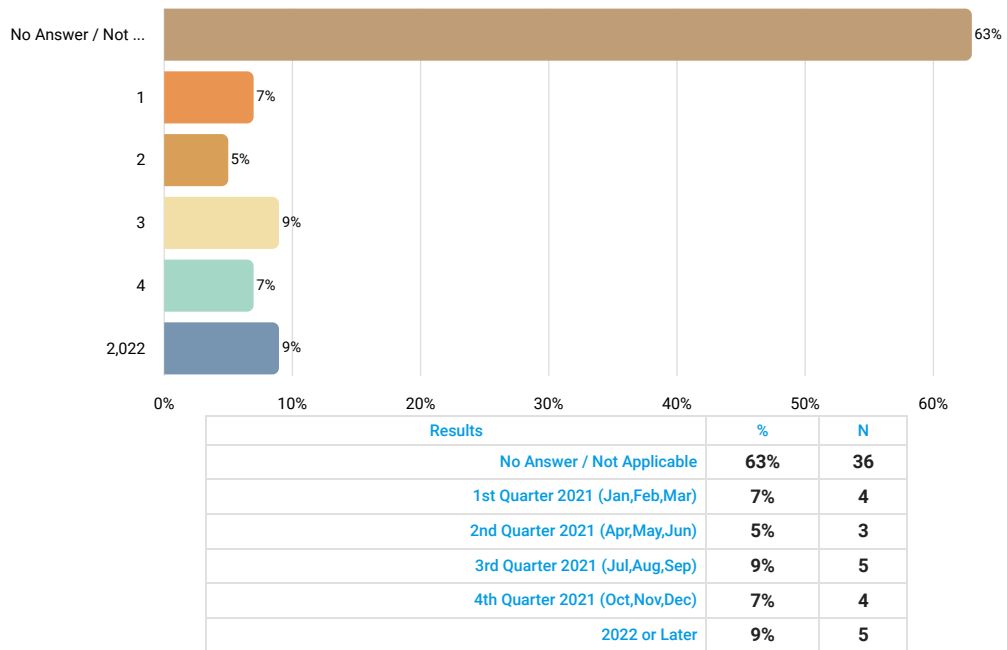


4.16. If applicable, when is the next anticipated change in your pay RANGE for hourly employees?

Answered 57 times

Skipped 0 times

Select one answer (drop down)

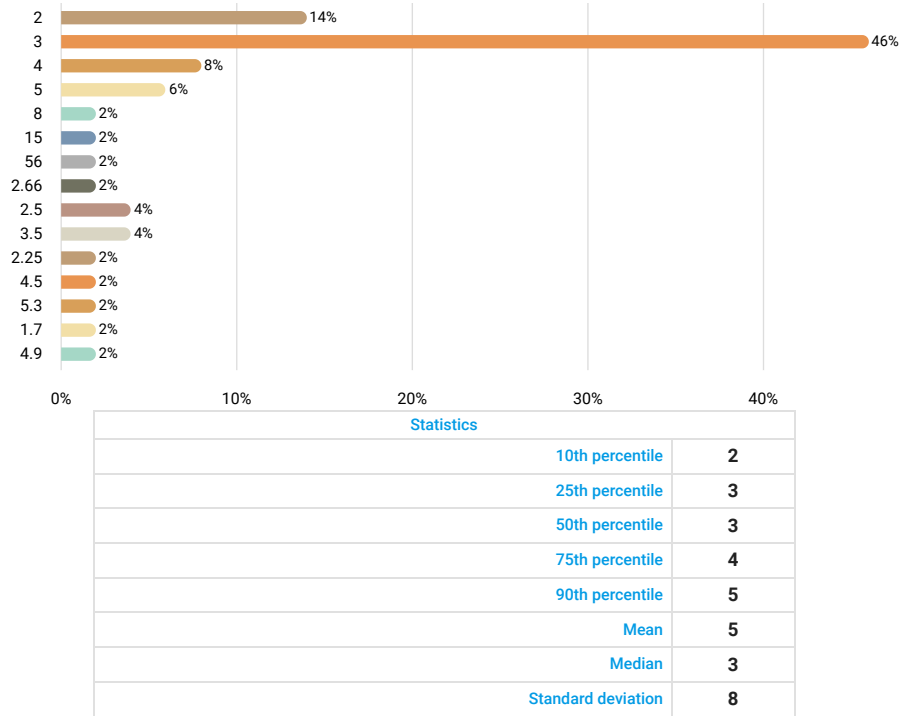


4.17. What was the average amount of your last pay increase as a percentage of base rates?

Answered 50 times

Skipped 7 times

Number input

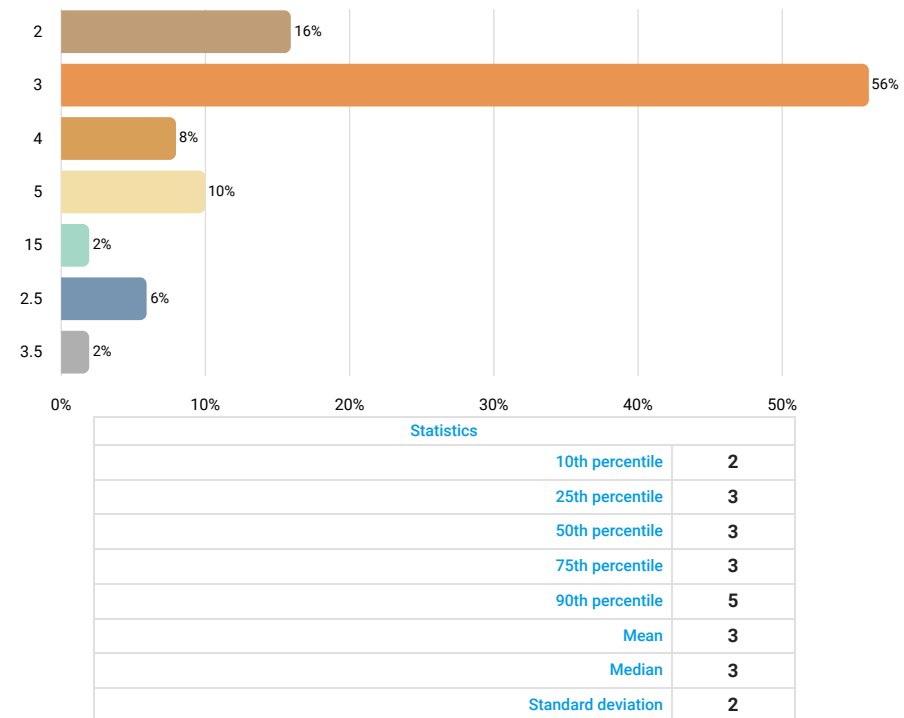


4.18. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?

Answered 50 times

Skipped 7 times

Number input

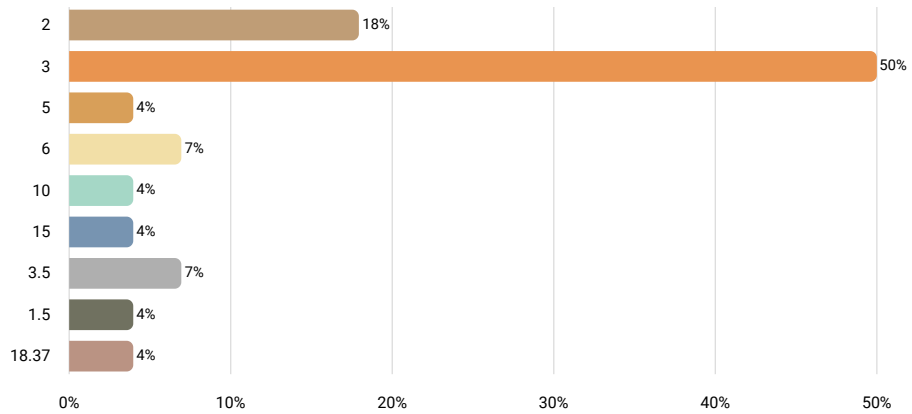


4.19. If applicable, what is your estimate of percentage change in next the pay RANGE increase?

Answered 28 times

Skipped 29 times

Number input



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

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

Answered 52 times

Skipped 5 times

Select multiple answers (checkboxes)

Results	N
1 Shift	27
2 Shifts	5
3 Shifts	8
10 Hour Shifts	4
12 Hour Shifts	7
Rotating Shifts	5
Swing Shifts	2
Other	19

4.21. Describe your shift pattern.

Answered 17 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- 'What type of shift pattern does your company use?' has 'Other' checked

Results	
4 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
day shift for all employees with exception to on-call operator, truck drivers, and fleet mechanics. exceptions have varying schedules based on roles and demand.	1
production has 12 hour swing shifts. there are also premium jobs that are 8hr/day 5 days a week with some day shifts offered	1
1st shift 8 hours per day 5 days per week	1
1 shift. normal business hours 7am-4pm m-f	1
day shift only	1
professionals standard 8 hour shift; site construction/technicians vary by site 8 or 10 hour shift	1
36 hour maintenance preventative team friday - sunday	1
one shift - days	1
8 hour shift	1
1 shift - 8 a.m. - 5 p.m.	1
one shift - normalized 8/9 hour shift	1
9/80 work week, 1 shift	1
flexible schedule	1
9/80 schedule	1
as a professional services organization, we only have 1 shift; however, individuals required to work in the evenings due to job assignment receive a differential.	1
no shift.	1

4.22. Describe your swing shift pattern.

Answered 0 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- 'What type of shift pattern does your company use?' has 'Swing Shifts' checked



We are sorry but the collected data is not sufficient to render an accurate res

4.23. Describe your rotating shift pattern.

Answered 2 times
 Skipped 3 times

Text input

This question is applicable when the following conditions are met:

- 'What type of shift pattern does your company use?' has 'Rotating Shifts' checked

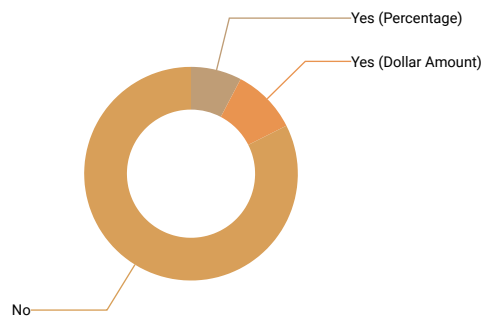


We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 57 times
 Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	7%	4
Yes (Dollar Amount)	9%	5
No	75%	43

4.25. Enter your 2nd shift premium percentage.

Answered 2 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 (Percentage)"



We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 4 times

Skipped 1 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)"



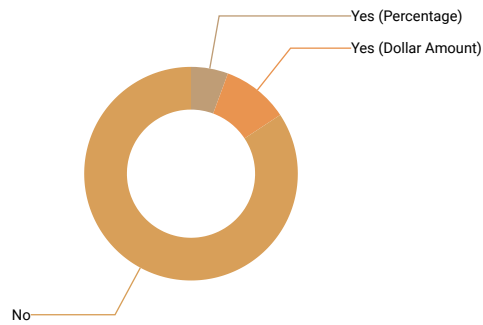
We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	5%	3
Yes (Dollar Amount)	9%	5
No	75%	43

4.28. Enter your 3rd shift premium percentage here.

Answered 2 times

Skipped 1 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 (Percentage)"



We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 4 times

Skipped 1 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)"



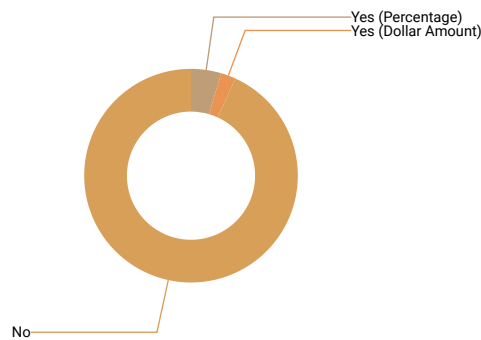
We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	2
Yes (Dollar Amount)	2%	1
No	82%	47

4.31. Enter your 12 hour shift premium percentage here.

Answered 2 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company pay a 12 hour shift premium?" has Selected button "Yes (Percentage)"



We are sorry but the collected data is not sufficient to render an accurate res

4.32. Enter your 12 hour shift premium dollar amount here.

Answered 1 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company pay a 12 hour shift premium?" has Selected button "Yes (Dollar Amount)"



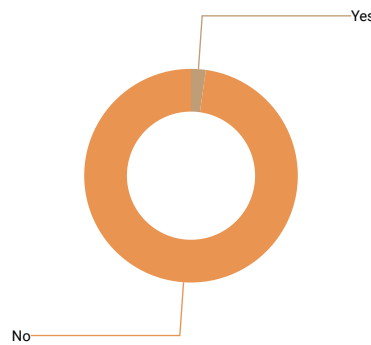
We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	2%	1
No	88%	50

4.34. Please describe your additional shift differentials.

Answered 1 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company have other types of shift differentials?" has Selected button "Yes"



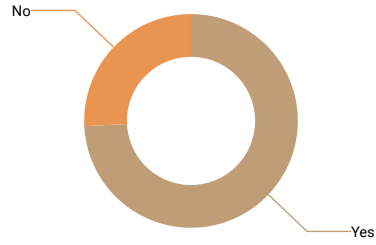
We are sorry but the collected data is not sufficient to render an accurate res

4.35. Does your company have positions that are leveled?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	72%	41
No	25%	14

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

Answered 34 times

Skipped 7 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	
	5 3
	3 2
	4 1
	3 to 4 levels 1
each position has a step progression - - most positions would have at least 3 levels up to 6 levels	1
at local air products facilities tiers are only for supervisors and managers. within the region there are 5 tiers that see active use.	1
technical positions job grades 1-4	1
research positions have 4 steps, professional administrative 2-3, technical 2-3	1
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
5 levels: (entry, mid, senior, principal and sme)	1
varies and depends on awarded work requirements.	1
professional technical/engineering positions have 6 levels; technician/clerk positions have 4 levels	1
3 levels	1
engineer/scientist have 9 levels; sme has 5 levels;	1
professional technical/engineering positions have 7 levels; professional administrative positions have 4; clerk position have 3.	1
we have three tracks, with two levels each (executives and non-executives). t-track (technical track) goes from t0 to t7, c-track (corporate track) goes from c0 to c9, and m-track (management track) goes from m3 to m7.	1
most have 3, but some have 4 to include a sr. level position	1
engineering 4 levels; professional administrative positions 3 levels; writer/ediotr 4 levels	1
5 levels for engineering, other positions typically have 3-4 levels	1
most technical and analytical positions have about 5 levels	1
majority of positions have 4 levels; some technical/engineering positions have 5 or 6 levels	1
2 levels for herbicide applicator (based on certification)	1
5 levels	1
levels 1 - 4	1
engineering - 2	1
1-6 based on experience/responsibility	1
technical junior positions have 3 levels, technical base positions have 3 to 5 levels. technical senior positions have 3-5 levels.	1
usually about 3 levels, some associate-level positions have fewer levels	1
technical positions have 5 or 6 levels; administrative positions have 3-4 levels. levels are dictated by federal govt and dod clients.	1
associate has 5 levels, technical has 5, subject matter expert has 4	1
management has 3 levels; technical have 5 levels;	1

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

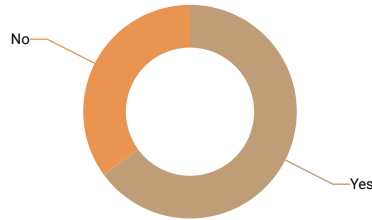
Answered 41 times

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"



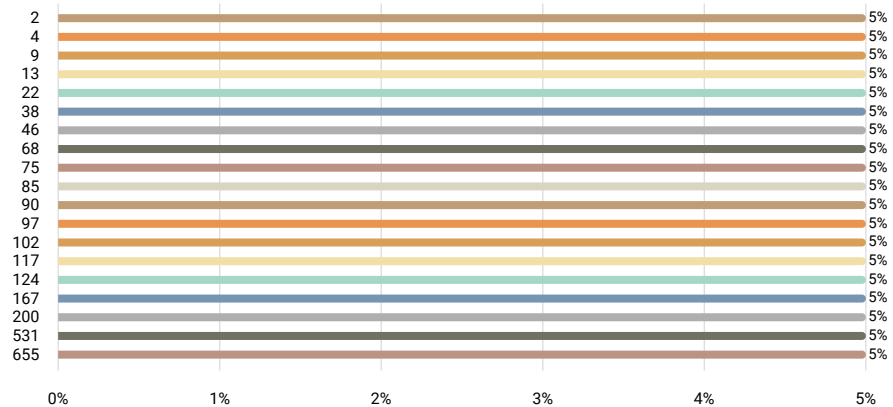
Results	%	N
Yes	63%	26
No	34%	14

4.38. Number of employees in production

Answered 19 times

Skipped 38 times

Number input



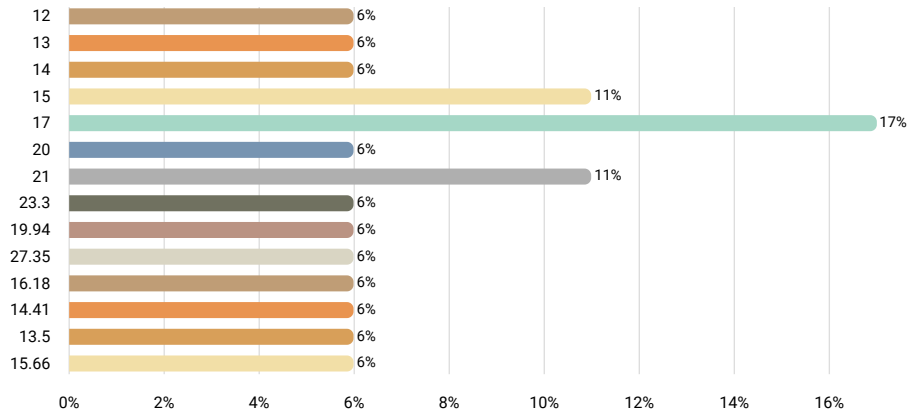
Statistics	
10th percentile	4
25th percentile	22
50th percentile	85
75th percentile	124
90th percentile	531
Mean	129
Median	85
Standard deviation	174

4.39. Average entry/hire hourly rate for production employees

Answered 18 times

Skipped 39 times

Number input



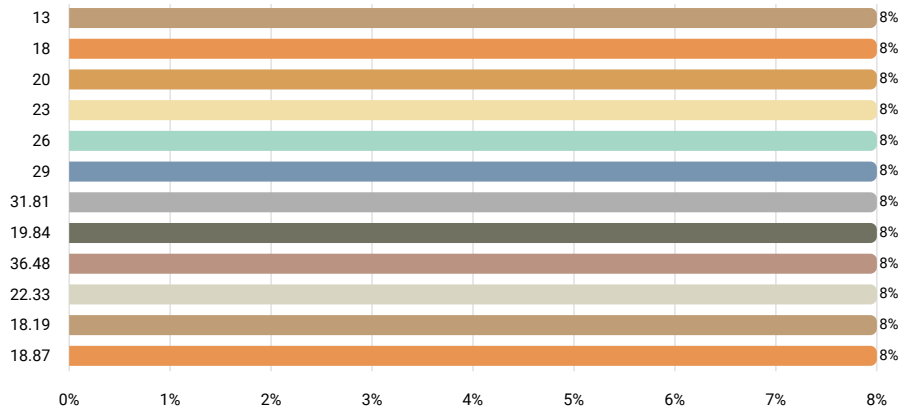
Statistics	
10th percentile	13
25th percentile	14.41
50th percentile	16.59
75th percentile	20
90th percentile	23.3
Mean	17
Median	17
Standard deviation	4

4.40. Average actual base rate for production employees

Answered 12 times

Skipped 45 times

Number input



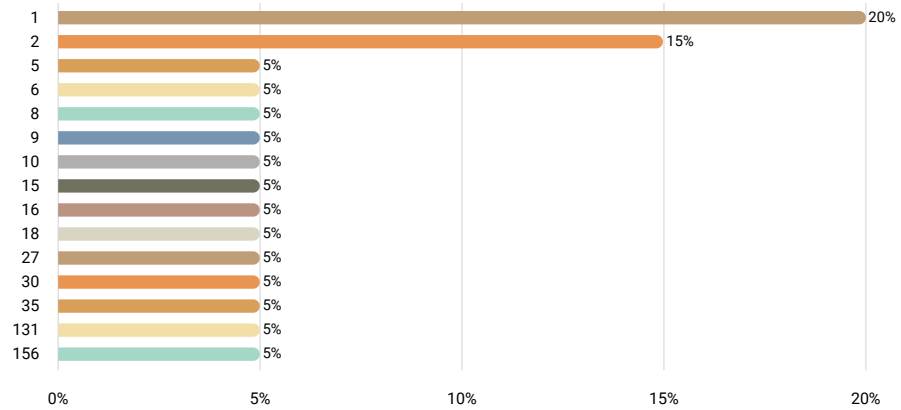
Statistics	
10th percentile	18
25th percentile	18.53
50th percentile	21.165
75th percentile	27.5
90th percentile	31.81
Mean	23
Median	21
Standard deviation	7

4.41. Number of employees in maintenance

Answered 20 times

Skipped 37 times

Number input



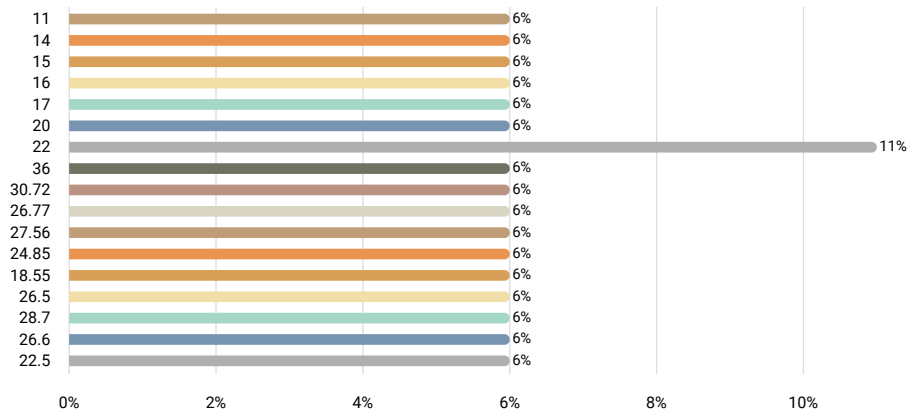
Statistics	
10th percentile	1
25th percentile	2
50th percentile	8.5
75th percentile	22.5
90th percentile	83
Mean	24
Median	9
Standard deviation	42

4.42. Average entry/hire hourly rate for maintenance employees

Answered 18 times

Skipped 39 times

Number input



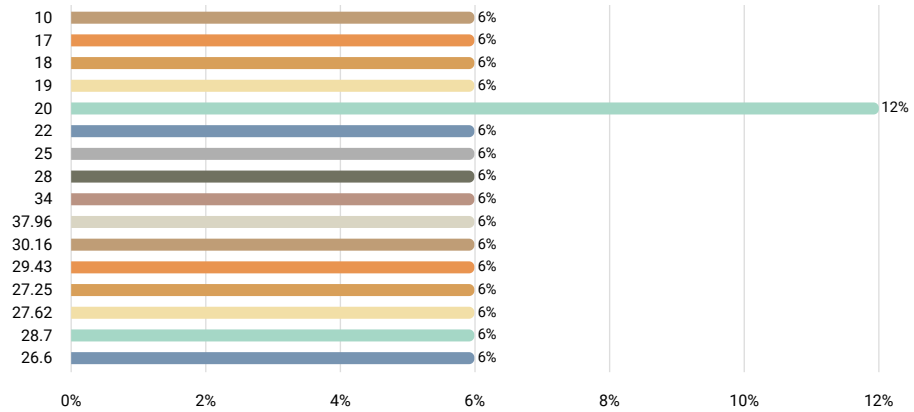
Statistics	
10th percentile	14
25th percentile	17
50th percentile	22.25
75th percentile	26.77
90th percentile	30.72
Mean	23
Median	22
Standard deviation	7

4.43. Average actual base rate for maintenance employees

Answered 17 times

Skipped 40 times

Number input



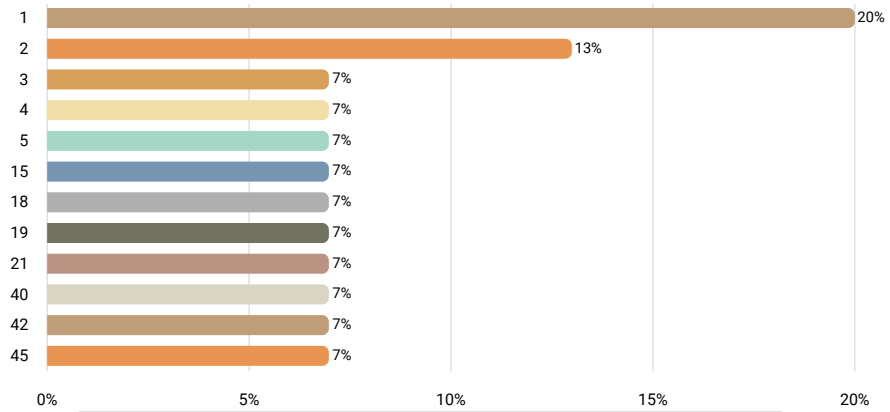
Statistics	
10th percentile	17
25th percentile	20
50th percentile	26.6
75th percentile	28.7
90th percentile	34
Mean	25
Median	27
Standard deviation	7

4.44. Number of employees in warehouse

Answered 15 times

Skipped 42 times

Number input



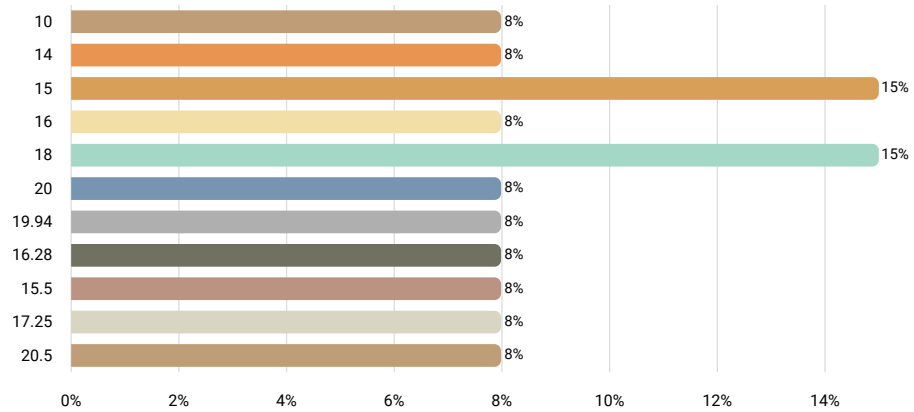
Statistics	
10th percentile	1
25th percentile	2
50th percentile	5
75th percentile	21
90th percentile	42
Mean	15
Median	5
Standard deviation	16

4.45. Average entry/hire hourly rate for warehouse employees

Answered 13 times

Skipped 44 times

Number input



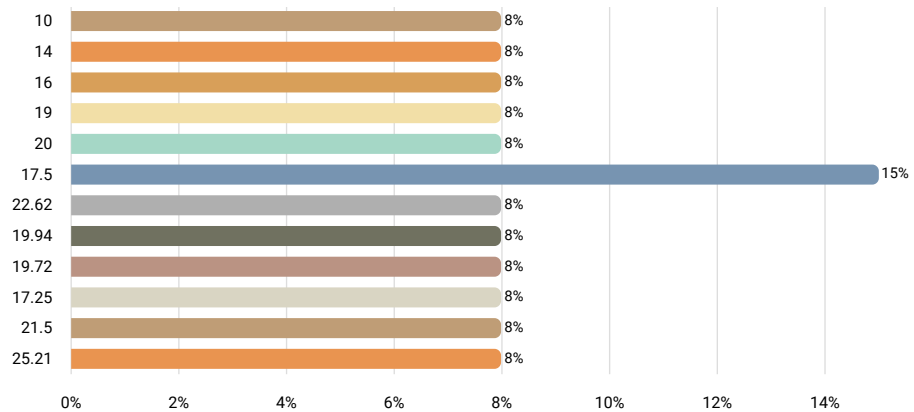
Statistics	
10th percentile	14
25th percentile	15
50th percentile	16.28
75th percentile	18
90th percentile	20
Mean	17
Median	16
Standard deviation	3

4.46. Average base rate for warehouse employees

Answered 13 times

Skipped 44 times

Number input



Statistics	
10th percentile	14
25th percentile	17.25
50th percentile	19
75th percentile	20
90th percentile	22.62
Mean	18
Median	19
Standard deviation	4

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:

Accounting Clerk
Administrative Assistant/Executive Secretary
Human Resources Assistant
Telephone Operator/Receptionist
Payroll Specialist
Clerk, General

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

Secretary
Purchasing Clerk
Customer Service Representative
Document Control Specialist
Benefits Clerk
Collections Clerk
Contracts Assistant
Dispatcher
Expeditor
Messenger/Courier
Security Assistant

6.1.1 Accounting Clerk

Job description

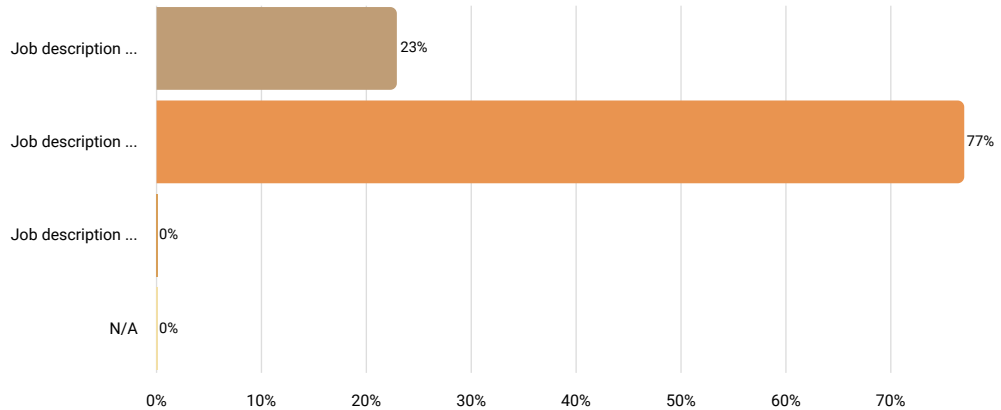
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying d primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to busines recorded by other workers. Usually has a high school diploma or GED.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 3 times

Text input

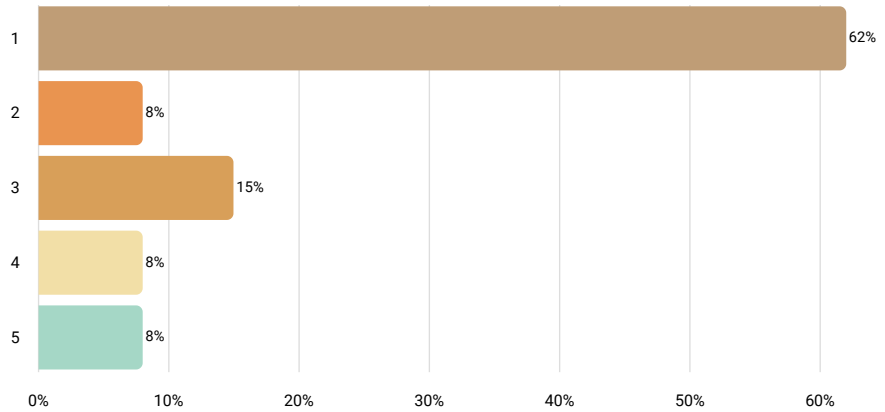
Results	
accounts payable clerk	2
accounting assistant/technician	1
accounting tech i & ii	1
accounts payable, accounts receivable	1
accounting associate	1
payroll administrator	1
accounts payable assistant / receptionist	1
accounts payable/receivable clerk	1
accounting specialist	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



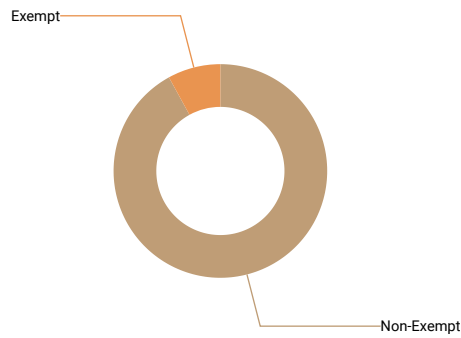
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



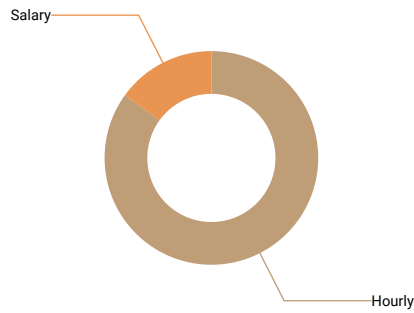
Results	%	N
Non-Exempt	92%	12
Exempt	8%	1

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	85%	11
Salary	15%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	14.97	15.82	19	19.95	21.01	18	19
Pay Range Maximum Rate	9	18.71	20	22.2	26.39	31.69	24	22
Actual Lowest Base Rate	11	17.16	17.42	19	23.15	23.6	20	19
Actual Average Base Rate	11	17.42	18.75	20	23.5	23.6	21	20
Actual Highest Base Rate	11	18.75	19	21	24	24.64	22	21
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	1	2	3	3	3	2	3
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)								

6.1.3 Administrative Assistant/Executive Secretary

Job description

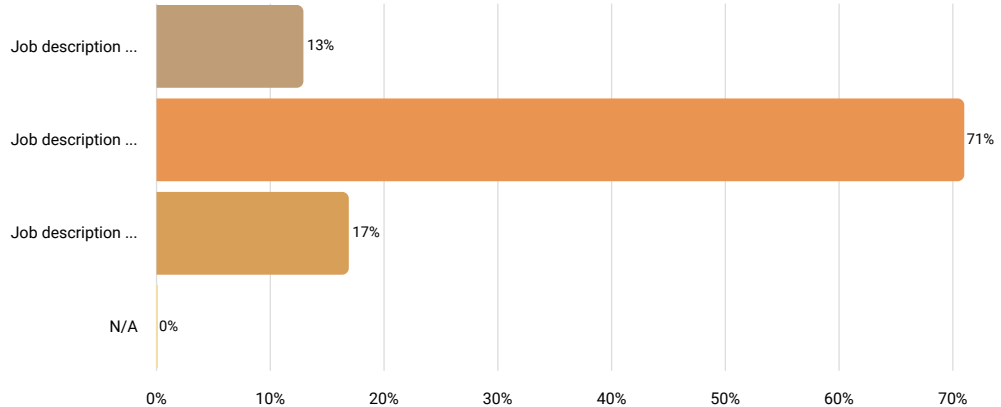
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	3
Job description matches the position at your company very well	71%	17
Job description is perceptibly stronger than the position at your company	17%	4
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 16 times

Text input

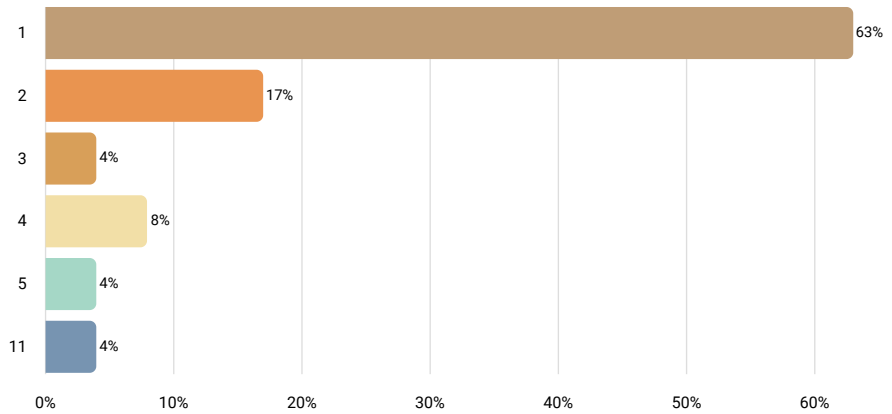
Results	
administrative assistant	2
administrative clerk	1
administration assistant i, administrative assistant i - quality, & admin/facility assistant ii	1
clerk ii	1
administrative assistance/front desk receptionist/executive assistant	1
administrative specialist	1
executive assistant	1

Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



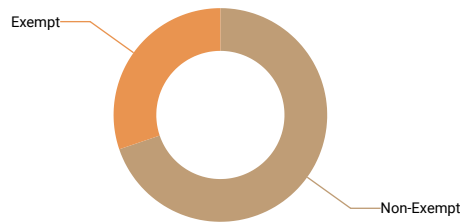
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



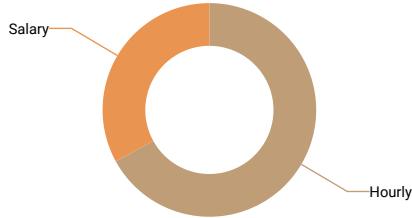
Results	%	N
Non-Exempt	67%	16
Exempt	29%	7

Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	16
Salary	33%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	13.47	15	18.41	19.615	21.64	18	18
Pay Range Maximum Rate	12	19.02	20	22.5	31.25	38	25	23
Actual Lowest Base Rate	14	15	15	18.91	26.67	33.2	21	19
Actual Average Base Rate	16	15	16.5	20.285	27.84	34.19	23	20
Actual Highest Base Rate	14	15	20	21.745	27.81	36.42	24	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)	5	500	500	1,030	1,246	3,000	1,255	1,030
Pay Range Minimum Salary	6	26,950	31,200	41,122.5	43,786	65,000	41,530	41,123
Pay Range Maximum Salary	6	33,685	50,000	68,197.5	76,225	100,000	66,051	68,198
Actual Lowest Base Salary	8	26,950	35,600	48,555.6	61,739.05	75,088	49,228	48,556
Actual Average Base Salary	7	26,950	40,600	45,115	65,520	80,080	51,303	45,115
Actual Highest Base Salary	7	32,000	45,115	50,000	65,520	85,072	54,651	50,000
Average Incentive or Other Cash Bonus (Annual)								

6.1.5 Human Resources Assistant

Job description

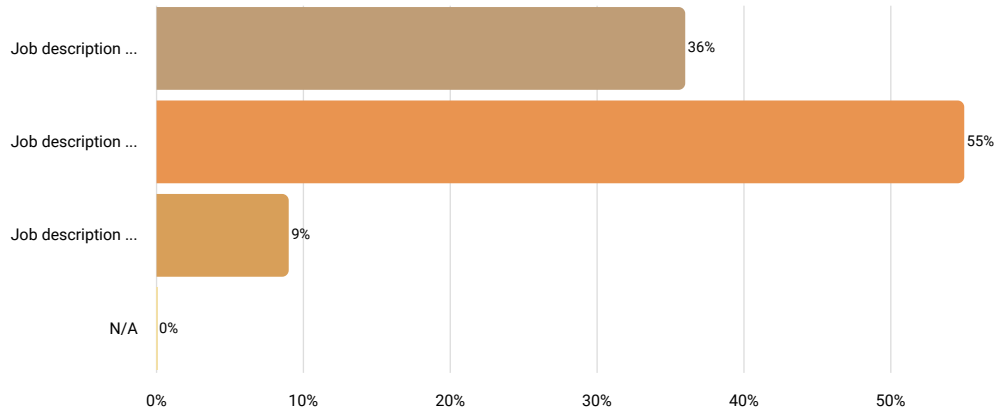
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, super on ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files a information to authorized persons. May also be involved in hourly and clerical employment interviews as well as benefit administration.

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	36%	4
Job description matches the position at your company very well	55%	6
Job description is perceptibly stronger than the position at your company	9%	1
N/A	0%	0

Job Title (if different than above)

Answered 10 times

Skipped 1 times

Text input

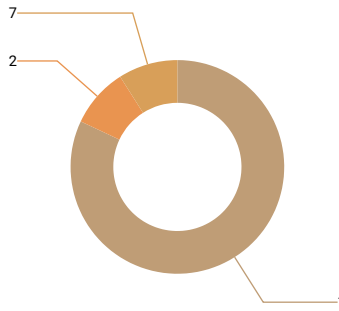
Results	
human resources coordinator	2
hr clerk	1
hr assistant, talent assistant	1
hr administrator, national account rep, onsite account rep, recruiting coordinator, sr.national acct rep	1
n/a	1
hr administrative assistant	1
human resources assistant 1	1
human resources assistant	1
administrative assistant	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



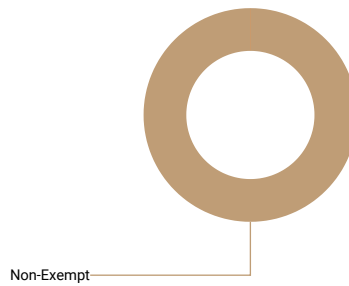
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



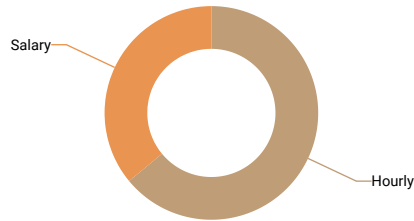
Results	%	N
Non-Exempt	100%	11
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	64%	7
Salary	36%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	13.5	15	15.665	19	19.23	16	16
Pay Range Maximum Rate	6	13.5	21	21.36	32.13	43.26	25	21
Actual Lowest Base Rate	7	13	15.14	19	20.11	26.67	19	19
Actual Average Base Rate	7	13.25	15.14	20	21.47	24.49	19	20
Actual Highest Base Rate	7	13.5	15.14	20.11	24.49	25.88	20	20
If there is a step progression in place, enter the number of steps. If not, leave blank.								
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)								

6.1.7 Telephone Operator/Receptionist

Job description

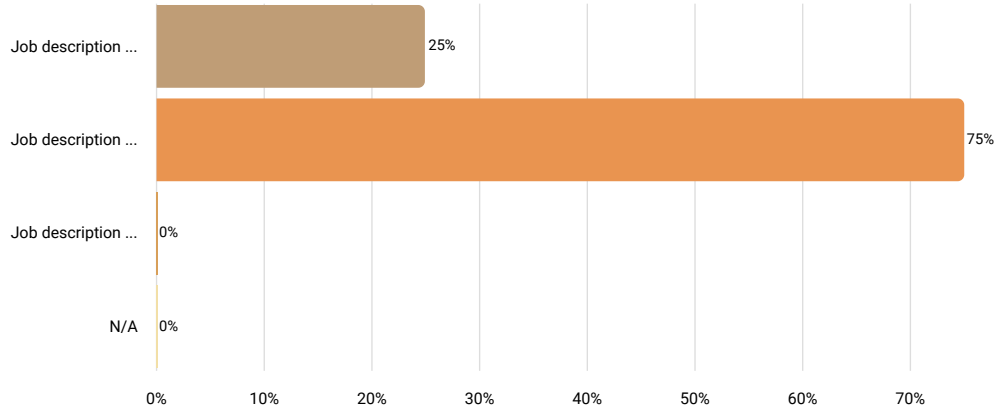
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

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	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



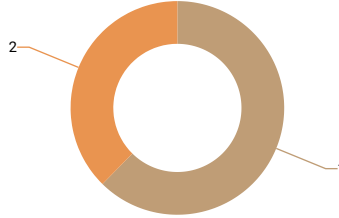
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



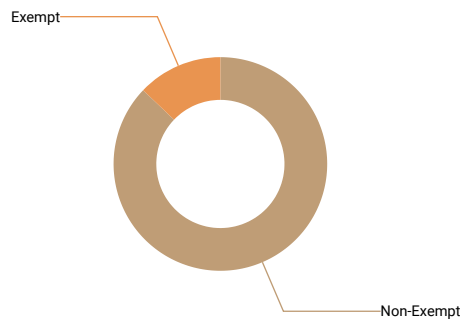
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



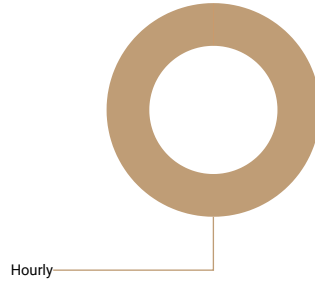
Results	%	N
Non-Exempt	88%	7
Exempt	13%	1

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

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	7	12.11	13	16	18.31	27.54	17	16	
Actual Average Base Rate	8	12.11	14.5	16.155	18.405	27.54	17	16	
Actual Highest Base Rate	7	9.5	16	16.54	22	27.54	18	17	
Average Incentive Bonus or Other Cash Bonus (Annual)									

6.1.15 Payroll Specialist

Job description

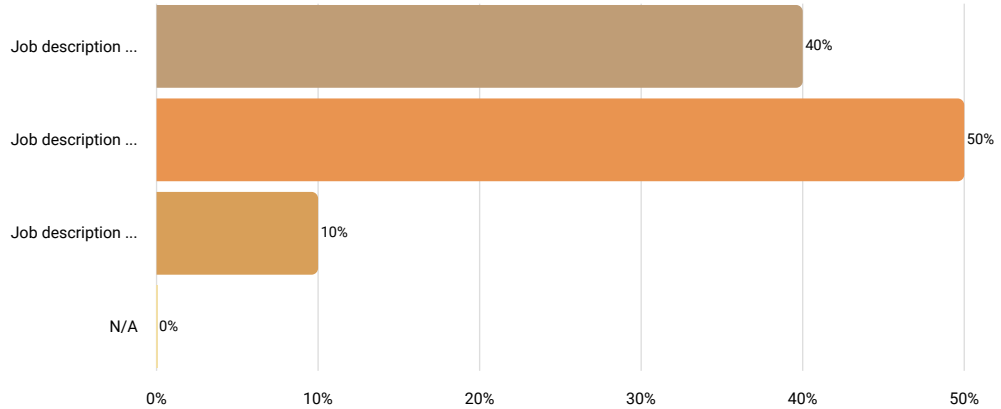
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses e assistance of a computer system.

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	40%	4
Job description matches the position at your company very well	50%	5
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 5 times

Text input

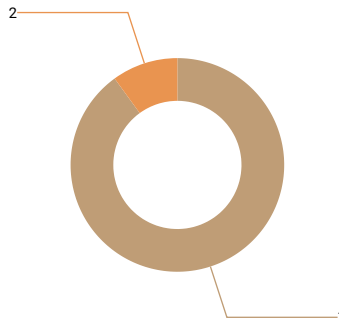
Results	
payroll coordinator	1
payroll clerk iii	1
payroll accountant	1
accountant/payroll specialist	1
payroll assistant	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



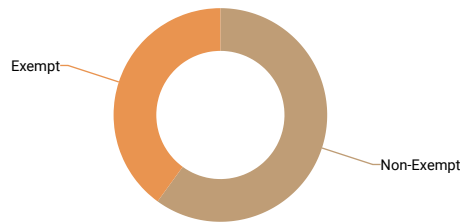
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	60%	6
Exempt	40%	4

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	5
Salary	50%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	15	21	21.5	23.74	26	21	22
Pay Range Maximum Rate	5	21.5	23	25	26	32.57	26	25
Actual Lowest Base Rate	5	17	21	21.5	26	27.88	23	22
Actual Average Base Rate	5	17	21.5	22.13	26	29.33	23	22
Actual Highest Base Rate	5	17	21.5	23.23	26	30.77	24	23
If there is a step progression in place, enter the number of steps. If not, leave blank.								
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)								

6.1.17 Clerk, General

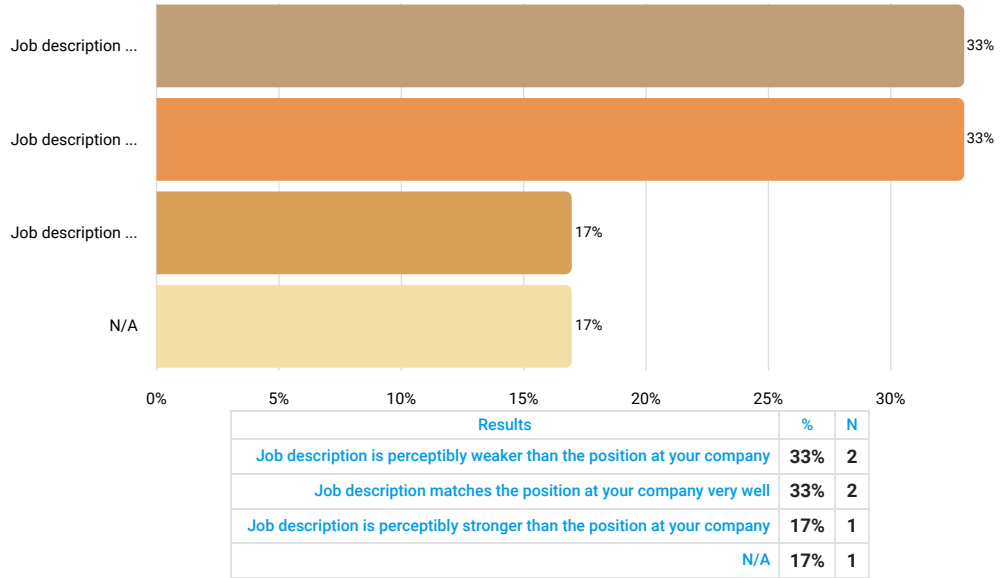
Job description Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



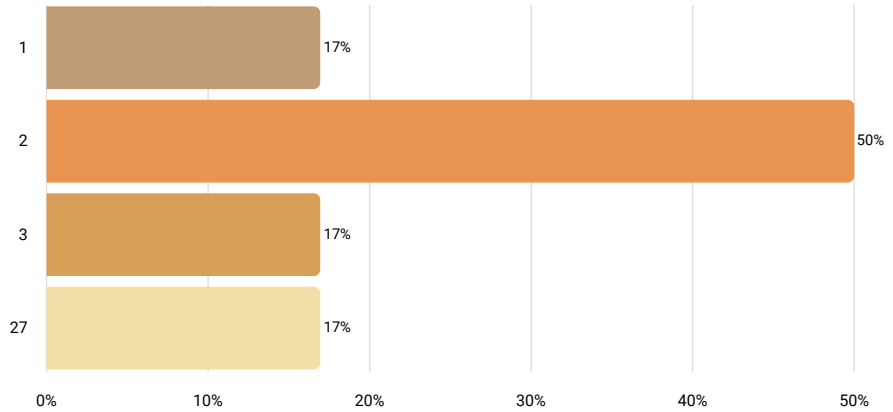
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



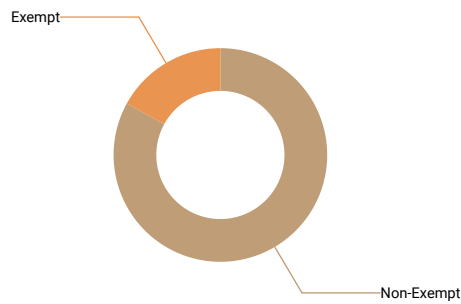
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	3
90th percentile	27
Mean	6
Median	2
Standard deviation	10

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



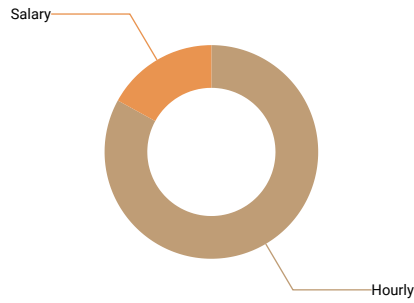
Results	%	N
Non-Exempt	83%	5
Exempt	17%	1

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	83%	5
Salary	17%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	10.5	13.5	14	15	16.4	14	14
Actual Average Base Rate	5	14.14	14.25	15	20.48	27.72	18	15
Actual Highest Base Rate	5	14.28	18	18.8	29.22	34.11	23	19
If there is a step progression in place, enter the number of steps. If not, leave blank.								
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)								

6.2 Technician Positions

The survey received sufficient data for the following job titles:

Engineering Technician - Level 1, Level 2
Drafter - CAD
PC Network Support Technician

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

Engineering Technician - Level 3
Quality Control Technician - Level 1, Level 2, Level 3
Electronics Technician - Level 1, Level 2, Level 3
Computer Operator
Drafter - Manual
Field Services Engineer
Lab Technician
Data Entry Operator
Graphics Sec/Tech Illustrator
Non-Destructive Testing (NDT) Technician

6.2.1 Engineering Technician - Level 1

Job description

Provides technical support to engineers working in a variety of areas. Conducts engineering and other detailed experimental tests to collect design data. and tests functions of mechanical or electrical design components, equipment or systems.

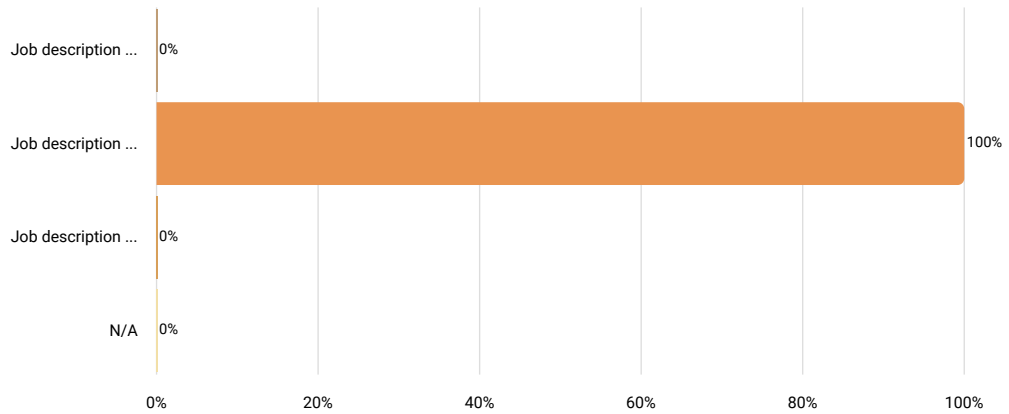
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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		0%	0
Job description matches the position at your company very well		100%	8
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



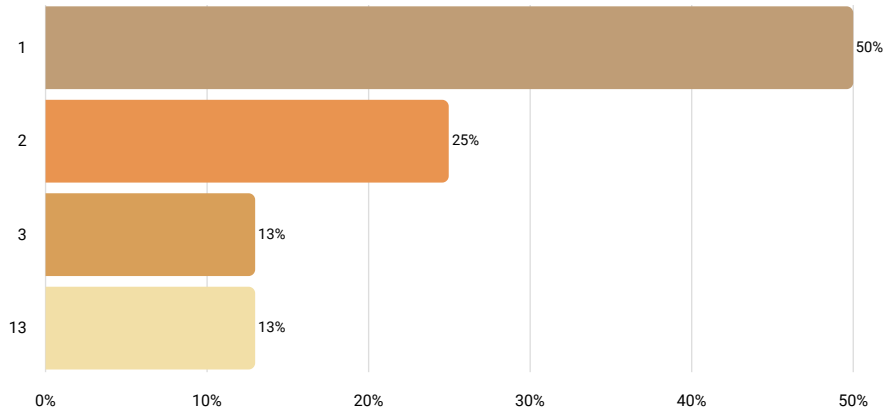
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



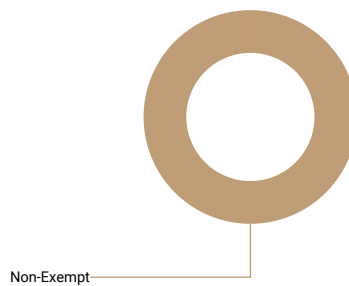
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2.5
90th percentile	13
Mean	3
Median	2
Standard deviation	4

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



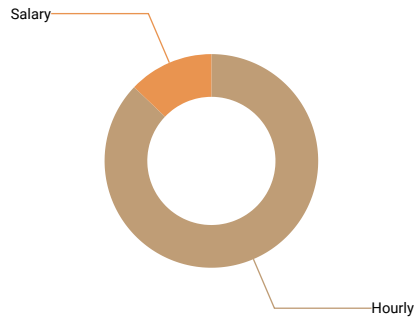
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	7
Salary	13%	1

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate	5	15	15.98	15.98	16.5	17	16	16	
Pay Range Maximum Rate	5	15	16.5	17.92	18.37	19	17	18	
Actual Lowest Base Rate	6	15	15.98	17.625	21.49	23.32	19	18	
Actual Average Base Rate	6	15	16.32	18.06	21.49	23.32	19	18	
Actual Highest Base Rate	6	15	17.92	18.5	21.49	23.32	19	19	
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									

6.2.2 Engineering Technician - Level 2

Job description

Provides technical support to engineers working in a variety of areas. Conducts engineering and other detailed experimental tests to collect design data. and tests functions of mechanical or electrical design components, equipment or systems.

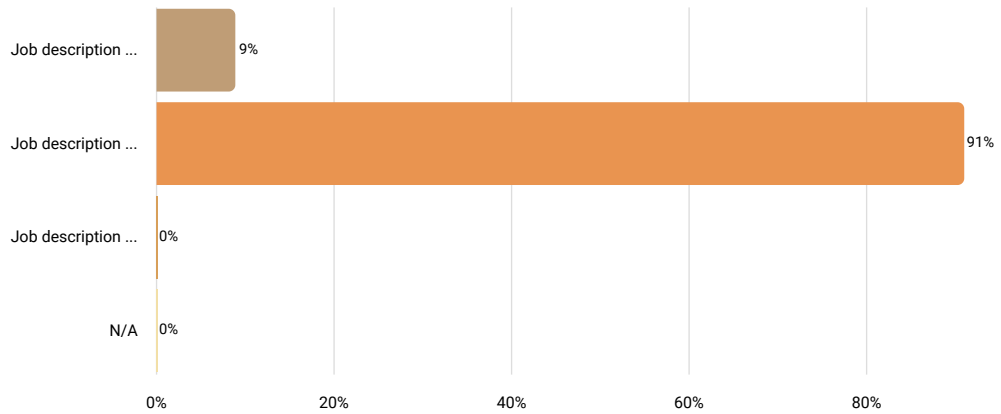
Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign

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		9%	1
Job description matches the position at your company very well		91%	10
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 2 times

Skipped 9 times

Text input



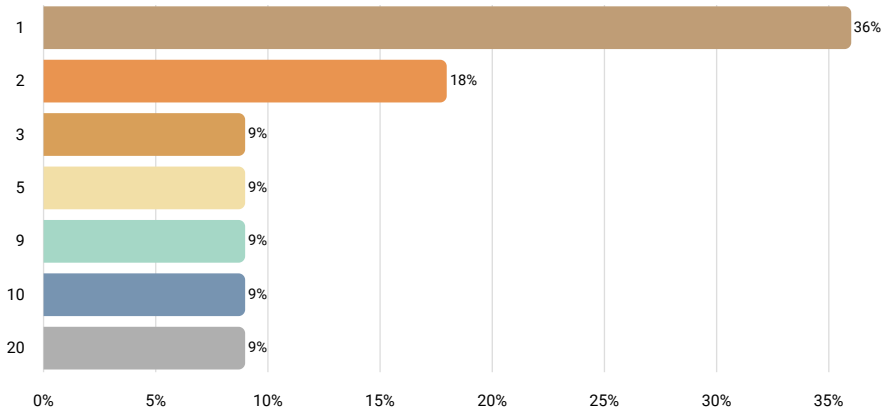
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



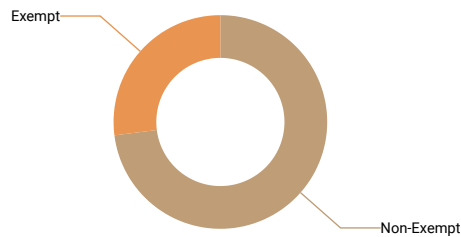
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	9
90th percentile	10
Mean	5
Median	2
Standard deviation	6

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



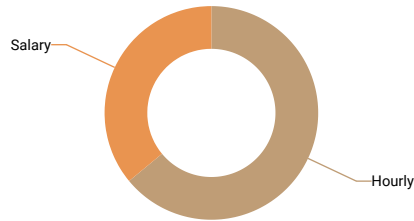
Results	%	N
Non-Exempt	73%	8
Exempt	27%	3

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	64%	7
Salary	36%	4

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	18	18.36	20.56	23.55	30	22	21
Actual Average Base Rate	7	18.39	19	25.8	30	46.84	27	26
Actual Highest Base Rate	6	18.42	21.12	24.915	30	31.82	25	25
If there is a step progression in place, enter the number of steps. If not, leave blank.								
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)								

6.2.11 Drafter - CAD

Job description

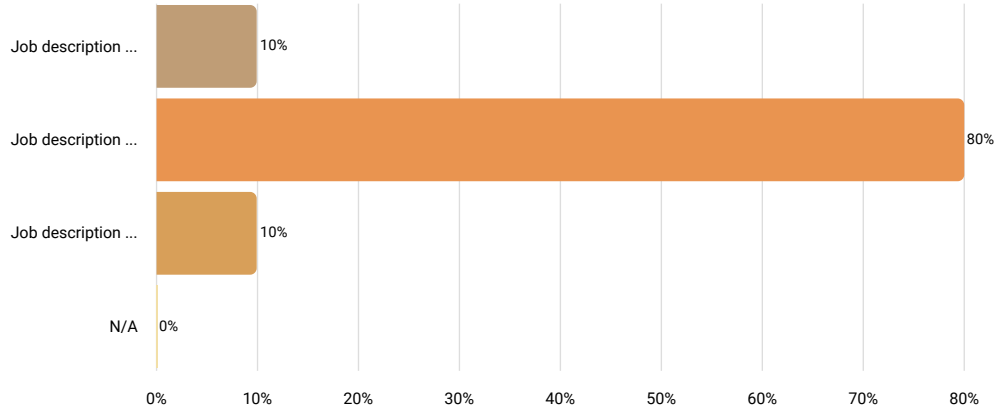
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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	10%	1
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	10%	1
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 6 times

Text input



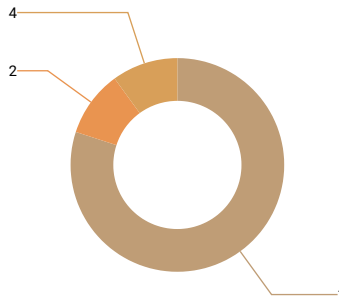
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



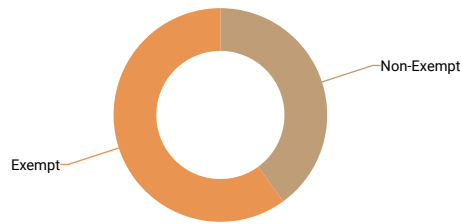
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	40%	4
Exempt	60%	6

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	50%	5
Salary	50%	5

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									
Pay Range Minimum Salary	5	59,134	60,000	66,248	75,398	104,000	72,956	66,248	1
Pay Range Maximum Salary	5	66,248	81,765	102,000	105,557	150,000	101,114	102,000	3
Actual Lowest Base Salary	5	62,504	62,712	75,504	80,080	133,224	82,805	75,504	2
Actual Average Base Salary	5	66,248	75,504	80,080	81,993.6	133,224	87,410	80,080	2
Actual Highest Base Salary	5	66,248	75,504	80,080	101,275.2	133,224	91,266	80,080	2
Average Incentive or Other Cash Bonus (Annual)									

6.2.14 PC Network Support Technician

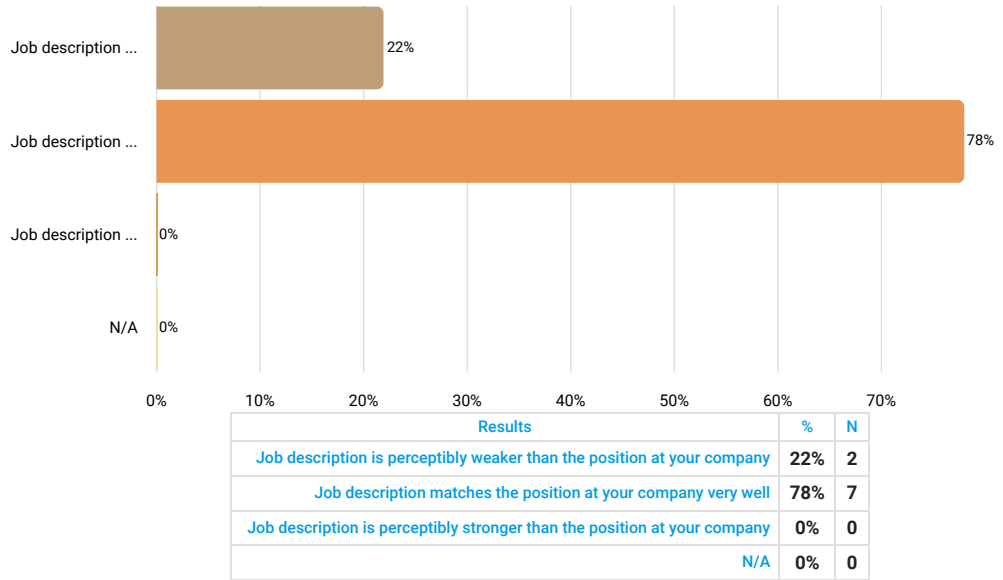
Job description Provide support to internal customers in the installation and upgrade of desktop computers.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times

Skipped 4 times

Text input

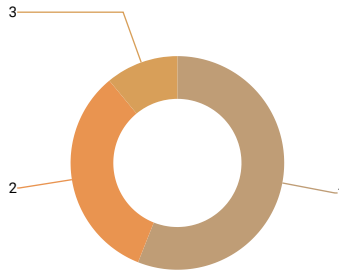
Results	
pc technician	1
systems specialist ii	1
it administrator	1
it technician	1
it specialist i	1

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



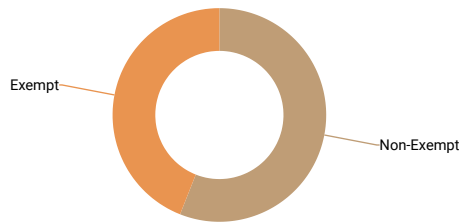
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



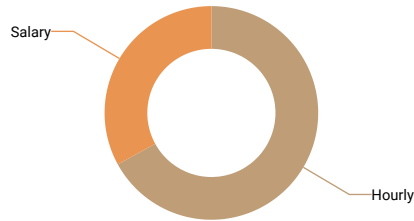
Results	%	N
Non-Exempt	56%	5
Exempt	44%	4

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	67%	6
Salary	33%	3

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	15	22.34	25.625	28.64	29.97	25	26
Actual Average Base Rate	5	21.5	25.5	25.75	29.4	29.97	26	26
Actual Highest Base Rate	6	25.5	25.75	28.965	29.97	30.5	28	29
If there is a step progression in place, enter the number of steps. If not, leave blank.								
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)								

6.3 Professional Administrative Positions

The survey received sufficient data for the following job titles:

Accountant - Level 1
Accountant - Level 2
Accountant - Level 3
Buyer - Level 1
Contracts Administrator - Level 1
Contracts Administrator - Level 2
Contracts Administrator - Level 3
Human Resources Specialist/Generalist - Level 1
Human Resources Specialist/Generalist - Level 2
Human Resources Specialist/Generalist - Level 3
Security Administrator/FSO - Level 3
Office Manager
Configuration Management Analyst
Financial Analyst
Recruiter

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

Buyer - Level 2
Buyer - Level 3
Security Administrator/FSO - Level 1
Security Administrator/FSO - Level 2
Material Planner
Technical Writer/Editor - Level 1
Technical Writer/Editor - Level 2
Technical Writer/Editor - Level 3
Staff Assistant
Legal Counsel
Military Analyst
PR/Public Affairs Representative
Property Management Specialist
Training Coordinator
Compensation/Benefits Specialist

6.3.1 Accountant - Level 1

Job description

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording co financial and budgetary data. Typically has a B.S. in Accounting or related field.

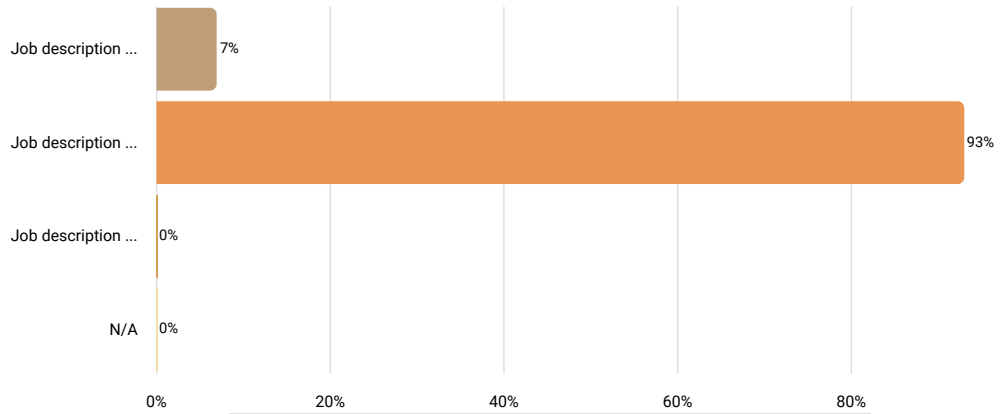
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	7%	1
Job description matches the position at your company very well	93%	14
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 9 times

Text input

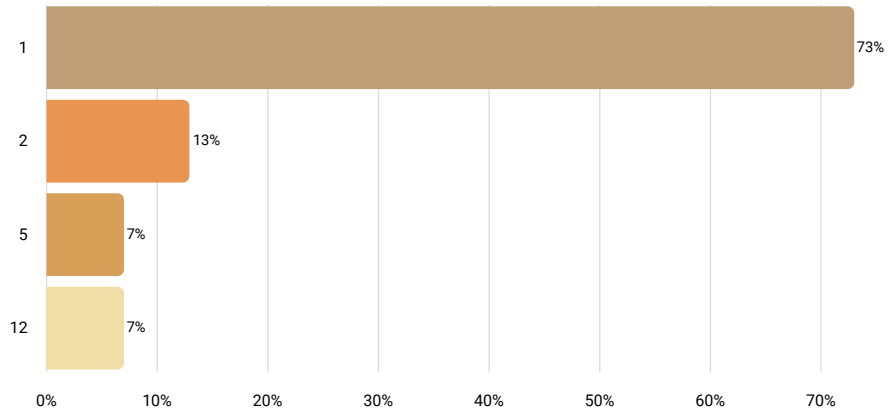
Results	
accountant	1
accountant i/ii	1
analyst, financial analyst or program analyst	1
staff accountant	1
accounting clerk	1
a/p and a/r rep	1

Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



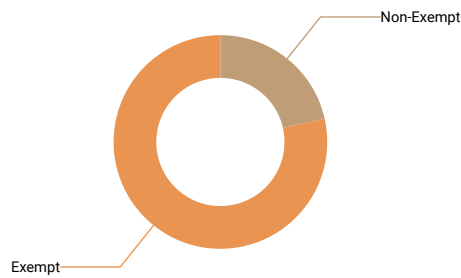
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



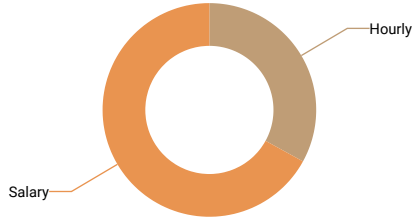
Results	%	N
Non-Exempt	20%	3
Exempt	73%	11

Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	5
Salary	67%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	17	20	20.56	21	21.64	20	21	
Pay Range Maximum Rate	5	20.56	25	25	29.81	31	26	25	
Actual Lowest Base Rate	5	20.56	21.63	22.6	24	27.88	23	23	
Actual Average Base Rate	5	20.56	21.63	22.6	24	27.88	23	23	
Actual Highest Base Rate	5	20.56	21.63	22.6	24	27.88	23	23	
Pay Range Minimum Salary	5	38,690	43,180	47,740.5	48,547.2	60,000	47,632	47,741	7
Pay Range Maximum Salary	5	48,360	66,000	66,586	66,836.7	72,841.6	64,125	66,586	9
Actual Lowest Base Salary	9	35,568	48,600	53,788	56,500	60,000	51,649	53,788	7
Actual Average Base Salary	9	38,818	47,120	51,001.6	57,661	64,301	52,472	51,002	8
Actual Highest Base Salary	9	40,900	48,600	56,985	66,000	71,999	56,545	56,985	1
Average Incentive or Other Cash Bonus (Annual)									

6.3.2 Accountant - Level 2

Job description

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording co financial and budgetary data. Typically has a B.S. in Accounting or related field.

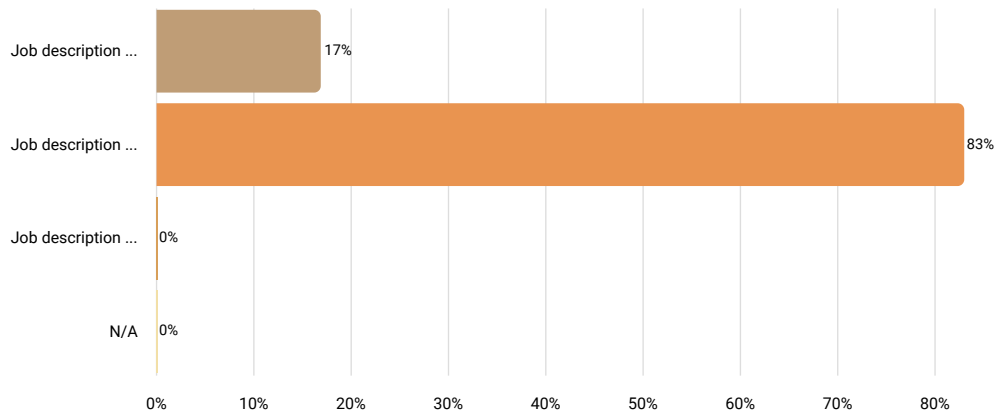
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	83%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

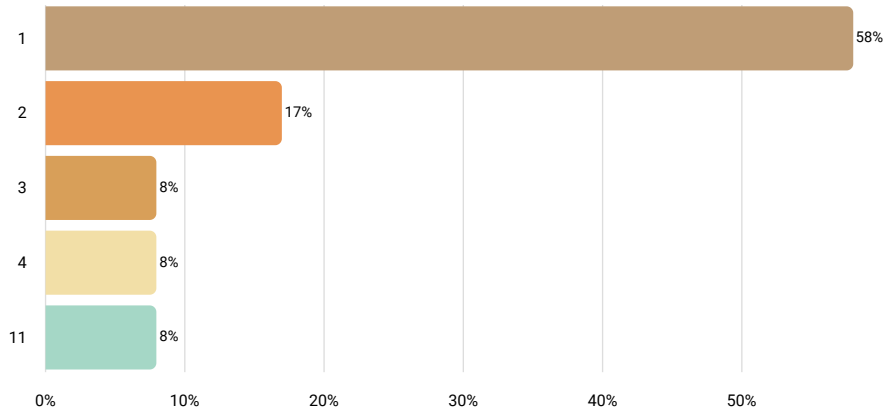
Results	
accountant ii	1
analyst, budget analyst, program analyst, cost analyst or financial analyst (non-investment)	1
accounts payable & receivable analyst	1
accounting professional intermediate	1
staff accountant	1
payroll/accounts payable administrator	1
finance analyst	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



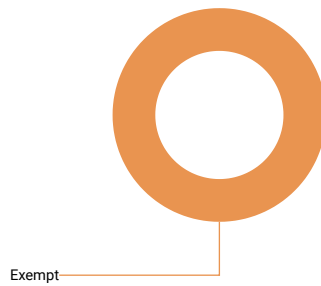
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	4
Mean	2
Median	1
Standard deviation	3

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



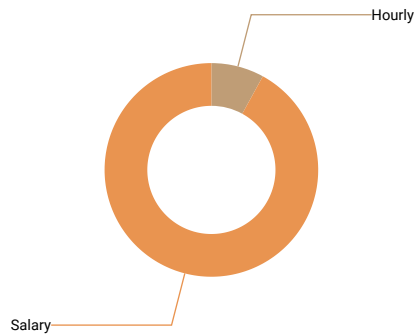
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
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	7	45,000	48,060	53,700	61,828	65,800	54,725	53,700	
Pay Range Maximum Salary	7	60,075	68,307	74,961.07	85,000	91,300	75,663	74,961	
Actual Lowest Base Salary	10	52,569.5	53,700	60,034	65,500	72,004	60,750	60,034	
Actual Average Base Salary	11	56,600	56,679	61,828	65,500	72,010	63,796	61,828	
Actual Highest Base Salary	10	56,876.76	61,828	65,625	72,010	88,325	68,788	65,625	
Average Incentive or Other Cash Bonus (Annual)									

6.3.3 Accountant - Level 3

Job description

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording financial and budgetary data. Typically has a B.S. in Accounting or related field.

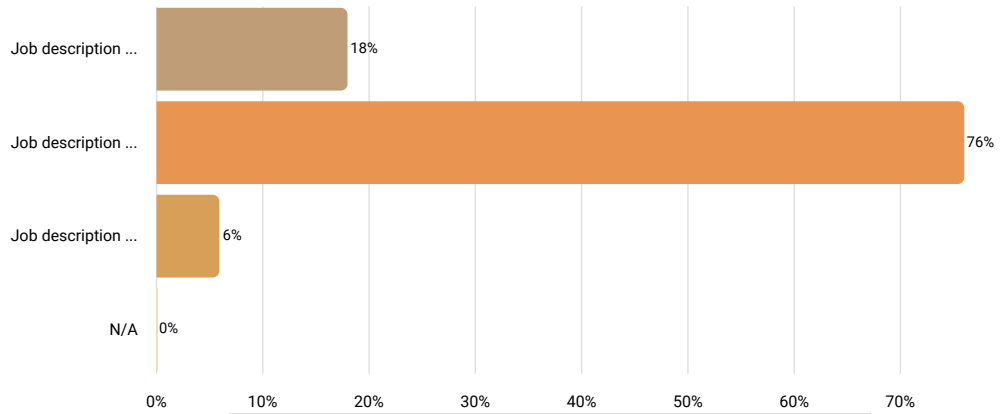
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	3
Job description matches the position at your company very well	76%	13
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 10 times

Text input

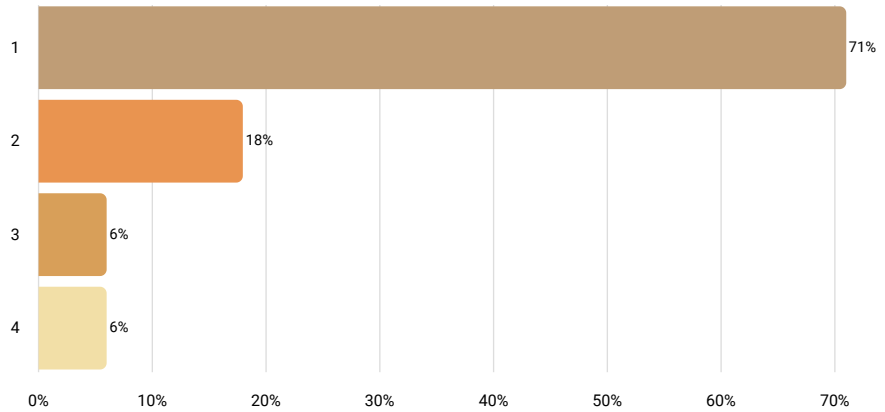
Results	
accountant iii	1
financial analyst	1
sr. accountant	1
corporate accountant	1
accounts receivable accountant	1
senior corporate accountant	1
accounting analyst	1

Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



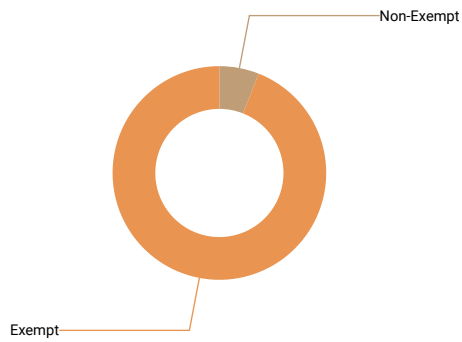
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



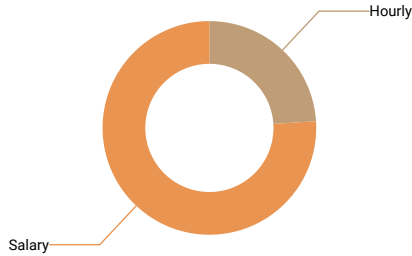
Results	%	N
Non-Exempt	6%	1
Exempt	94%	16

Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	24%	4
Salary	76%	13

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	8	60,000	73,421.5	77,500	92,100	104,000	81,255	77,500	
Pay Range Maximum Salary	8	90,000	91,727	110,500	122,400	164,300	112,944	110,500	:
Actual Lowest Base Salary	9	64,000	71,095	81,630.79	91,603	133,899	86,176	81,631	:
Actual Average Base Salary	10	66,528	72,000	88,826.5	95,700.8	117,449.5	88,842	88,827	:
Actual Highest Base Salary	9	64,000	81,630.79	91,998	108,201.6	133,899	96,499	91,998	:
Average Incentive or Other Cash Bonus (Annual)									

6.3.4 Buyer - Level 1

Job description

Buy goods or commodities. Analyze past buying trends, sales records, price, and quality of goods to determine value and yield. Negotiate, select, order, and payment for goods according to contractual agreements. Typically has a B.S. degree or equivalent experience.

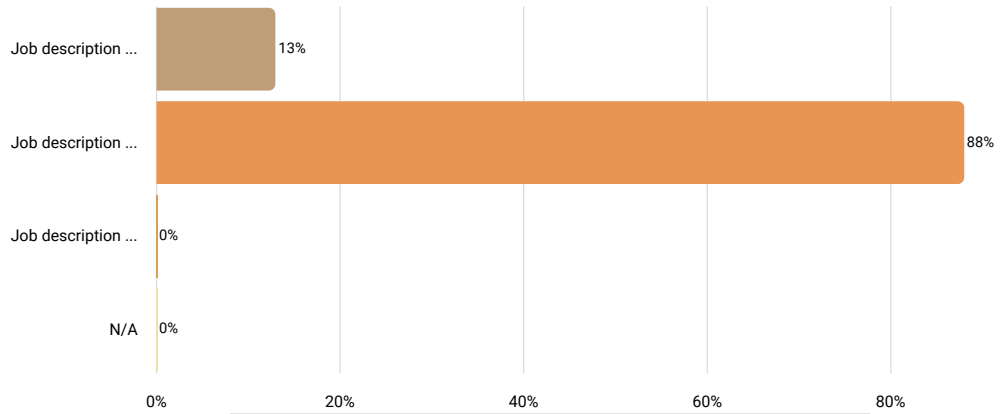
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.

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

Job Title (if different than above)

Answered 6 times

Skipped 2 times

Text input

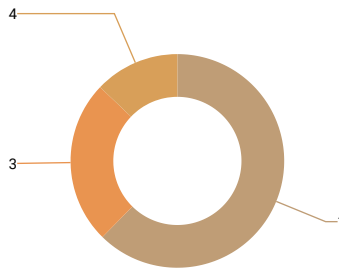
Results	
buyer	1
purchasing agen	1
procurement specialist i	1
junior procurement specailist	1
subcontract admin prof	1
acquisition specialist	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



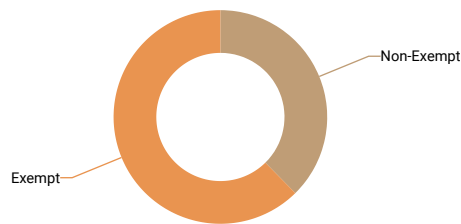
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



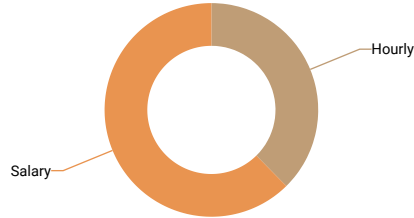
Results	%	N
Non-Exempt	38%	3
Exempt	63%	5

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
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. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	5	42,000	51,230.4	58,409	67,046.51	72,922.69	58,322	58,409
Actual Average Base Salary								
Actual Highest Base Salary	5	42,000	58,409	59,300.8	67,046.51	72,922.69	59,936	59,301

6.3.7 Contracts Administrator - Level 1

Job description

Prepares proposals and bids, negotiates contracts, and performs related contract tasks including analysis of contract performance requirements, provisions and conditions. Typically has a B.S. degree or equivalent experience.

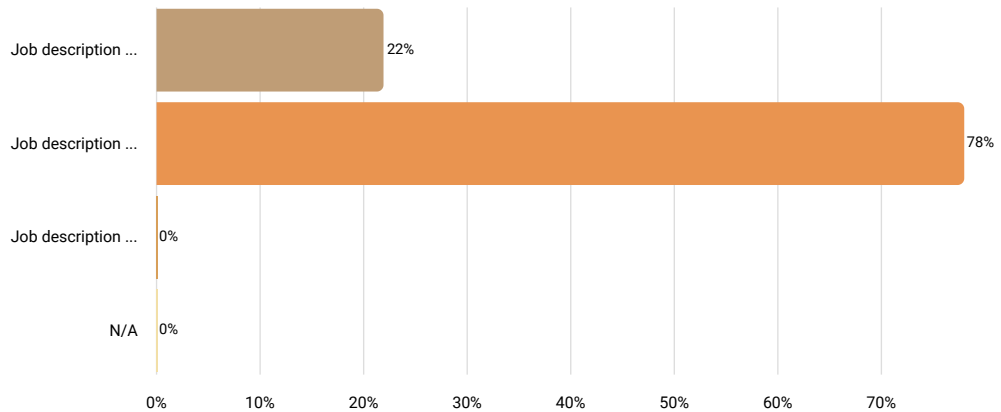
Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.

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	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



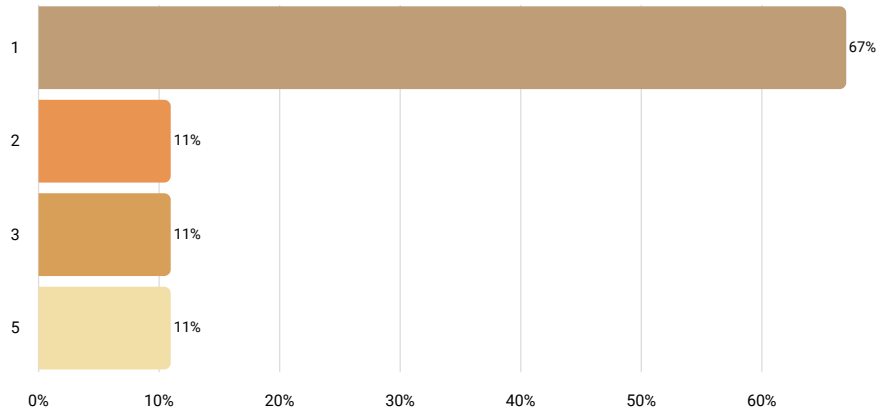
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



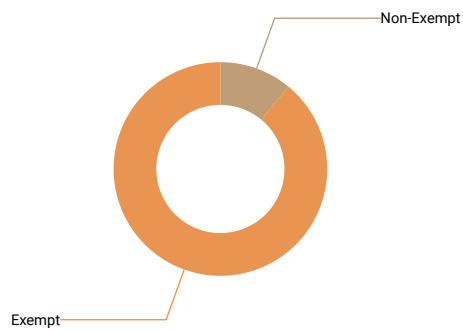
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	44%	4
Salary	56%	5

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	42,913	52,166	55,486	55,900	62,000	53,693	55,486	
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.3.8 Contracts Administrator - Level 2

Job description

Prepares proposals and bids, negotiates contracts, and performs related contract tasks including analysis of contract performance requirements, provisions and conditions. Typically has a B.S. degree or equivalent experience.

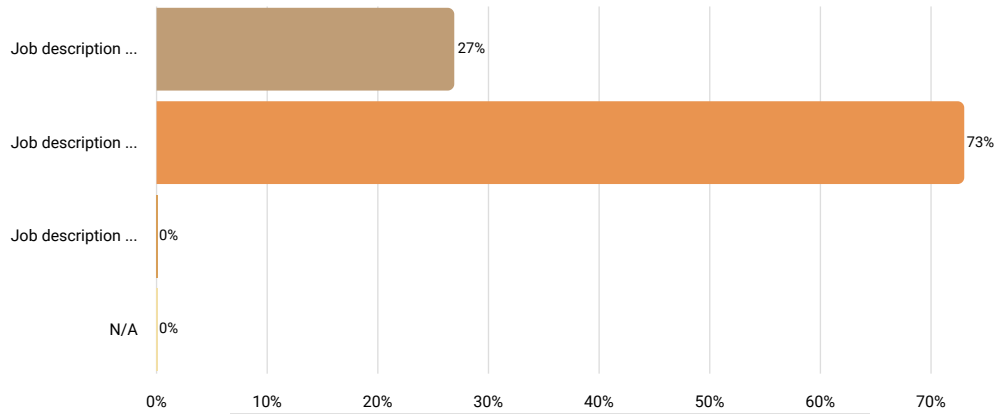
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.

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	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

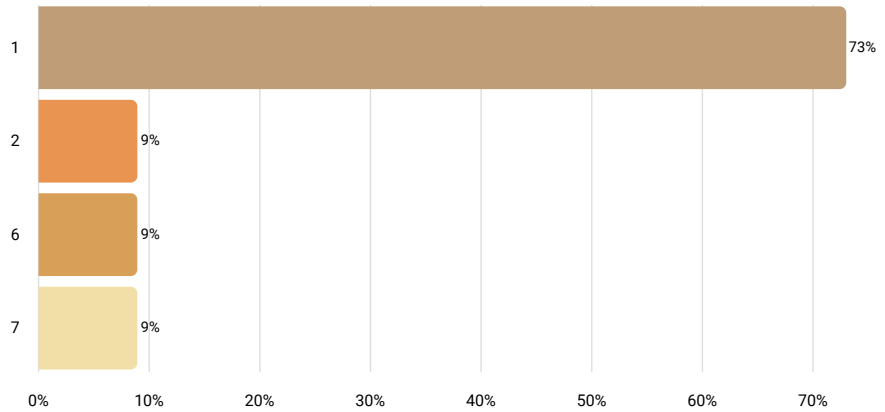
Results	
contracts administrator ii	1
contracts specialist	1
program control analyst	1
contract specialist	1
contracts administrator	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



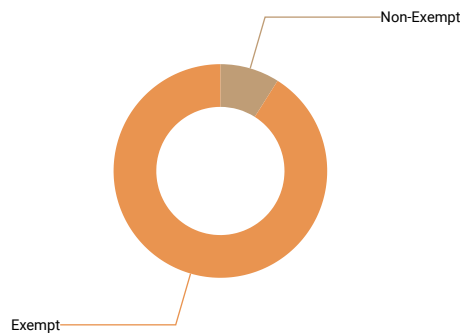
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



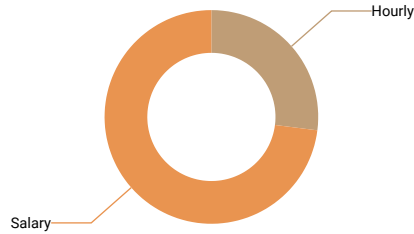
Results	%	N
Non-Exempt	9%	1
Exempt	91%	10

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
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. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	7	52,499.98	55,000	66,037.94	77,168	84,115	67,327	66,038
Actual Average Base Salary	8	54,249.5	63,018.97	78,090.4	86,777.5	91,000	75,128	78,090
Actual Highest Base Salary	7	56,000	66,037.94	75,004.8	148,434	149,000	92,799	75,005
Average Incentive or Other Cash Bonus (Annual)								

6.3.9 Contracts Administrator - Level 3

Job description

Prepares proposals and bids, negotiates contracts, and performs related contract tasks including analysis of contract performance requirements, provisions and conditions. Typically has a B.S. degree or equivalent experience.

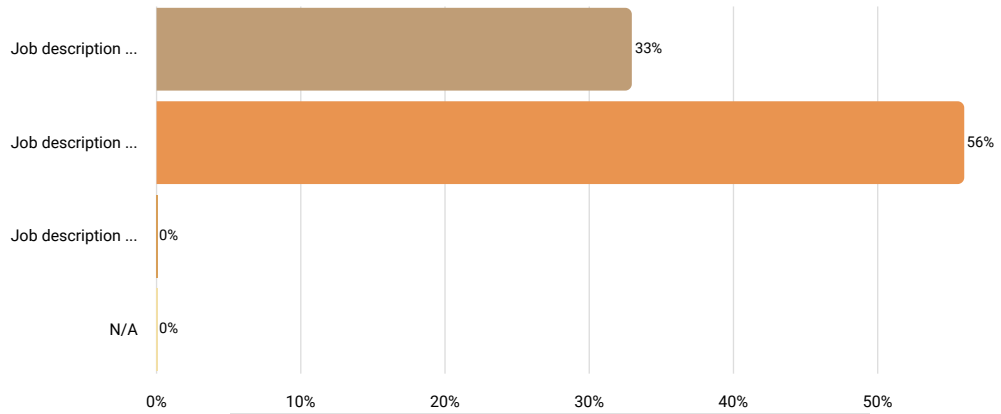
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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

Job Title (if different than above)

Answered 4 times

Skipped 5 times

Text input



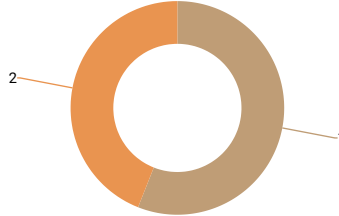
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



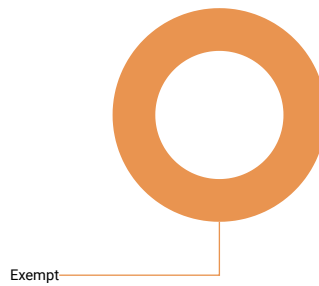
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



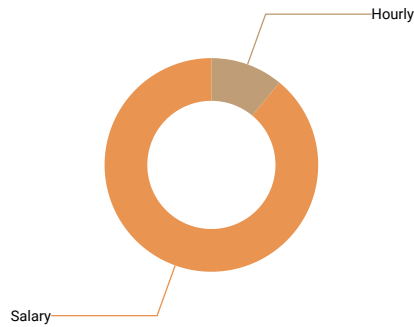
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	11%	1
Salary	89%	8

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	55,785	77,833.6	80,787	103,930.53	118,664	88,144	80,787	:
Actual Average Base Salary	8	65,829	81,230.95	98,858	108,342.625	118,664	95,170	98,858	
Actual Highest Base Salary	7	75,874	80,787	103,930.53	122,803.2	143,058	104,067	103,931	:
Average Incentive or Other Cash Bonus (Annual)									

6.3.10 Human Resources Specialist/Generalist - Level 1

Job description

Performs a variety of Human Resource functions including, but not limited to, employment functions, compliance programs, employee relations, policy de transfer programs and safety. Typically has a B.S. degree or equivalent experience.

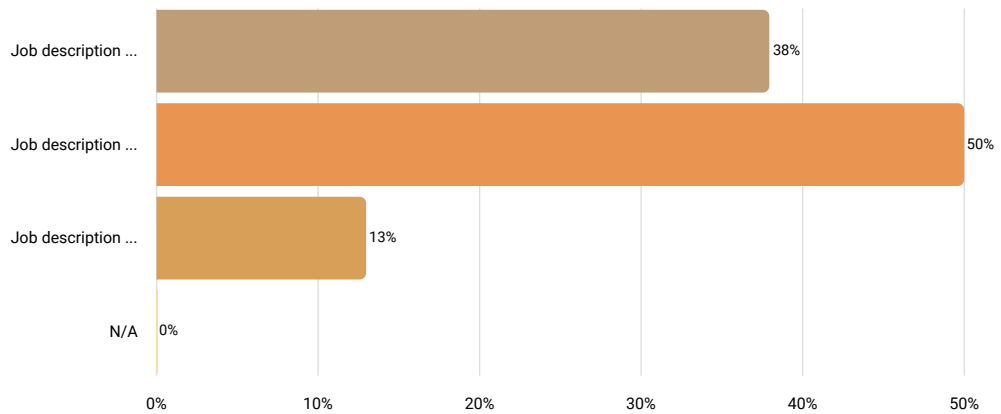
Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.

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		38%	3
Job description matches the position at your company very well		50%	4
Job description is perceptibly stronger than the position at your company		13%	1
N/A		0%	0

Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



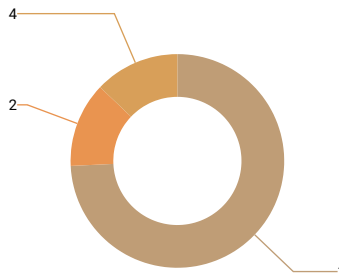
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



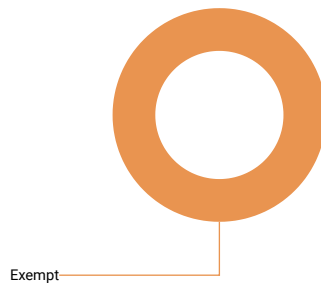
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



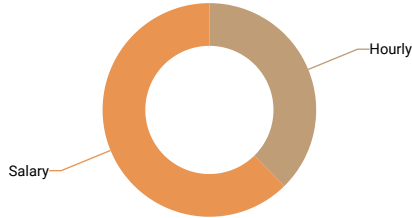
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	41,200	46,250	46,531	57,000	62,004.8	50,597	46,531	
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.3.11 Human Resources Specialist/Generalist - Level 2

Job description

Performs a variety of Human Resource functions including, but not limited to, employment functions, compliance programs, employee relations, policy de transfer programs and safety. Typically has a B.S. degree or equivalent experience.

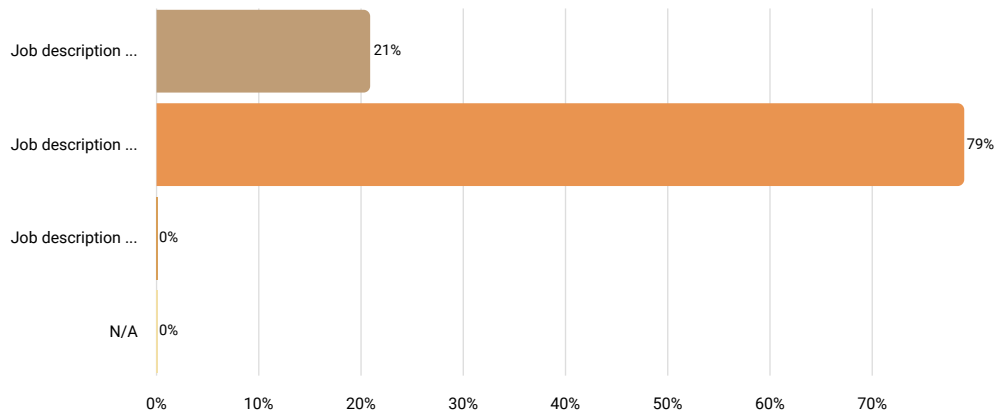
Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	79%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

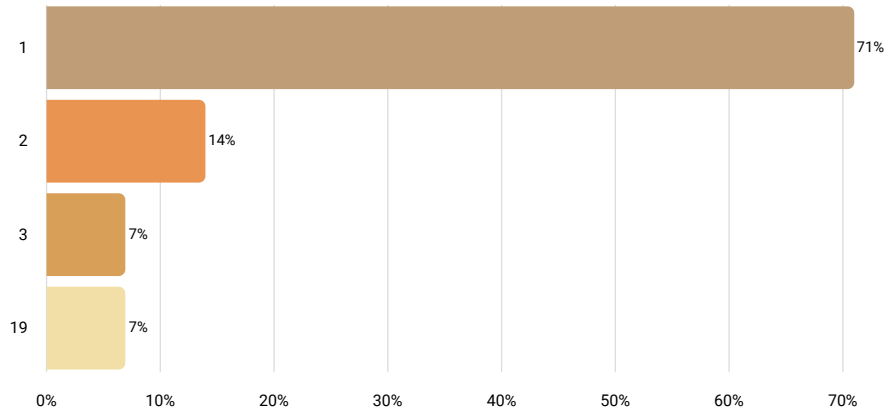
Results	
hr generalist ii	1
business operations administrator	1
human resource generalist	1
human resourcespecialist (intermediate)	1
human resource coordinator	1
human resources generalist	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



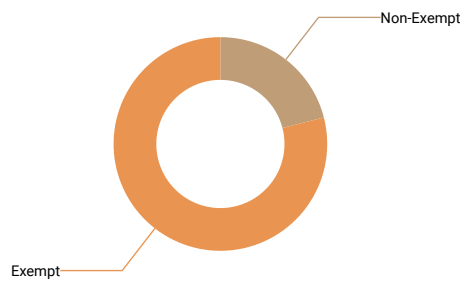
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	3
Median	1
Standard deviation	5

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



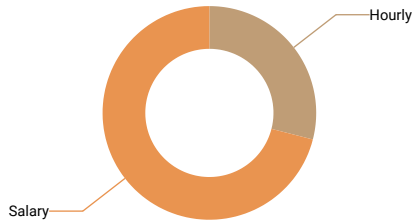
Results	%	N
Non-Exempt	21%	3
Exempt	79%	11

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	4
Salary	71%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
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. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary	7	39,917	47,548	51,665	59,924.8	62,000	52,436	51,665
Pay Range Maximum Salary	7	60,000	64,580	76,440	82,500	94,000	75,690	76,440
Actual Lowest Base Salary	8	55,993.6	56,620	59,729.3	63,358.56	65,991.32	60,175	59,729
Actual Average Base Salary	8	57,641	62,285.3	63,411.23	65,400.16	69,249.5	63,635	63,411
Actual Highest Base Salary	8	57,641	62,409.36	65,451.5	72,193.26	82,500	67,531	65,452
Average Incentive or Other Cash Bonus (Annual)								

6.3.12 Human Resources Specialist/Generalist - Level 3

Job description

Performs a variety of Human Resource functions including, but not limited to, employment functions, compliance programs, employee relations, policy de transfer programs and safety. Typically has a B.S. degree or equivalent experience.

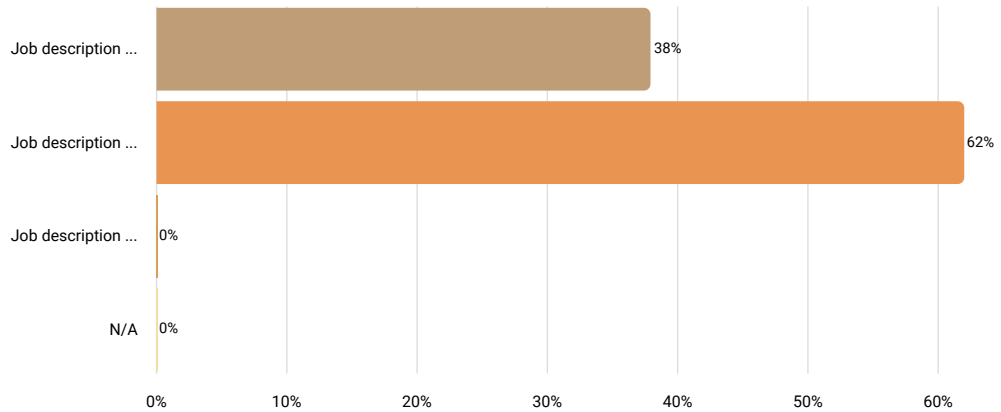
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	38%	5
Job description matches the position at your company very well	62%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 6 times

Text input

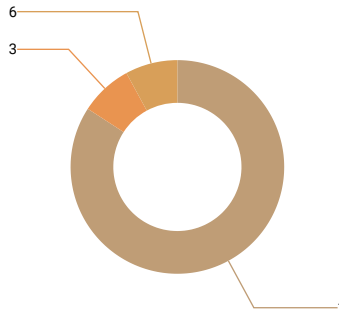
Results	
hr generalist iii	1
hr generalist	1
sr.hr/ benefits administrator	1
human resource specialist/analyst (advanced)	1
sr. hr specialist	1
senior hr representative	1
human resources generalist sr.	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



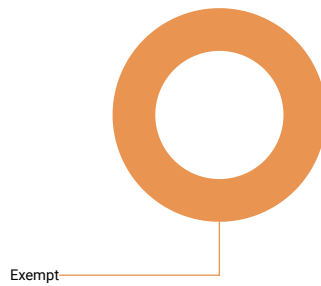
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



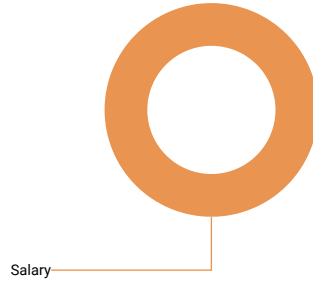
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	13

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	8	54,200	61,792.8	66,781.81	76,788.4	84,999	68,741	66,782	1
Pay Range Maximum Salary	9	72,000	87,100	91,936	95,368	134,800	97,091	91,936	2
Actual Lowest Base Salary	12	62,000	69,281	77,084.8	82,626.255	91,936	77,666	77,085	1
Actual Average Base Salary	13	68,000	70,562	77,854.4	90,000	106,874.5	80,956	77,854	1
Actual Highest Base Salary	11	68,000	70,562	77,979.2	91,936	120,286	83,619	77,979	2
Average Incentive or Other Cash Bonus (Annual)									

6.3.15 Security Administrator/FSO - Level 3

Job description

Responsible for creating a secure environment for employees, vendors, and company visitors. Manage daily activities regarding entry, video security, and devices.

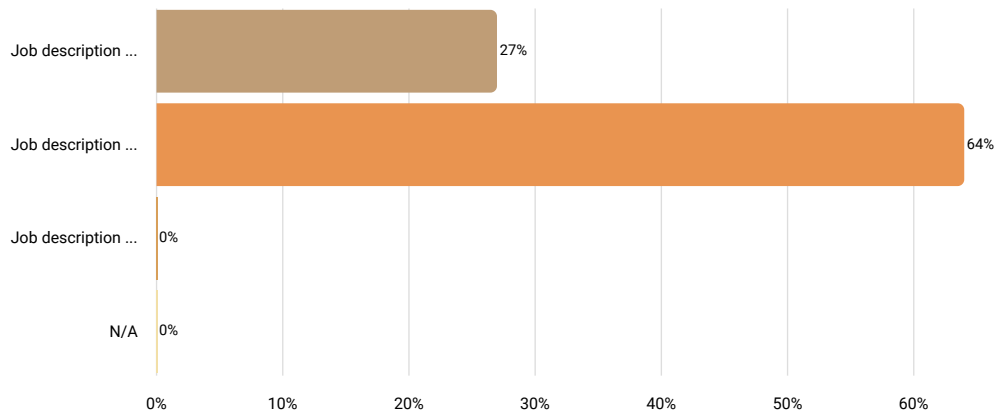
Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.

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	27%	3
Job description matches the position at your company very well	64%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 8 times

Text input



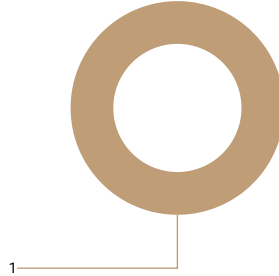
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



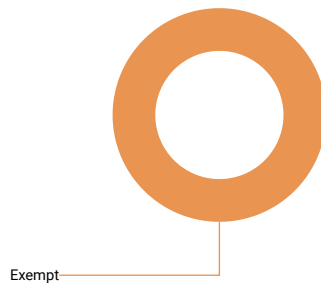
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



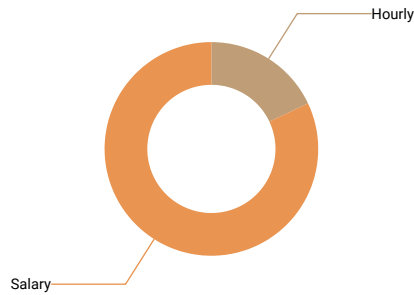
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	62,400	75,000	89,390	104,000	105,913	87,682	89,390	11,000
Pay Range Maximum Salary	6	81,000	105,913	119,900	145,626	164,300	122,773	119,900	15,000
Actual Lowest Base Salary	8	61,651	68,700	93,456.5	114,680.16	117,312	91,580	93,457	12,000
Actual Average Base Salary	9	61,651	84,240	105,913	115,303	125,000	100,497	105,913	13,000
Actual Highest Base Salary	8	61,651	93,456.5	110,068.66	115,151.5	117,312	102,040	110,069	14,000
Average Incentive or Other Cash Bonus (Annual)									

6.3.21 Office Manager

Job description

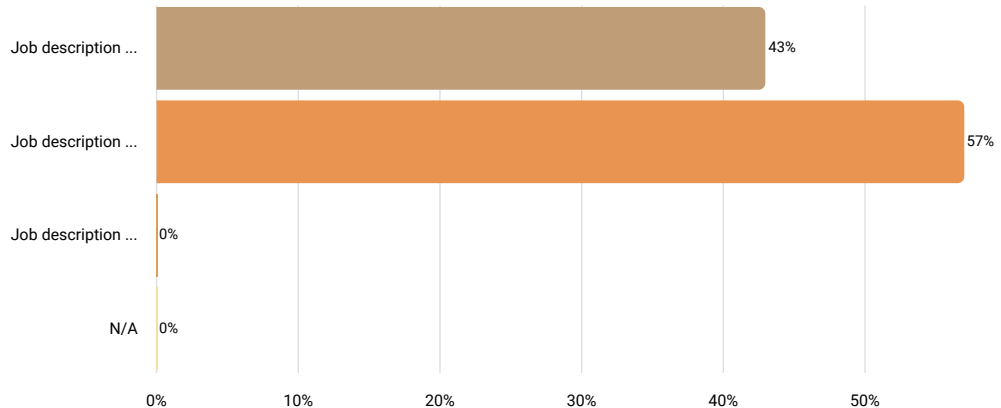
Perform various business functions in various business administration areas including accounting, marketing, human resources, purchasing, security, tra

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	43%	3
Job description matches the position at your company very well	57%	4
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 4 times

Text input



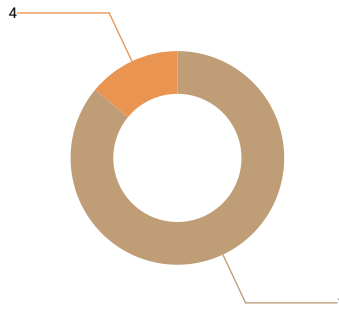
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



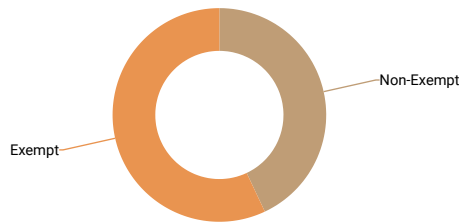
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



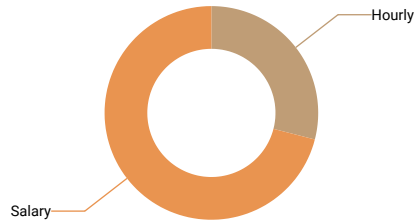
Results	%	N
Non-Exempt	43%	3
Exempt	57%	4

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

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									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	38,255	61,526	66,400	72,072	118,726	71,396	66,400	2
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.3.22 Configuration Management Analyst

Job description

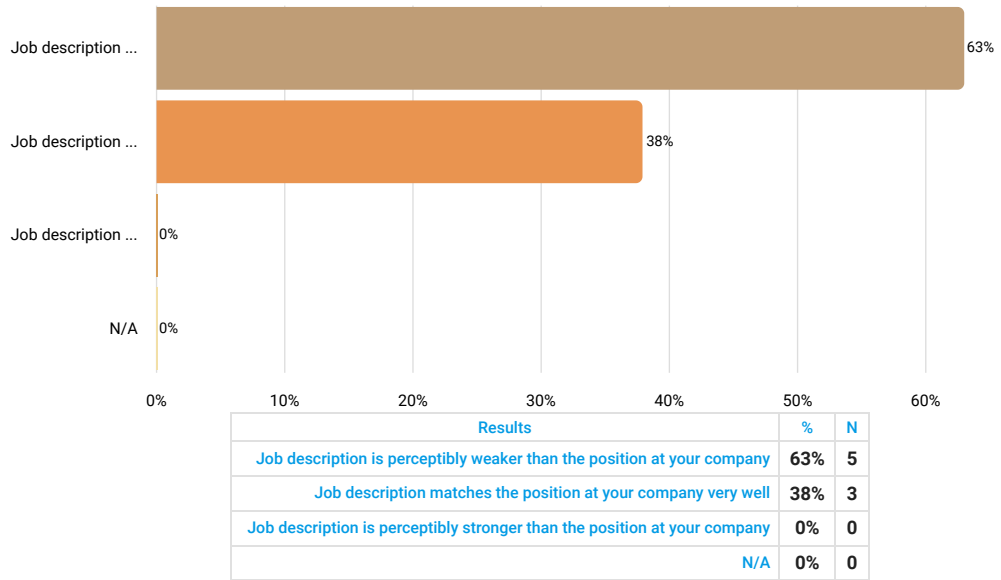
Performs duties related to change, release, and build management. Identifies errors in the build and release process; recommends improvements.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



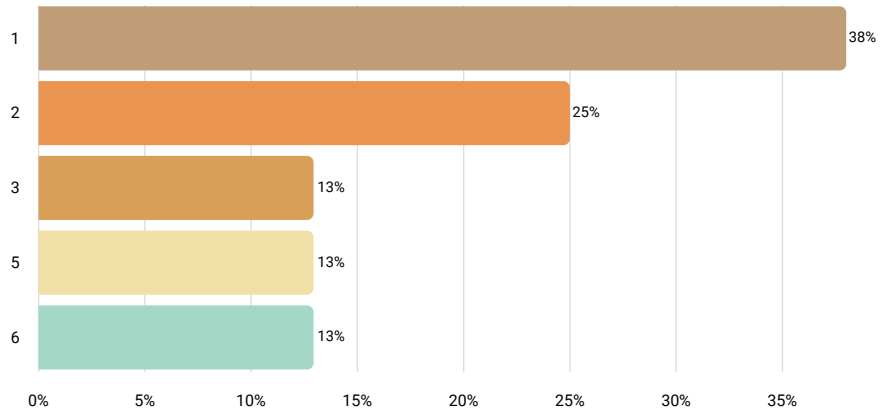
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



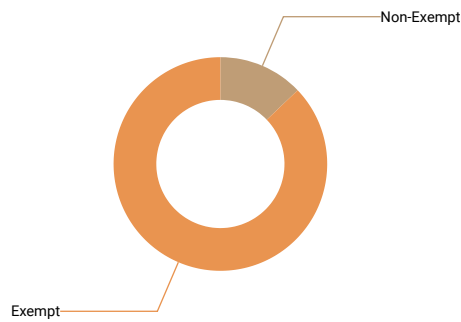
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	6
Mean	3
Median	2
Standard deviation	2

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



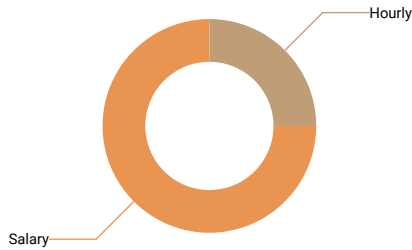
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

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
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. If not, leave blank.								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	6	47,333	57,699.2	69,098.9	79,164.8	153,910	79,384	69,099
Actual Average Base Salary	6	67,935.4	71,198.4	90,383.5	107,646.93	153,910	96,910	90,384
Actual Highest Base Salary	6	67,935.4	72,134.4	116,989.8	133,000	153,910	110,160	116,990
Average Incentive or Other Cash Bonus (Annual)								

6.3.23 Financial Analyst

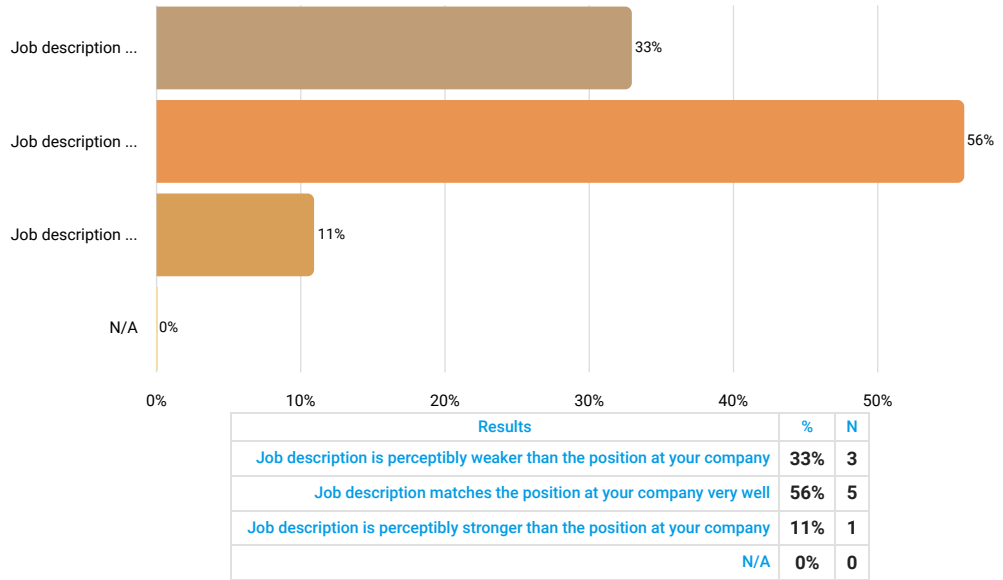
Job description Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



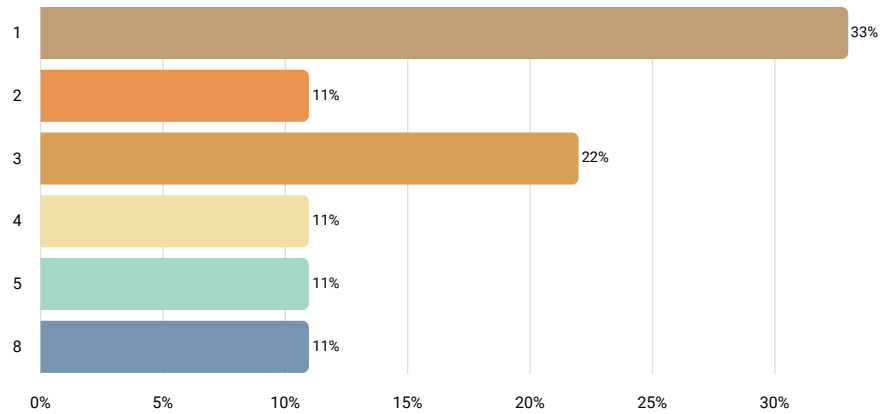
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



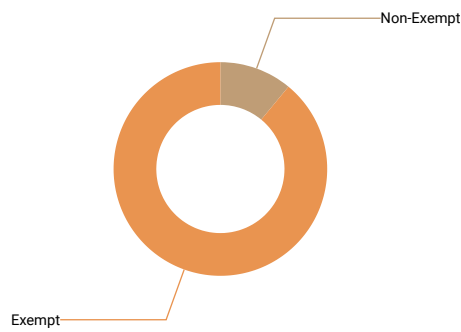
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	4
90th percentile	8
Mean	3
Median	3
Standard deviation	2

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



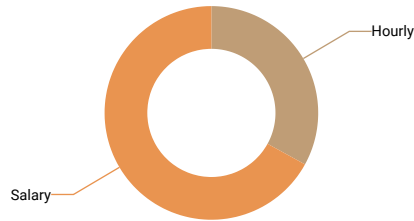
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
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. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	6	49,691.2	63,544	69,312.5	79,996.8	90,001.6	70,310	69,313
Actual Average Base Salary	5	68,325.5	68,702.4	71,576.67	90,001.6	94,441.2	78,609	71,577
Actual Highest Base Salary	6	73,107	75,245.31	84,801.3	90,001.6	121,908.8	88,311	84,801
Average Incentive or Other Cash Bonus (Annual)								

6.3.28 Recruiter

Job description

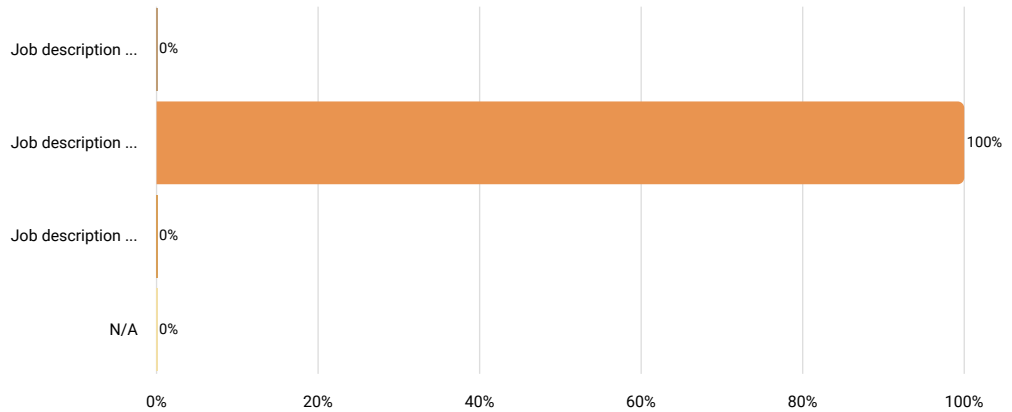
Partners with hiring managers to determine staffing needs. Screen resumes, perform in-person and phone interviews with candidates, negotiate job offer job openings and the organization through various hiring channels.

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	0%	0
Job description matches the position at your company very well	100%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 5 times

Text input



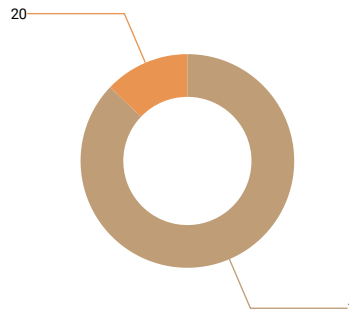
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



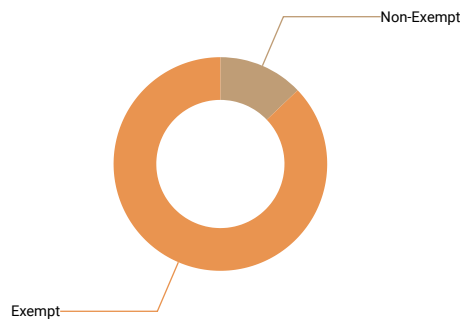
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	20
Mean	3
Median	1
Standard deviation	7

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



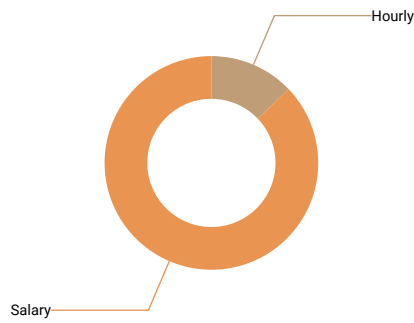
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	32,887.9	47,548	59,050	72,404.8	92,600	60,590	59,050	22,712.1
Pay Range Maximum Salary	6	78,182	80,500	86,706.59	118,600	157,400	101,349	86,707	33,892.4
Actual Lowest Base Salary	7	40,000	65,000	74,401.6	79,654	118,450	75,499	74,402	22,050.1
Actual Average Base Salary	7	54,788	65,000	74,401.6	79,654	118,450	77,612	74,402	19,920.1
Actual Highest Base Salary	7	65,000	72,490.21	78,403	79,654	118,450	80,986	78,403	19,920.1
Average Incentive or Other Cash Bonus (Annual)									

6.4 Professional Technical Positions

The survey received sufficient data for the following job titles:

Mechanical Engineer - Level 1-6
Electrical Design Engineer - Level 2-6
Software Engineer - Level 1-5
System Design Engineer - Level 1-5
System Administrator or Network Analyst

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

Electrical Design Engineer - Level 1
Industrial or Manufacturing Engineer - Level 4-6
Aeronautical Design Engineer - Level 1-6
Quality Engineer - Level 5-6
Info Assurance/Security Engineer - Level 1-6
Software Engineer - Level 6
System Design Engineer - Level 6
Project Manager - Level 1-6
Chemist
Chemical Engineer
Safety Engineer
Materials Engineer
Technical Support Engineer
Machine/CNC Programmer
Environmental Engineer
Avionics Integration Engineer
Logistics Engineer
Principal Investigator
MIS Programmer or Analyst
Database Analyst
Info System Security Officer/Analyst
Intelligence Analyst
Program Analyst
Network Engineer
Software Developer
System Analyst
Business Analyst
Web Developer

6.4.1 Mechanical Engineer - Level 1

Job description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

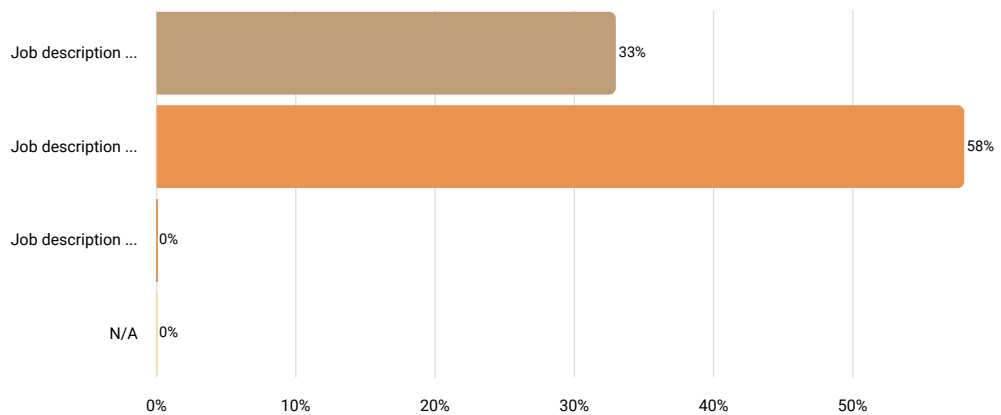
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		33%	4
Job description matches the position at your company very well		58%	7
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 3 times

Skipped 9 times

Text input



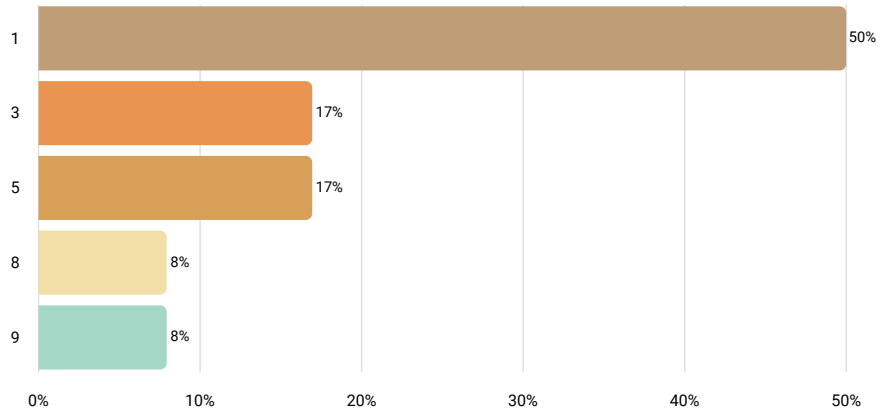
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



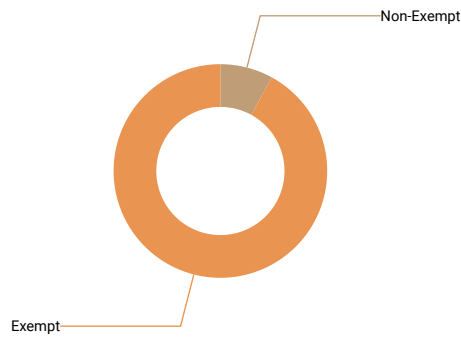
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	8
Mean	3
Median	2
Standard deviation	3

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



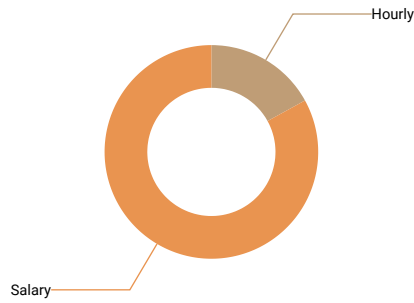
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	43,700	45,000	55,650	62,400	67,808	55,035	55,650	10,000
Pay Range Maximum Salary	6	67,500	68,700	85,950	90,000	100,386	83,081	85,950	15,000
Actual Lowest Base Salary	9	58,093	62,000	68,000	69,999	84,614	68,034	68,000	10,000
Actual Average Base Salary	10	63,125	66,353	68,060	69,999	81,910	69,894	68,060	10,000
Actual Highest Base Salary	10	38,750	67,500	69,683.5	71,400	84,811	66,463	69,684	10,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.2 Mechanical Engineer - Level 2

Job description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

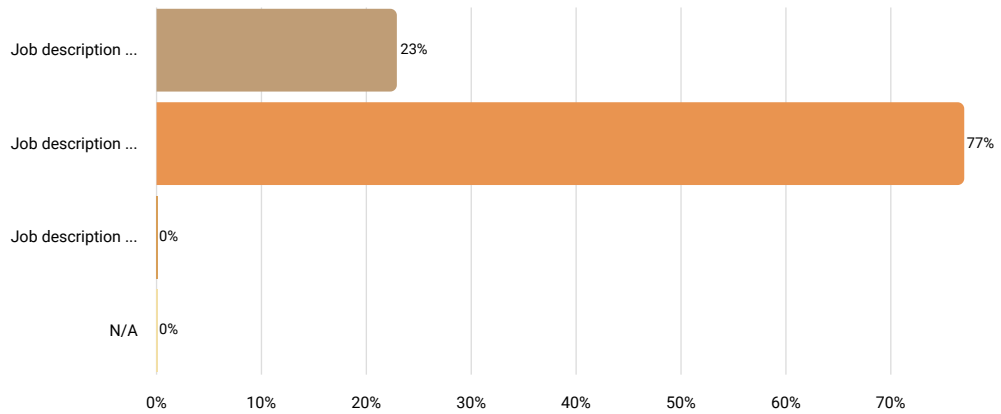
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 10 times

Text input



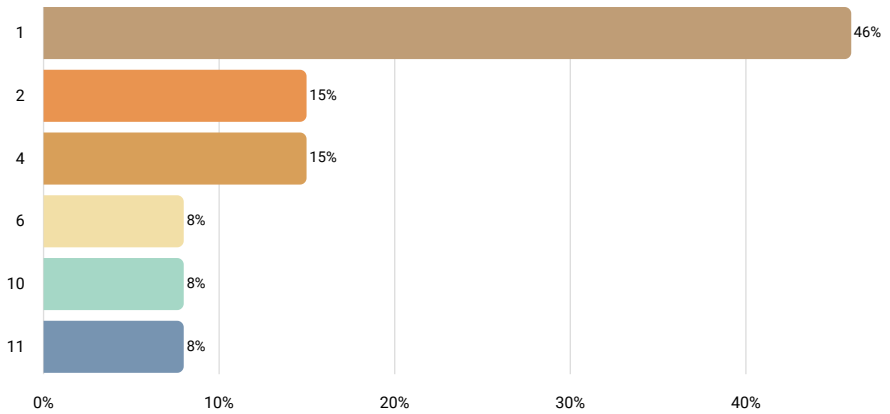
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



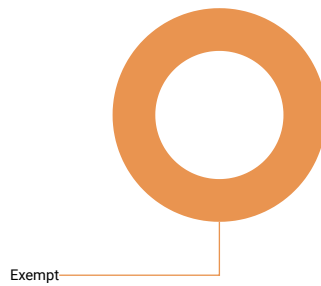
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	10
Mean	3
Median	2
Standard deviation	4

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



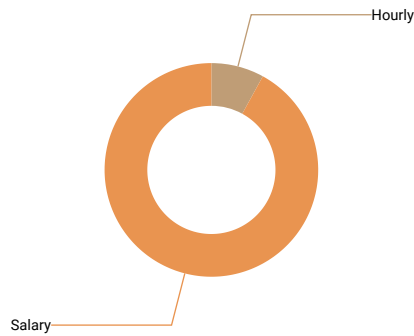
Results	%	N
Non-Exempt	0%	0
Exempt	100%	13

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

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									
Pay Range Minimum Salary	6	56,200	59,883	65,000	80,308	85,000	68,565	65,000	1
Pay Range Maximum Salary	6	73,000	86,000	109,601.5	118,600	127,218	104,004	109,602	2
Actual Lowest Base Salary	11	70,000	70,095	75,337	85,000	85,181	77,253	75,337	1
Actual Average Base Salary	12	72,800	75,168.5	77,711	85,105.5	95,449.12	81,424	77,711	1
Actual Highest Base Salary	11	75,000	75,337	82,000	85,200	115,024	86,252	82,000	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.3 Mechanical Engineer - Level 3

Job description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

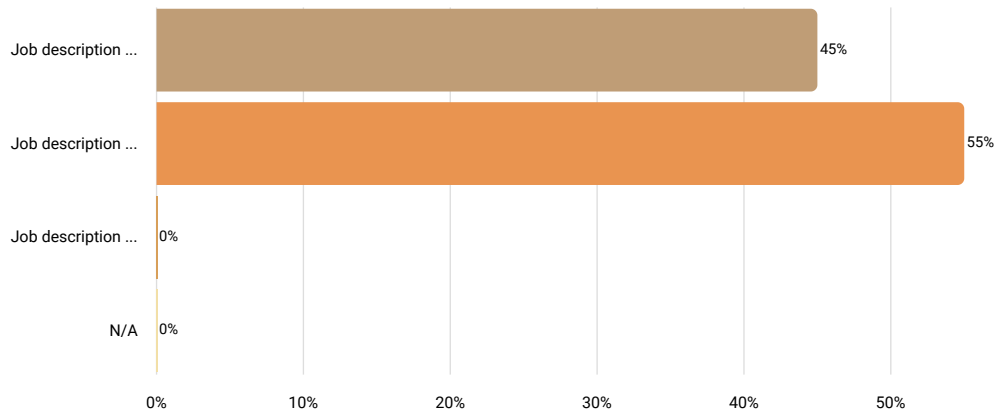
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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	45%	5
Job description matches the position at your company very well	55%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 7 times

Text input



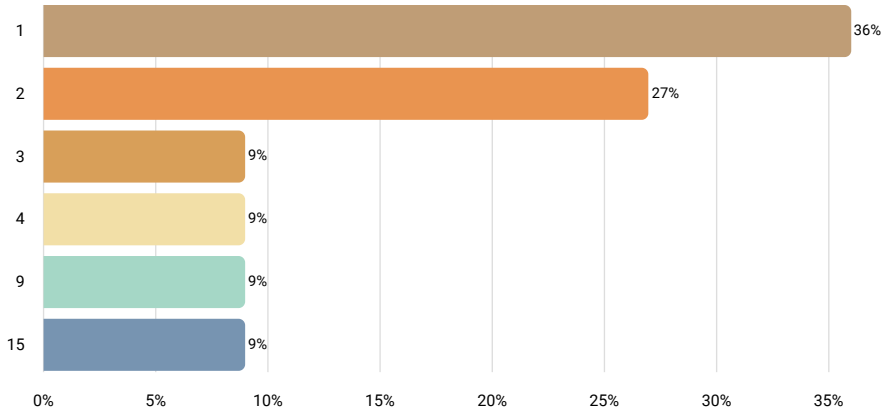
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



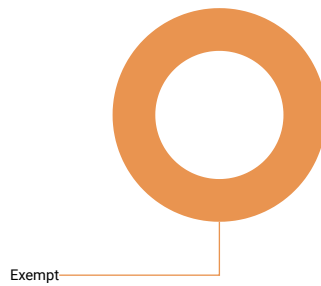
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	9
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



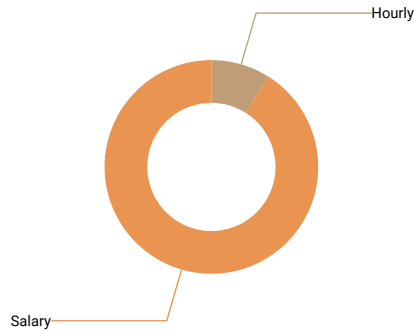
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

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									
Pay Range Minimum Salary	7	72,900	80,000	83,000	101,774	104,000	87,204	83,000	1
Pay Range Maximum Salary	7	81,577	83,000	110,000	162,422	164,300	123,423	110,000	3
Actual Lowest Base Salary	10	72,975	81,577	90,623	105,999	119,069.2	93,201	90,623	1
Actual Average Base Salary	10	82,288.5	83,100	95,329.5	111,645	126,807.2	99,387	95,330	1
Actual Highest Base Salary	10	82,288.5	90,000	99,808.8	121,846.4	133,533.5	105,629	99,809	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.4 Mechanical Engineer - Level 4

Job description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

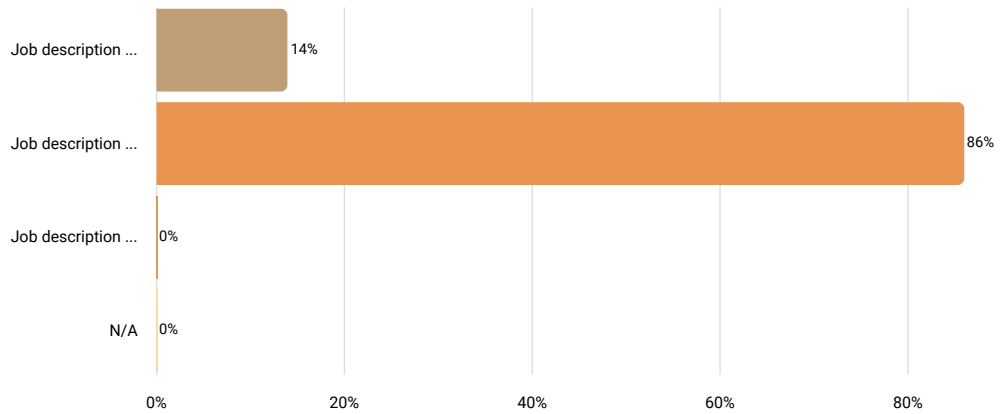
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Job Title (if different than above)

Answered 1 times

Skipped 6 times

Text input



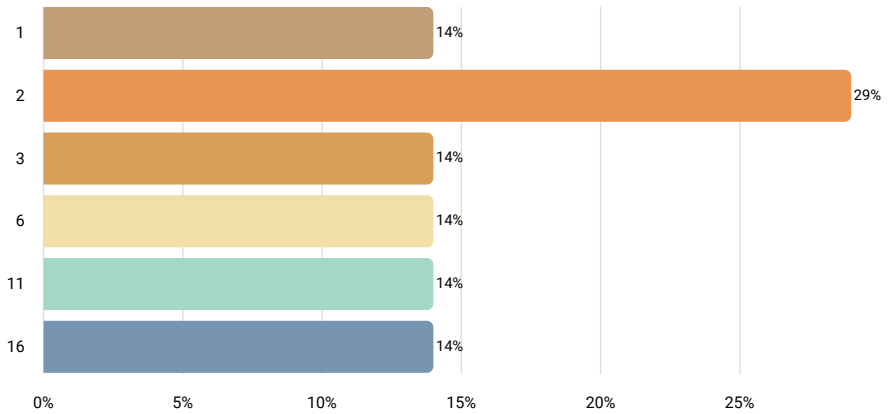
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



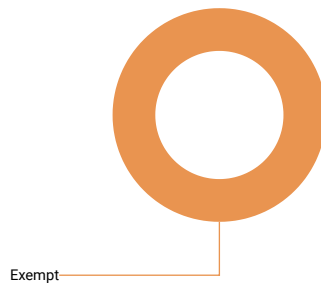
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	11
90th percentile	16
Mean	6
Median	3
Standard deviation	6

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



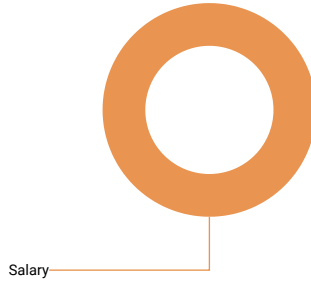
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	90,000	90,173	106,026	137,978.3	144,664	112,692	106,026	2
Actual Average Base Salary	7	93,750	116,662	120,017	139,815.97	152,921	125,379	120,017	1
Actual Highest Base Salary	7	97,500	120,000	144,000	155,391	161,283	138,015	144,000	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.5 Mechanical Engineer - Level 5

Job description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

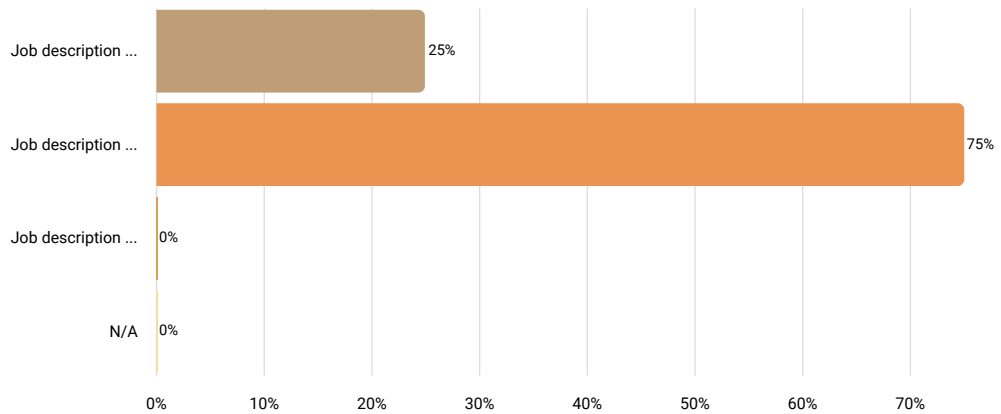
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



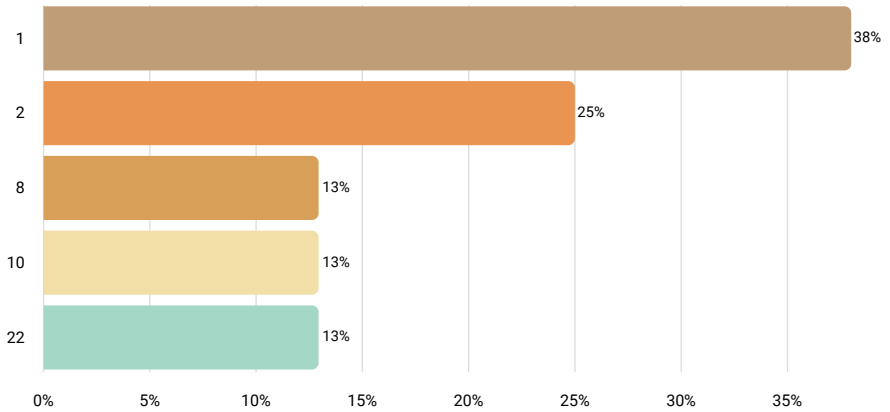
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



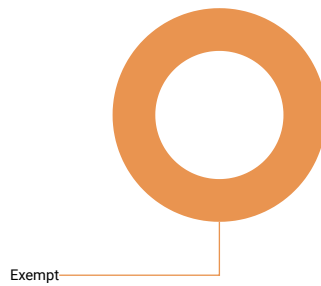
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	9
90th percentile	22
Mean	6
Median	2
Standard deviation	7

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



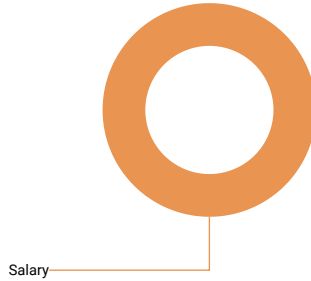
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	5	55,000	113,600	114,504	140,000	156,707	115,962	114,504	3
Pay Range Maximum Salary	5	145,000	147,721.6	152,000	204,500	270,400	183,924	152,000	5
Actual Lowest Base Salary	7	122,000	127,469	140,000	142,000	181,771	141,227	140,000	1
Actual Average Base Salary	7	140,785	141,107.2	141,640	149,043	192,233	149,756	141,640	1
Actual Highest Base Salary	7	141,107.2	142,000	148,847	163,847	203,840	157,418	148,847	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.6 Mechanical Engineer - Level 6

Job description

Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

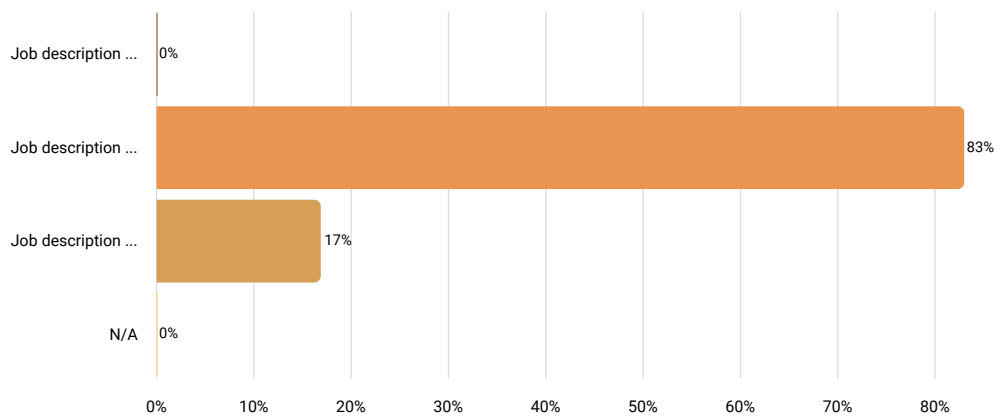
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typically Ph.D. in area of specialization.

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		83%	5
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

Job Title (if different than above)

Answered 1 times

Skipped 5 times

Text input



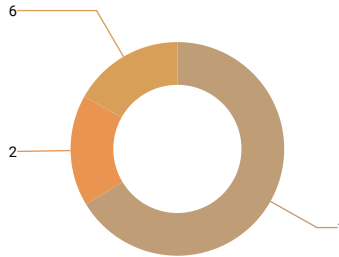
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



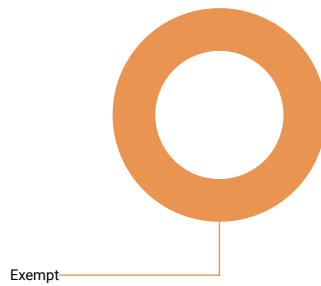
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



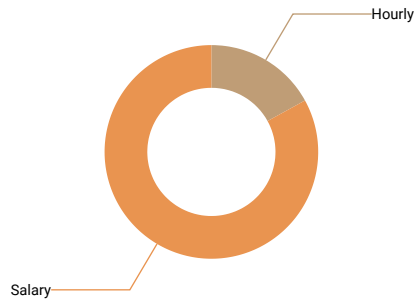
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	1
Salary	83%	5

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
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	5	139,568	160,000	161,639	163,847	177,390	160,489	161,639	16,440
Actual Average Base Salary	5	139,568	163,847	164,039	174,423	177,390	163,853	164,039	16,440
Actual Highest Base Salary	5	139,568	163,847	166,440	177,390	195,000	168,449	166,440	16,440
Average Incentive or Other Cash Bonus (Annual)									

6.4.8 Electrical Design Engineer - Level 2

Job description

Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems.

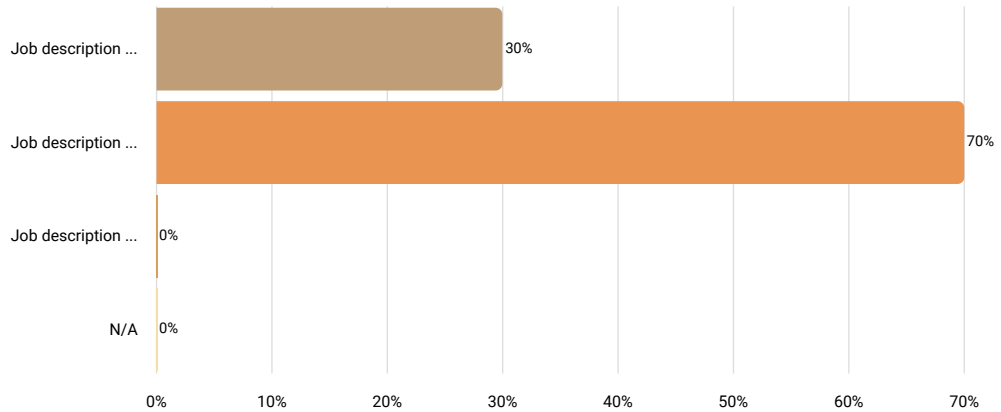
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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	30%	3
Job description matches the position at your company very well	70%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 8 times

Text input



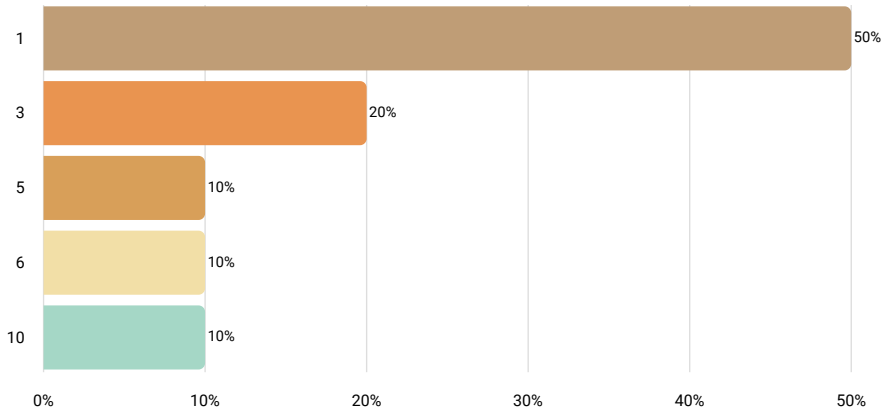
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



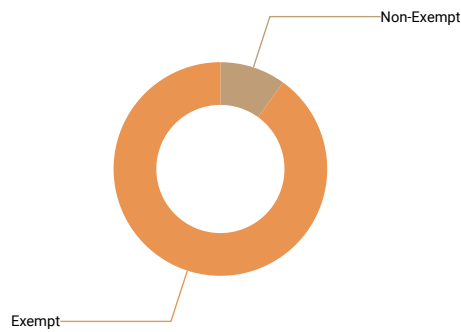
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	8
Mean	3
Median	2
Standard deviation	3

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



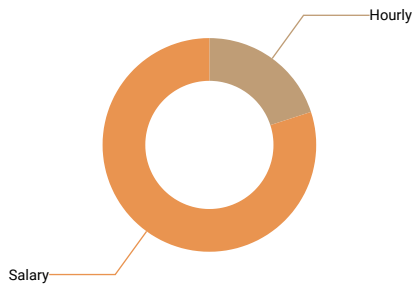
Results	%	N
Non-Exempt	10%	1
Exempt	90%	9

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	2
Salary	80%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standa
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	8	65,000	73,708.29	82,232.5	93,578.5	104,324	83,545	82,233	1:
Actual Average Base Salary	8	65,000	83,050.815	90,138	102,062	105,031.68	90,067	90,138	1:
Actual Highest Base Salary	8	65,000	87,830.075	96,596	103,287	124,467	95,612	96,596	1'
Average Incentive or Other Cash Bonus (Annual)									

6.4.9 Electrical Design Engineer - Level 3

Job description Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems.

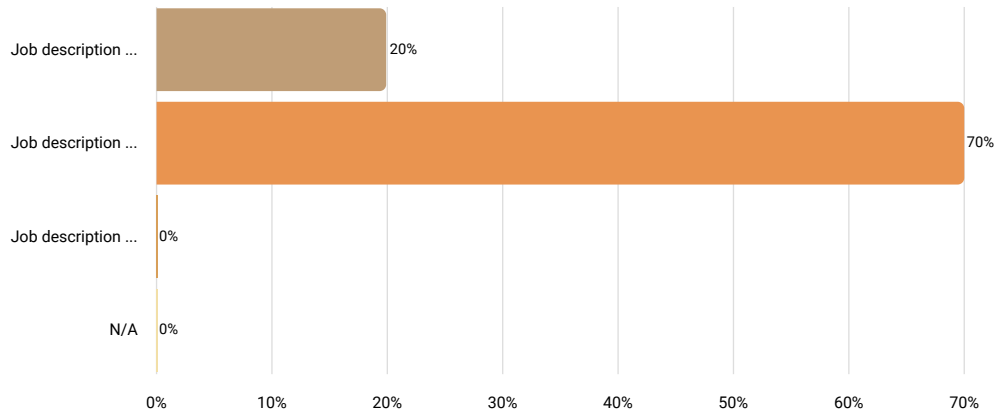
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques

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	20%	20%	2
Job description matches the position at your company very well	70%	70%	7
Job description is perceptibly stronger than the position at your company	0%	0%	0
N/A	0%	0%	0

Job Title (if different than above)

Answered 2 times

Skipped 8 times

Text input



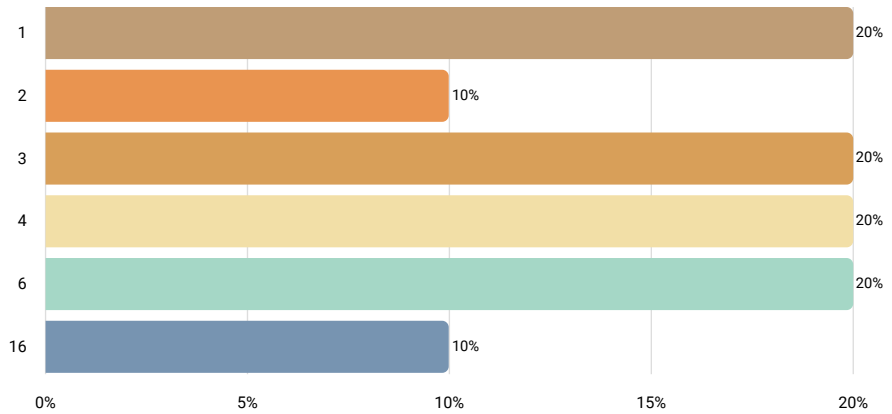
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



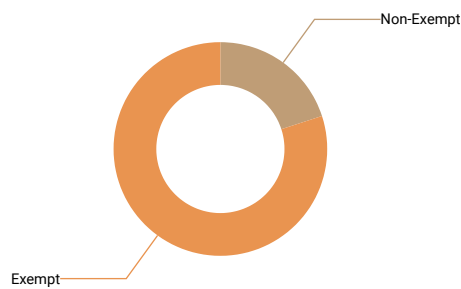
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	6
90th percentile	11
Mean	5
Median	4
Standard deviation	4

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



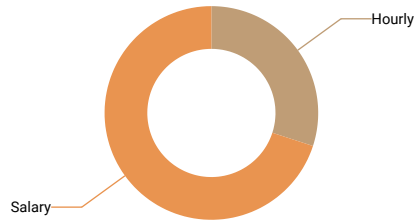
Results	%	N
Non-Exempt	20%	2
Exempt	80%	8

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	30%	3
Salary	70%	7

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									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	65,000	72,900	93,034	103,750.4	121,368	92,360	93,034	1
Actual Average Base Salary	7	85,590	97,000	110,079.24	122,184	132,624.26	109,716	110,079	1
Actual Highest Base Salary	7	98,000	98,000	123,427.2	145,683.2	151,334	122,326	123,427	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.10 Electrical Design Engineer - Level 4

Job description Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems.

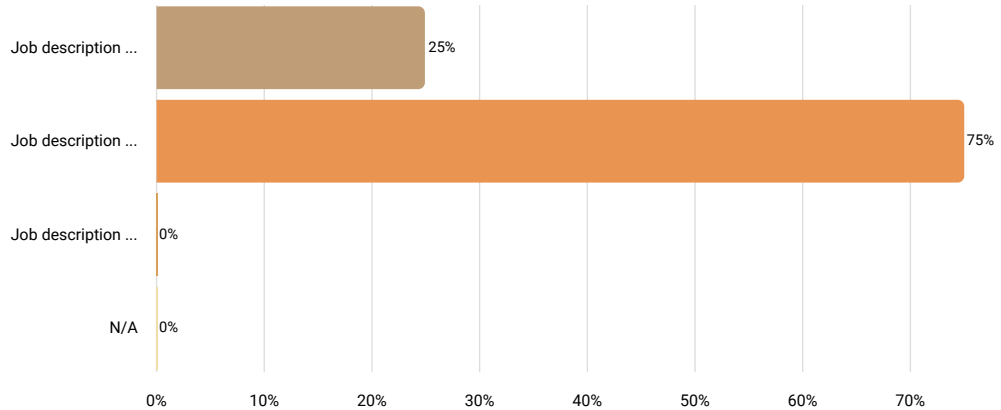
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techni

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		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 3 times

Skipped 5 times

Text input



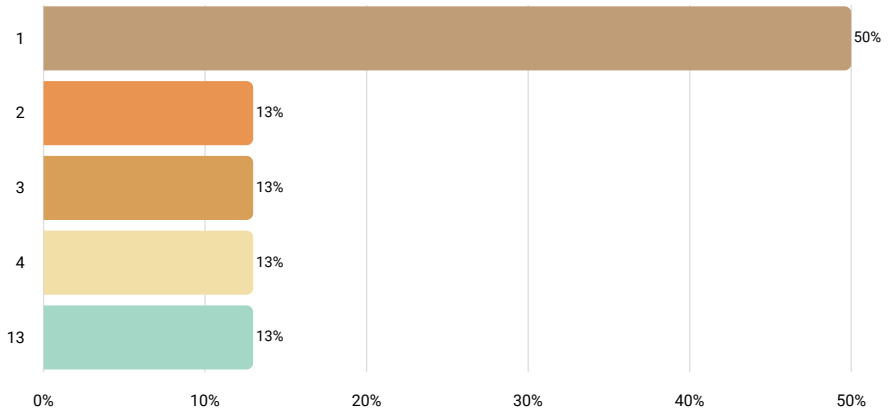
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



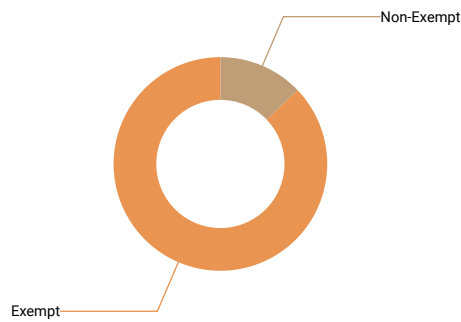
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3.5
90th percentile	13
Mean	3
Median	2
Standard deviation	4

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



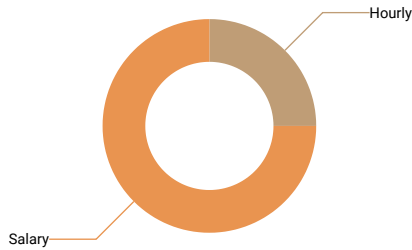
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	100,000	112,845.6	123,096	144,352	149,448	125,473	123,096	1
Actual Average Base Salary	6	100,000	124,259	131,540.305	152,900	154,304.8	132,424	131,540	2
Actual Highest Base Salary	6	100,000	124,259	145,236.92	155,542	164,257.6	139,089	145,237	2
Average Incentive or Other Cash Bonus (Annual)									

6.4.11 Electrical Design Engineer - Level 5

Job description

Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems.

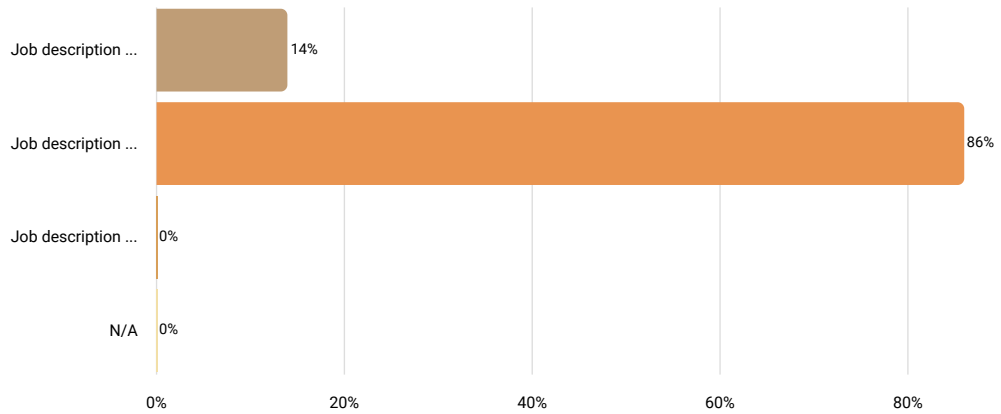
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Job Title (if different than above)

Answered 1 times

Skipped 6 times

Text input



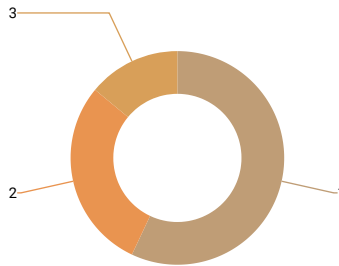
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



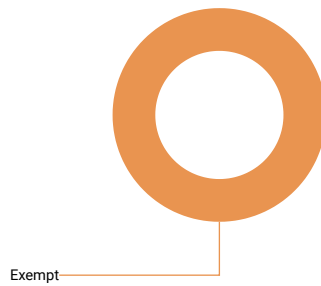
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



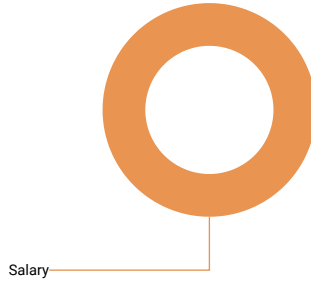
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	111,000	124,104	136,073	173,908	174,989	144,010	136,073	2
Actual Average Base Salary	7	111,000	136,073	161,168.51	173,908	174,989	151,669	161,169	2
Actual Highest Base Salary	7	111,000	136,073	173,908	178,380	1,669,186	370,819	173,908	5.
Average Incentive or Other Cash Bonus (Annual)									

6.4.12 Electrical Design Engineer - Level 6

Job description

Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems.

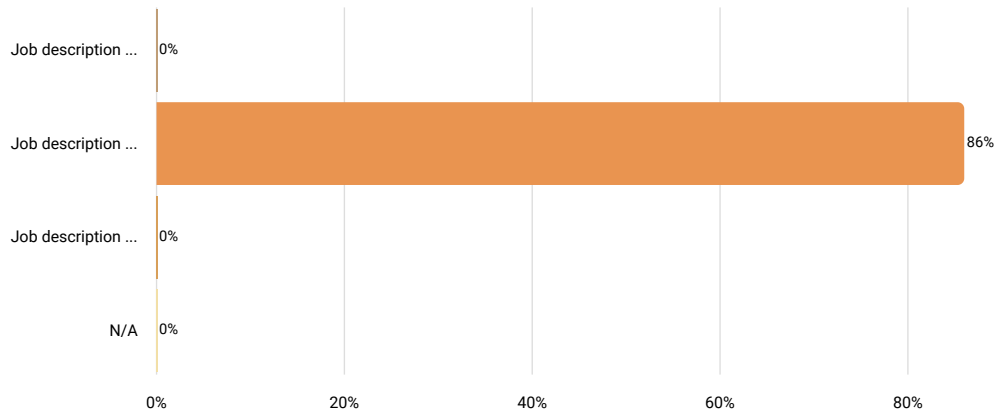
Level 6: Scientist or Consulting Engineer: 15 years or more of experience, carries out complex and novel assignments that are significant in scope. Typical Ph.D. in area of specialization.

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	0%	0
	N/A	0%

Job Title (if different than above)

Answered 1 times

Skipped 6 times

Text input



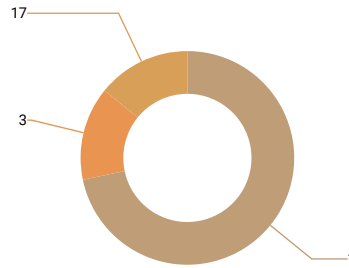
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



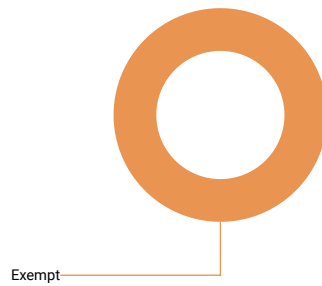
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	17
Mean	4
Median	1
Standard deviation	6

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



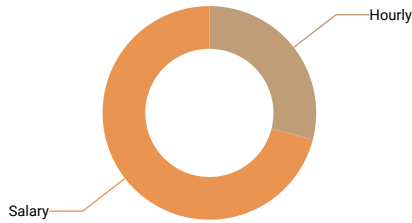
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	2
Salary	71%	5

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	108,368	127,800	144,966	163,000	180,960	145,019	144,966	20,000
Actual Average Base Salary	5	144,966	162,504	163,000	168,707	196,716	167,179	163,000	15,000
Actual Highest Base Salary	5	144,966	163,000	189,777	207,459	212,472	183,535	189,777	15,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.37 Software Engineer - Level 1

Job description

Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code.

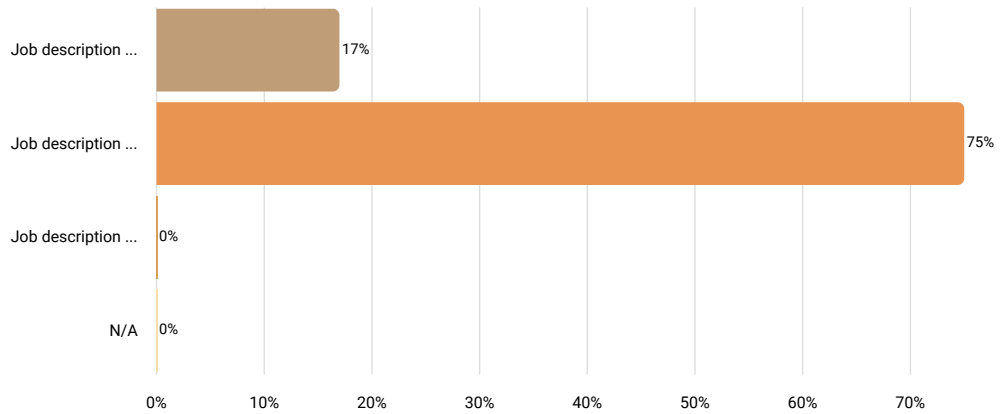
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	2
Job description matches the position at your company very well	75%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

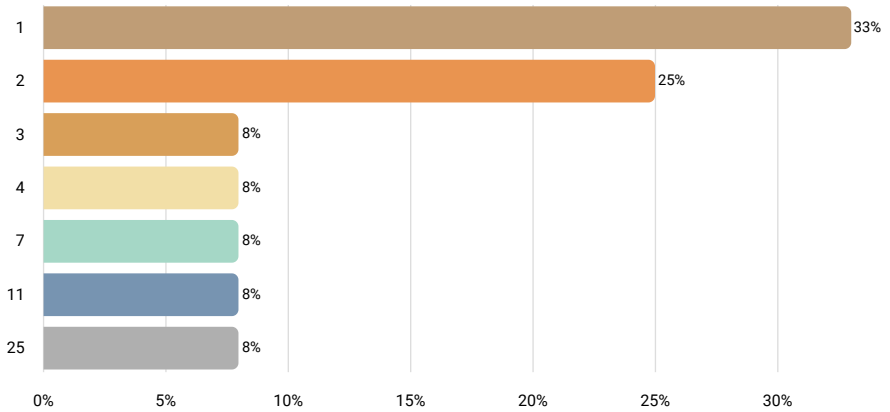
Results	
research engineer i	1
scientist, entry level	1
engineer i	1
jr. software engineer	1
software engineer i	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



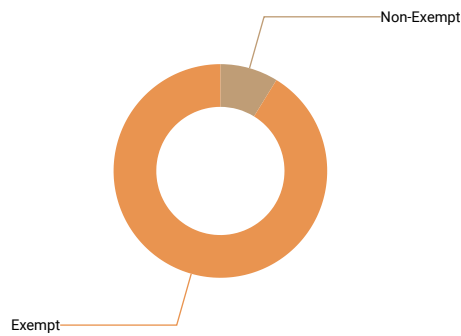
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5.5
90th percentile	11
Mean	5
Median	2
Standard deviation	7

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



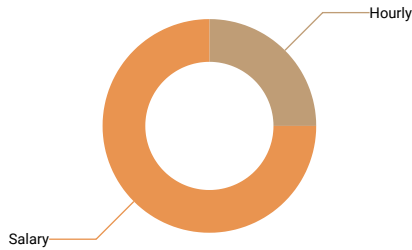
Results	%	N
Non-Exempt	8%	1
Exempt	83%	10

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	43,700	46,800	50,000	51,304	57,512	49,863	50,000	
Pay Range Maximum Salary	5	60,000	67,600	73,878	101,530	118,600	84,322	73,878	2
Actual Lowest Base Salary	8	51,304	60,778.065	65,488.7	72,100	105,019.2	69,132	65,489	1
Actual Average Base Salary	8	55,897	68,961.5	72,254.74	80,512.5	105,019.2	75,547	72,255	1
Actual Highest Base Salary	8	60,491	74,954.35	77,945.56	90,112.8	105,019.2	81,442	77,946	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.38 Software Engineer - Level 2

Job description

Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code.

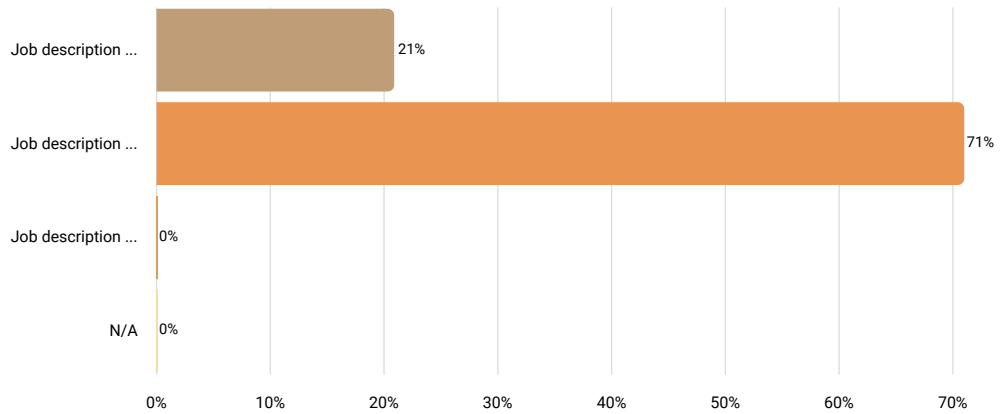
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 9 times

Text input

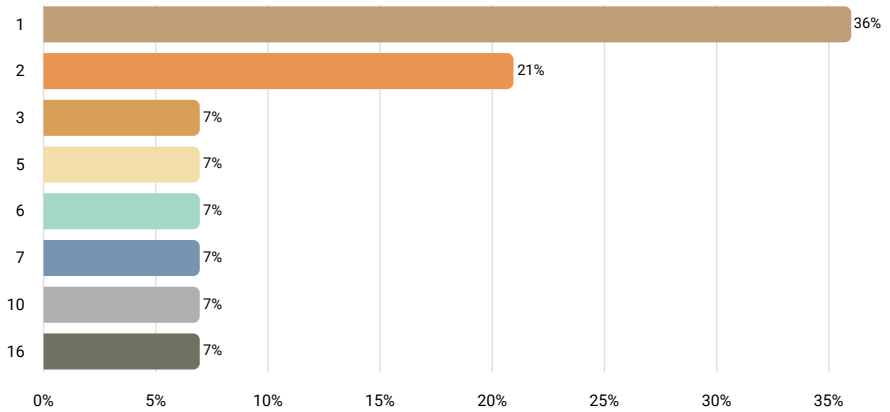
Results	
research engineer ii	1
test engineer ii	1
scientist, mid level	1
software engineer i	1
software engineer ii; database developer ii	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



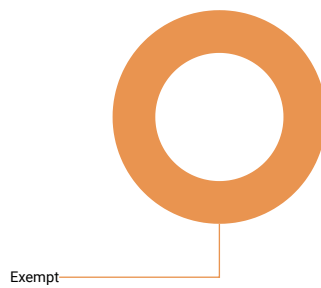
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	10
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



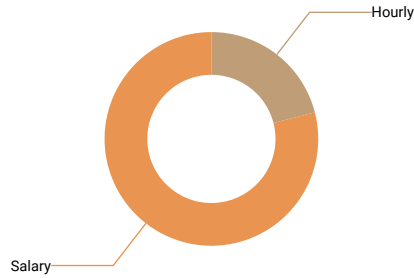
Results	%	N
Non-Exempt	0%	0
Exempt	93%	13

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	21%	3
Salary	79%	11

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	55,000	56,200	64,775.5	70,532.8	81,224	65,418	64,776	
Pay Range Maximum Salary	6	65,000	85,363.2	91,605.5	118,600	134,654	97,805	91,606	
Actual Lowest Base Salary	10	71,179.7	73,934	79,551.2	81,369	84,630	78,529	79,551	
Actual Average Base Salary	10	74,560.5	80,059.2	82,113.285	85,548	89,411.67	82,315	82,113	
Actual Highest Base Salary	10	76,967	80,995.2	84,776	93,558	101,607.7	87,173	84,776	
Average Incentive or Other Cash Bonus (Annual)									

6.4.39 Software Engineer - Level 3

Job description

Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code.

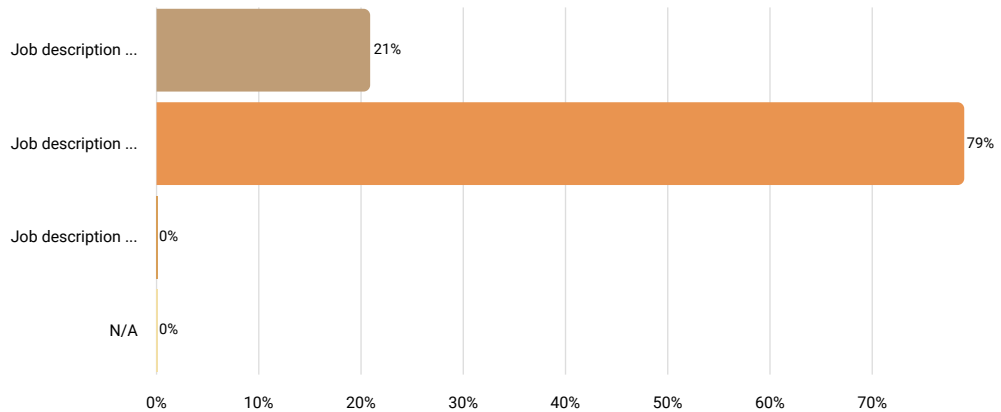
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	79%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 9 times

Text input

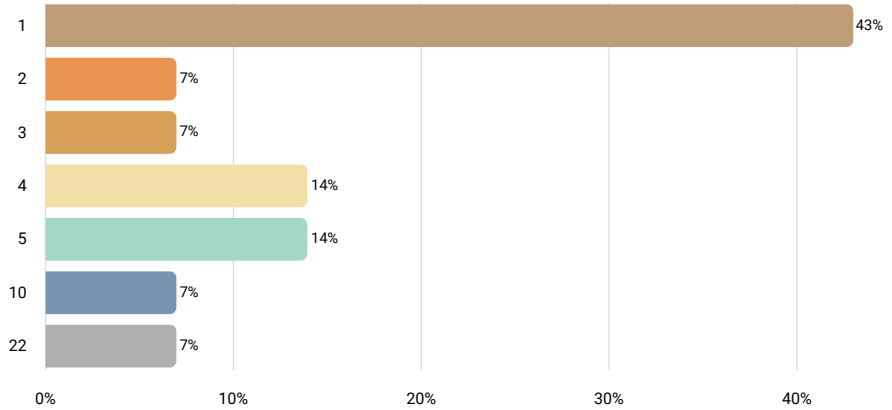
Results	
senior software engineer	2
research engineer iv	1
scientist, senior	1
member technical staff	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



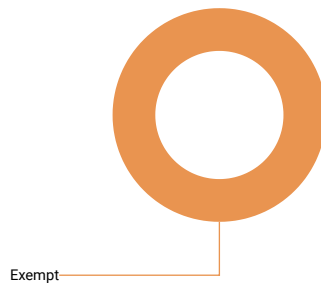
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	5
90th percentile	10
Mean	4
Median	3
Standard deviation	6

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



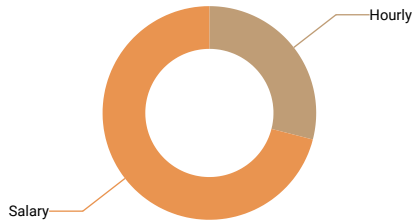
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	29%	4
Salary	71%	10

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	56,200	60,000	79,472.1	107,723	115,000	82,978	79,472	15,000
Pay Range Maximum Salary	6	65,000	108,707	132,200	164,300	173,316	129,287	132,200	40,000
Actual Lowest Base Salary	9	72,605	89,876	95,000	107,120	117,624	96,266	95,000	15,000
Actual Average Base Salary	9	90,532	100,848	111,488	117,518	132,907.84	109,792	111,488	15,000
Actual Highest Base Salary	9	91,187	107,016	134,825.6	139,556	152,360	125,517	134,826	15,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.40 Software Engineer - Level 4

Job description

Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code.

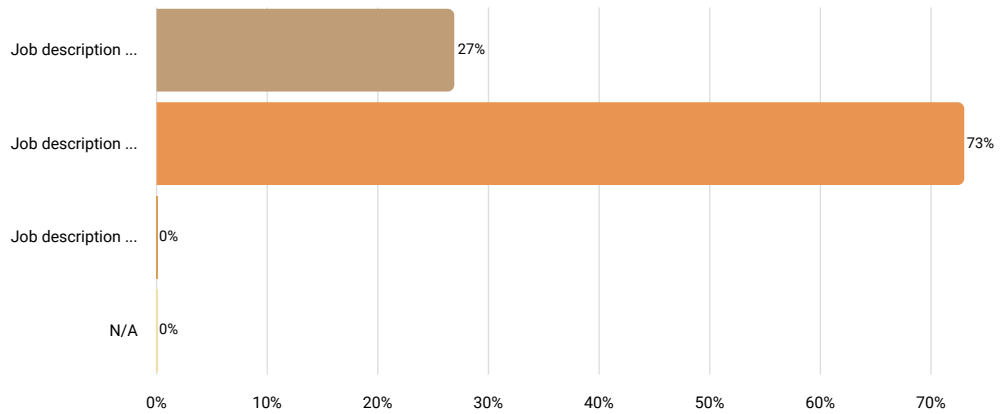
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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	27%	3
Job description matches the position at your company very well	73%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

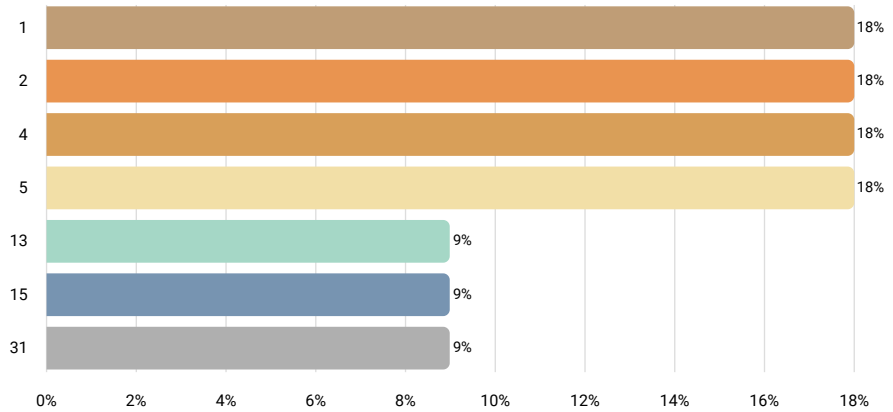
Results	
research engineer vi	1
scientist, principal	1
principal software engineer	1
advanced senior software engineer	1
member senior technical staff	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



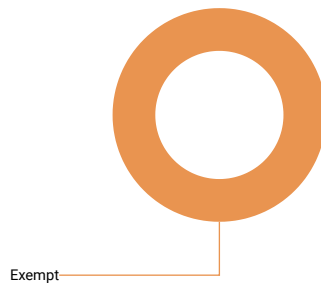
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	13
90th percentile	15
Mean	8
Median	4
Standard deviation	9

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



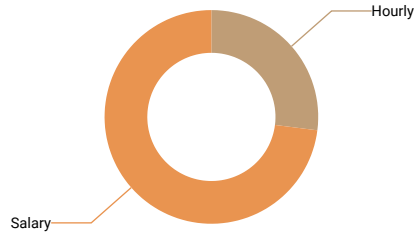
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	27%	3
Salary	73%	8

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	98,800	104,000	130,000	138,652	152,543	124,799	130,000	
Pay Range Maximum Salary	5	130,000	130,000	164,300	204,256	205,899	166,891	164,300	
Actual Lowest Base Salary	8	88,004.8	114,467.5	130,312.605	149,697.3	155,923	129,110	130,313	
Actual Average Base Salary	8	100,962	129,181	140,540	155,180.215	156,478.4	138,405	140,540	
Actual Highest Base Salary	8	113,921	134,152.5	152,446	166,626	170,287.65	148,832	152,446	
Average Incentive or Other Cash Bonus (Annual)									

6.4.41 Software Engineer - Level 5

Job description

Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments, and clear code.

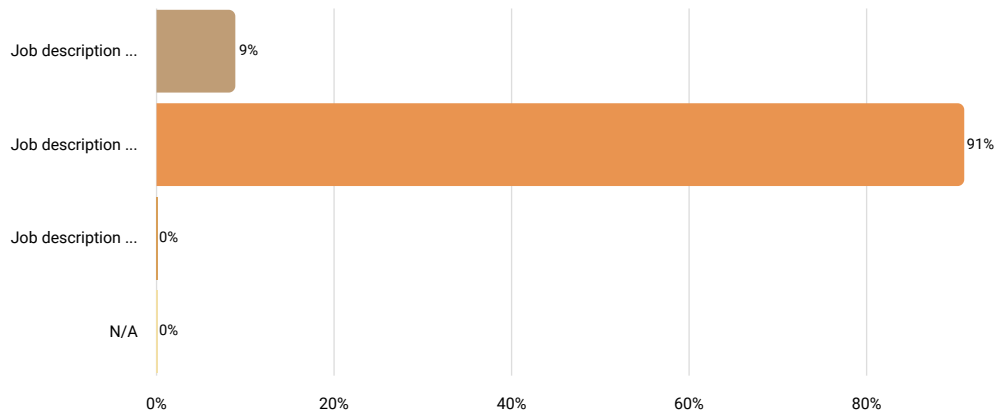
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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		9%	1
Job description matches the position at your company very well		91%	10
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 4 times

Skipped 7 times

Text input



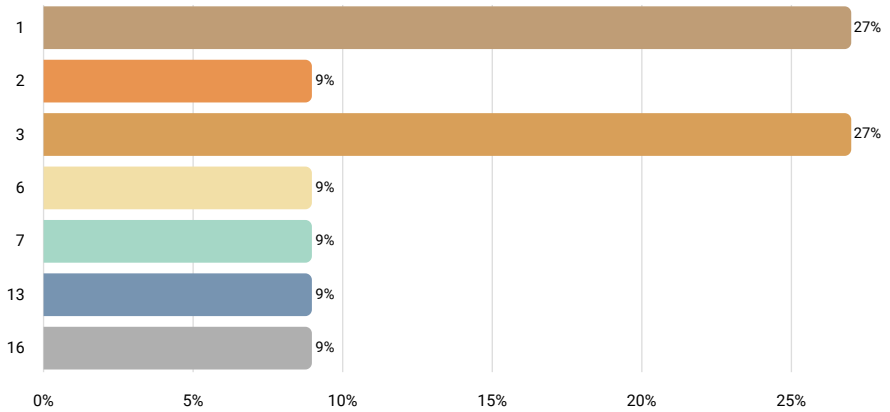
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



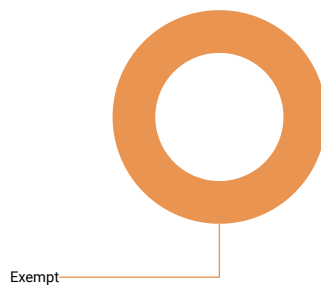
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	7
90th percentile	13
Mean	5
Median	3
Standard deviation	5

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



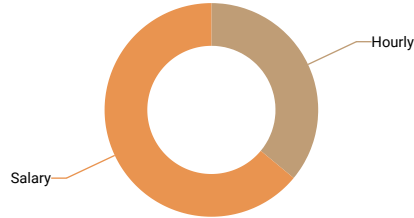
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	4
Salary	64%	7

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	120,000	122,532.8	128,154	157,601	180,500	138,101	128,154	25,000
Actual Average Base Salary	7	120,000	127,919	142,680	168,771	180,500	147,220	142,680	25,000
Actual Highest Base Salary	7	120,000	127,919	158,203	173,513	180,500	155,007	158,203	25,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.43 System Design Engineer - Level 1

Job description

Study, research, and develop ideas for new products and the systems used to make them. Modify existing products or processes to increase efficiency or performance. Assess the usability, environmental impact and safety of a design.

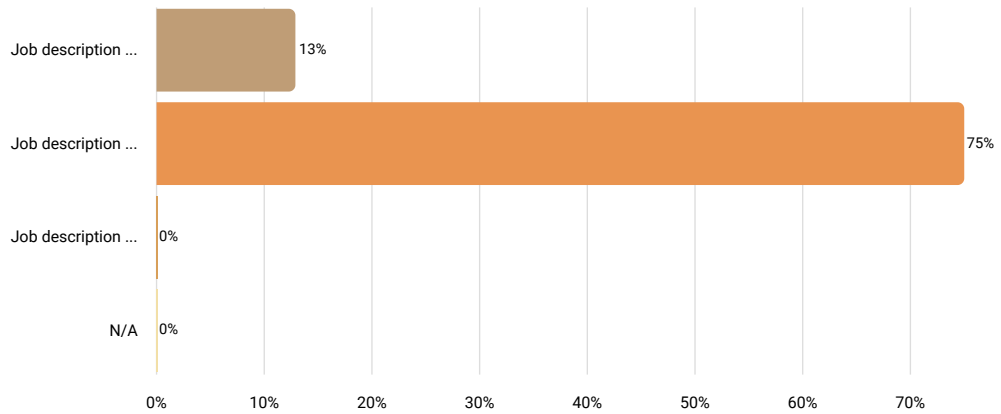
Level 1: Entry: 0-1 years of experience, performs routine tasks.

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	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 3 times

Text input

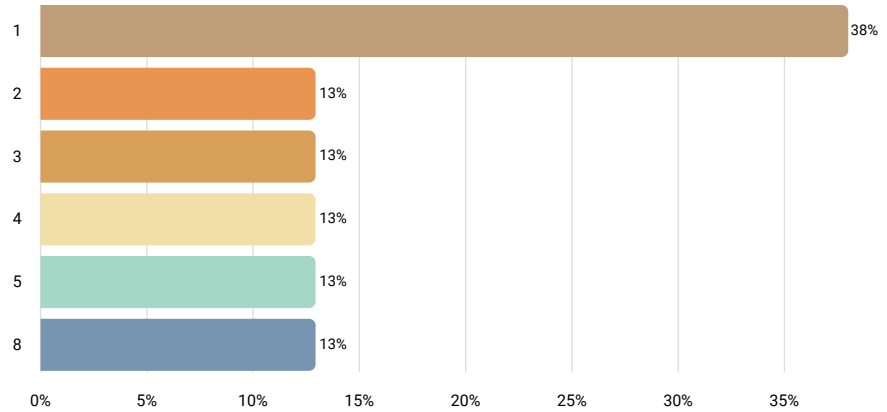
Results	
engineer, entry level	1
scientist/tech staff i, scientist/tech staff ii	1
systems engineer professional	1
entry level systems engineer	1
jr systems enginee	1

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



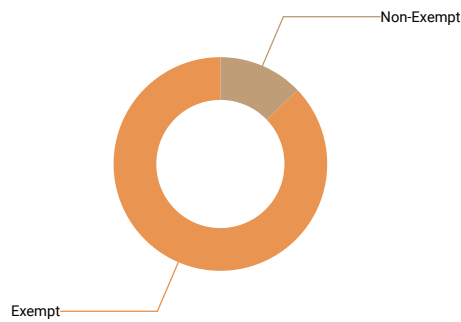
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4.5
90th percentile	8
Mean	3
Median	3
Standard deviation	2

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



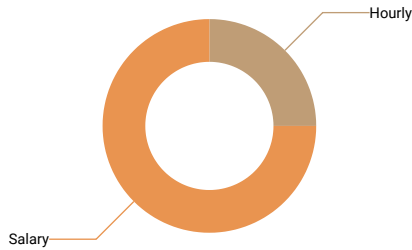
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

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 Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	53,084.33	62,000	65,977.6	70,000	75,566	65,434	65,978	7,382.4
Actual Average Base Salary	6	53,084.33	64,250	67,934.6	70,000	79,206	67,068	67,935	8,117.7
Actual Highest Base Salary	6	53,084.33	70,000	73,382.4	85,009	88,700	73,926	73,382	11,615.6
Average Incentive or Other Cash Bonus (Annual)									

6.4.44 System Design Engineer - Level 2

Job description

Study, research, and develop ideas for new products and the systems used to make them. Modify existing products or processes to increase efficiency or performance. Assess the usability, environmental impact and safety of a design.

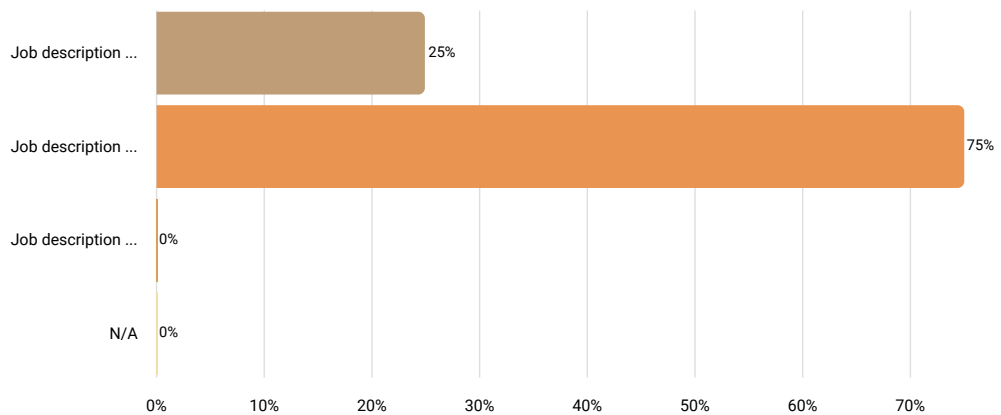
Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.

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	25%	2
Job description matches the position at your company very well	75%	6
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



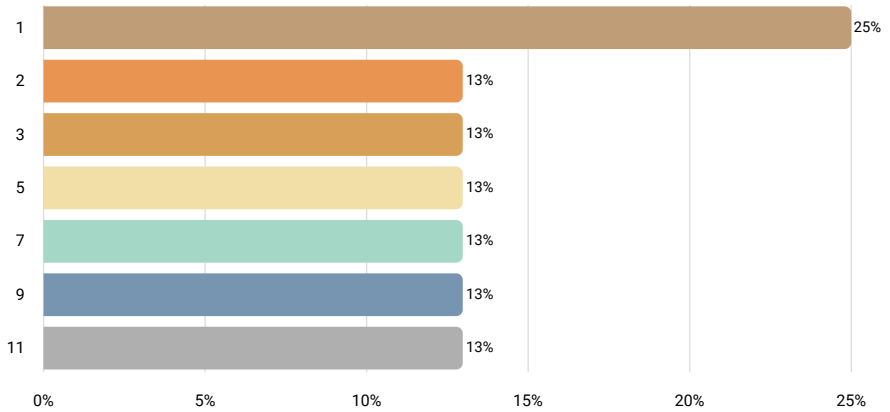
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



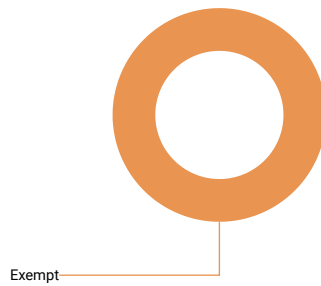
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	4
75th percentile	8
90th percentile	11
Mean	5
Median	4
Standard deviation	4

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



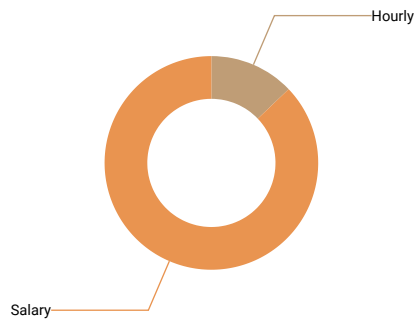
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	70,000	71,200	76,003.2	86,528	87,100	78,130	76,003	7
Actual Average Base Salary	7	70,000	81,406	91,800	102,702	102,710	89,896	91,800	1:
Actual Highest Base Salary	7	70,000	82,402	96,500	114,171.2	125,008	99,030	96,500	1
Average Incentive or Other Cash Bonus (Annual)									

6.4.45 System Design Engineer - Level 3

Job description

Study, research, and develop ideas for new products and the systems used to make them. Modify existing products or processes to increase efficiency or performance. Assess the usability, environmental impact and safety of a design.

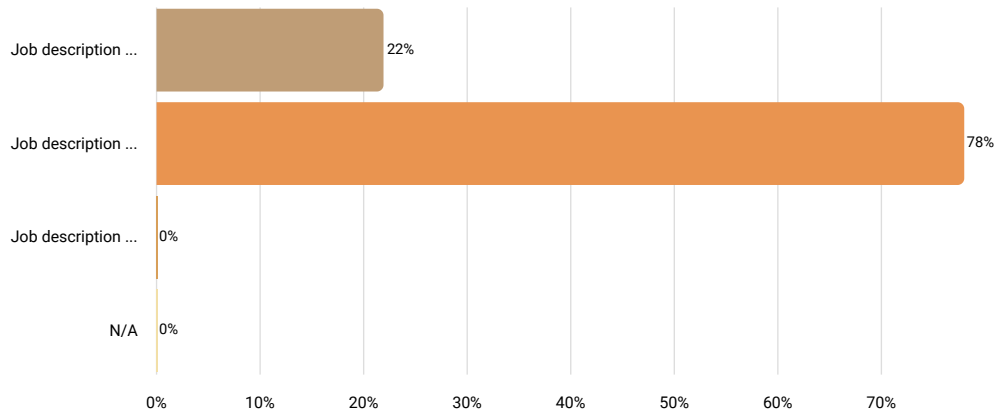
Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.

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	78%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



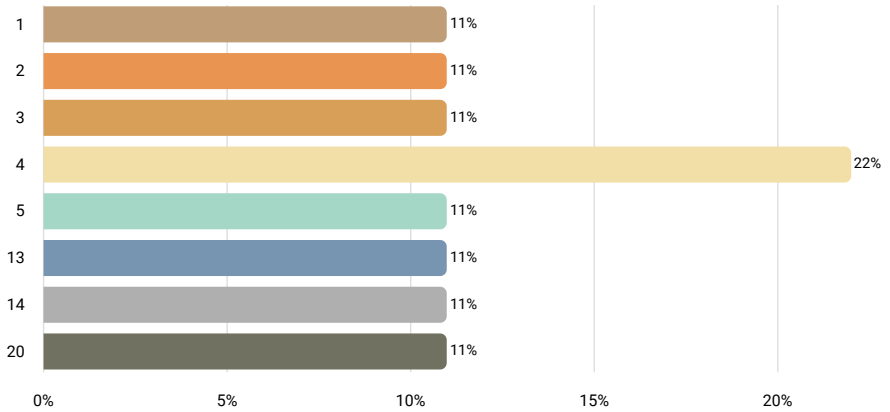
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



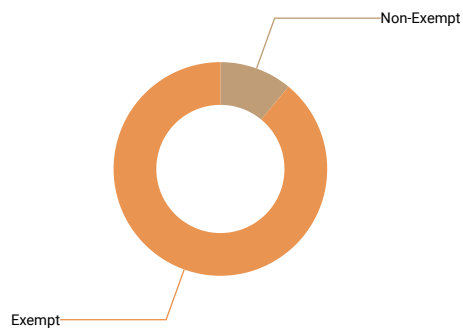
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	13
90th percentile	20
Mean	7
Median	4
Standard deviation	7

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



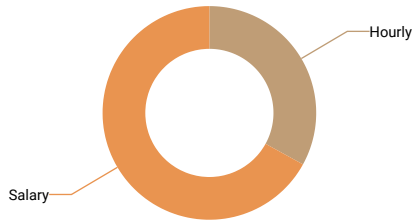
Results	%	N
Non-Exempt	11%	1
Exempt	89%	8

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	6

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Std
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	6	70,000	86,000	104,509.6	112,694.62	116,292	99,001	104,510	
Actual Average Base Salary	6	89,700	98,259.2	106,916.5	131,768	133,030.4	111,098	106,917	
Actual Highest Base Salary	6	98,259.2	114,000	115,783.94	141,752	150,176	122,626	115,784	
Average Incentive or Other Cash Bonus (Annual)									

6.4.46 System Design Engineer - Level 4

Job description

Study, research, and develop ideas for new products and the systems used to make them. Modify existing products or processes to increase efficiency or performance. Assess the usability, environmental impact and safety of a design.

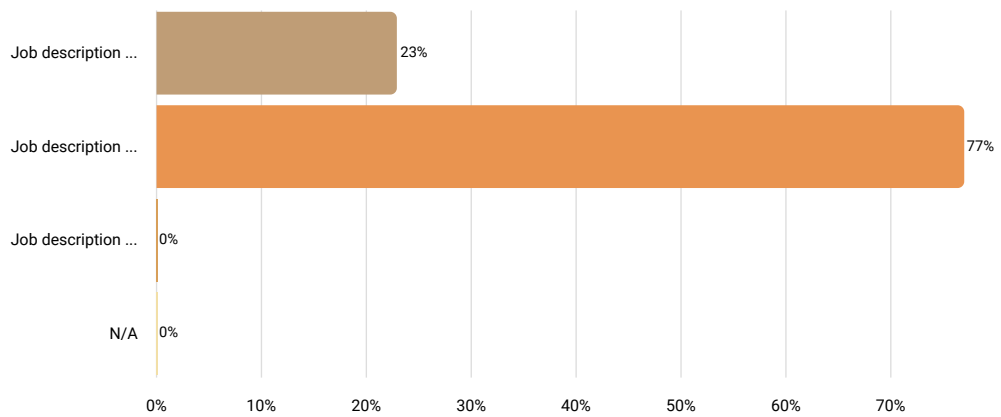
Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	3
Job description matches the position at your company very well	77%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 7 times

Text input

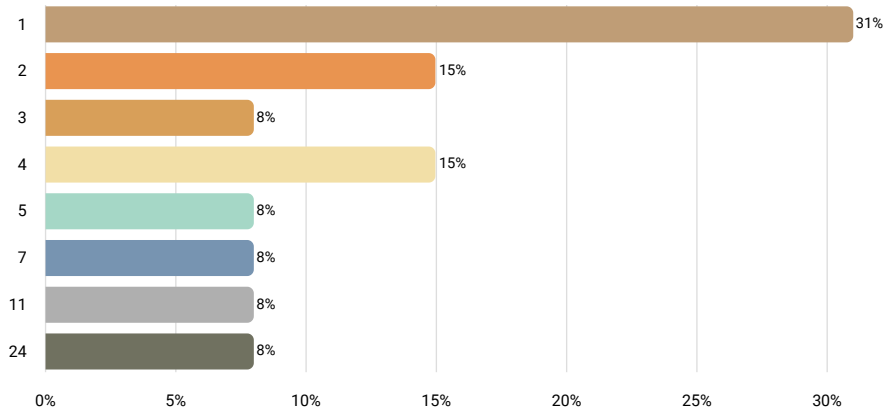
Results	
principal systems engineer	2
enterprise infrastructure architect iv	1
engineer, principal	1
scientist/tech staff v	1
systems engineer	1

Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



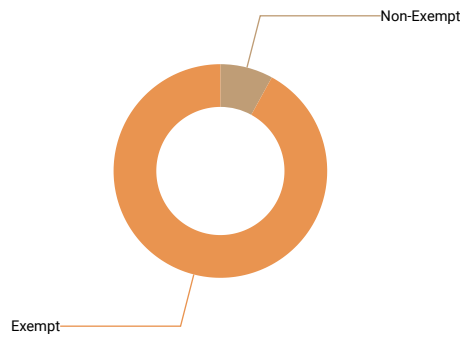
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	5
90th percentile	11
Mean	5
Median	3
Standard deviation	6

FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



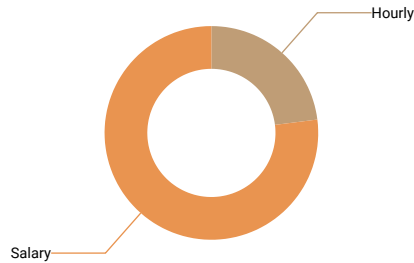
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	23%	3
Salary	77%	10

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	90,000	100,000	119,890.4	129,937	155,923	119,273	119,890	
Pay Range Maximum Salary	6	120,000	151,000	155,129.5	180,000	195,844	159,517	155,130	
Actual Lowest Base Salary	10	93,533.15	108,027	131,409.2	144,664	153,128.97	125,762	131,409	
Actual Average Base Salary	10	110,252.4	123,285	136,367.92	151,098.78	154,703	135,133	136,368	
Actual Highest Base Salary	10	121,804.8	130,146	147,823.665	157,830.84	160,149.5	144,244	147,824	
Average Incentive or Other Cash Bonus (Annual)									

6.4.47 System Design Engineer - Level 5

Job description

Study, research, and develop ideas for new products and the systems used to make them. Modify existing products or processes to increase efficiency or performance. Assess the usability, environmental impact and safety of a design.

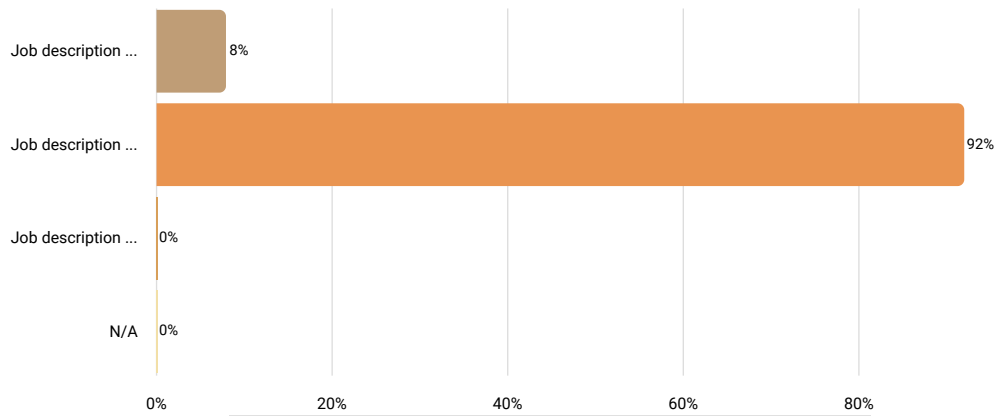
Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	8%	1	
Job description matches the position at your company very well	92%	11	
Job description is perceptibly stronger than the position at your company	0%	0	
N/A	0%	0	

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

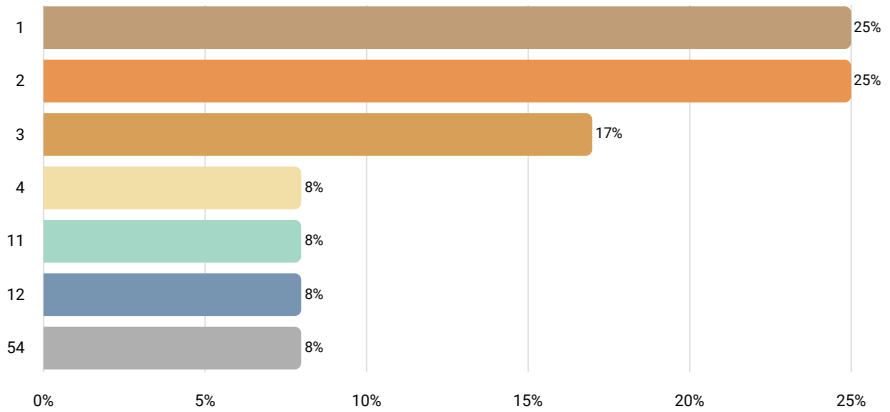
Results		
engineer, sme		1
scientist/tech staff vi		1
senior systems engineer		1
principal systems engineer		1
systems engineer		1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



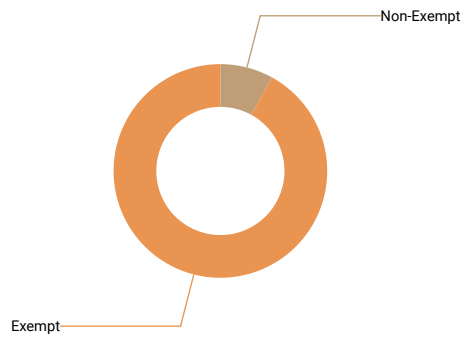
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	2.5
75th percentile	7.5
90th percentile	12
Mean	8
Median	3
Standard deviation	15

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



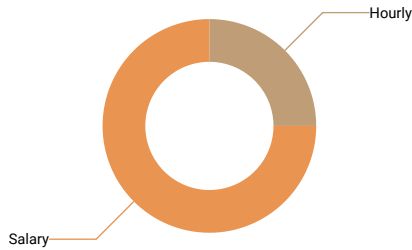
Results	%	N
Non-Exempt	8%	1
Exempt	92%	11

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	50,000	104,000	113,600	130,000	156,707	110,861	113,600	32,000
Pay Range Maximum Salary	5	150,000	172,000	204,500	228,800	270,400	205,140	204,500	40,000
Actual Lowest Base Salary	9	99,840	111,280	116,000	134,270	181,771	127,995	116,000	32,000
Actual Average Base Salary	9	99,840	136,214	141,900	164,743	192,233	144,997	141,900	32,000
Actual Highest Base Salary	9	99,840	150,095	161,500	171,000	219,960	161,793	161,500	32,000
Average Incentive or Other Cash Bonus (Annual)									

6.4.67 System Administrator or Network Analyst

Job description

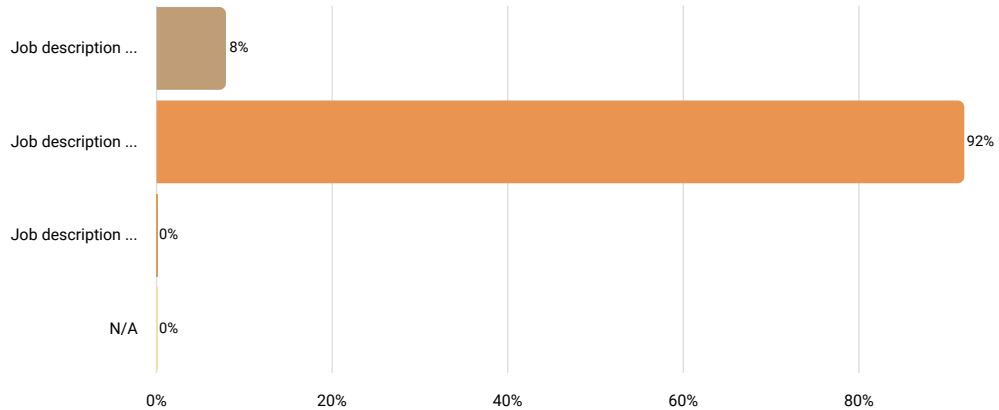
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	8%	1
Job description matches the position at your company very well	92%	11
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 5 times

Text input

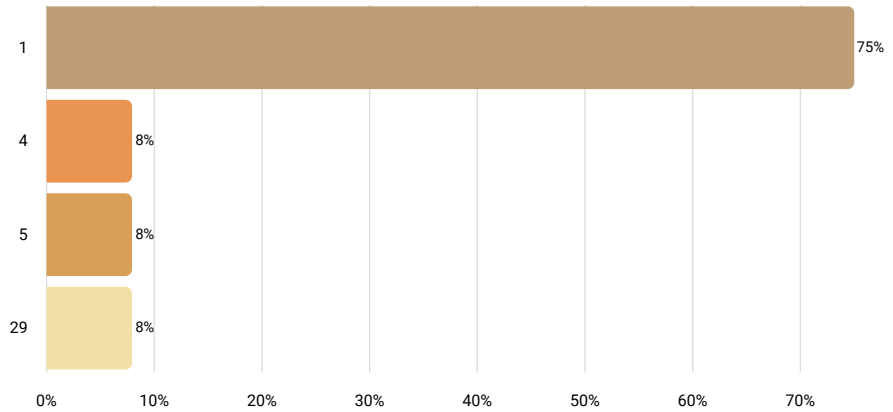
Results	
system administrator i	1
it systems administrator	1
information systems technician	1
systems admin (all levels)	1
system administrator 4	1
member technical staff	1
information assurance administrator	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



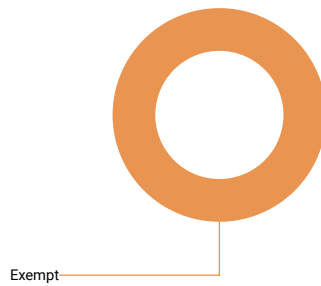
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2.5
90th percentile	5
Mean	4
Median	1
Standard deviation	8

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



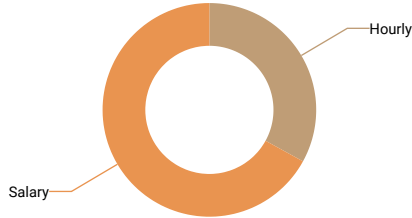
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	4
Salary	67%	8

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	6	52,000	60,000	68,224	80,000	104,000	72,075	68,224	
Pay Range Maximum Salary	6	65,000	75,649.6	122,064.8	164,300	204,500	125,597	122,065	
Actual Lowest Base Salary	8	58,344	61,150	73,831.54	101,036	135,081	83,183	73,832	:
Actual Average Base Salary	8	58,344	62,770.4	93,350	113,865.5	135,081	91,675	93,350	:
Actual Highest Base Salary	8	58,344	62,770.4	106,133.5	144,898.285	160,000	105,744	106,134	.
Average Incentive or Other Cash Bonus (Annual)									

6.5 Production Positions

The survey did not receive enough responses in this category.



6.6 Maintenance Positions

The survey received sufficient data for the following job titles:

General Building Maintenance
Maintenance Mechanic

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

Janitor
Electrician
Electrical and Control Mechanic
Multi-Craft Maintenance
Laborer
Security Guard
Maintenance Planner
Maintenance Employees, General

6.6.5 General Building Maintenance

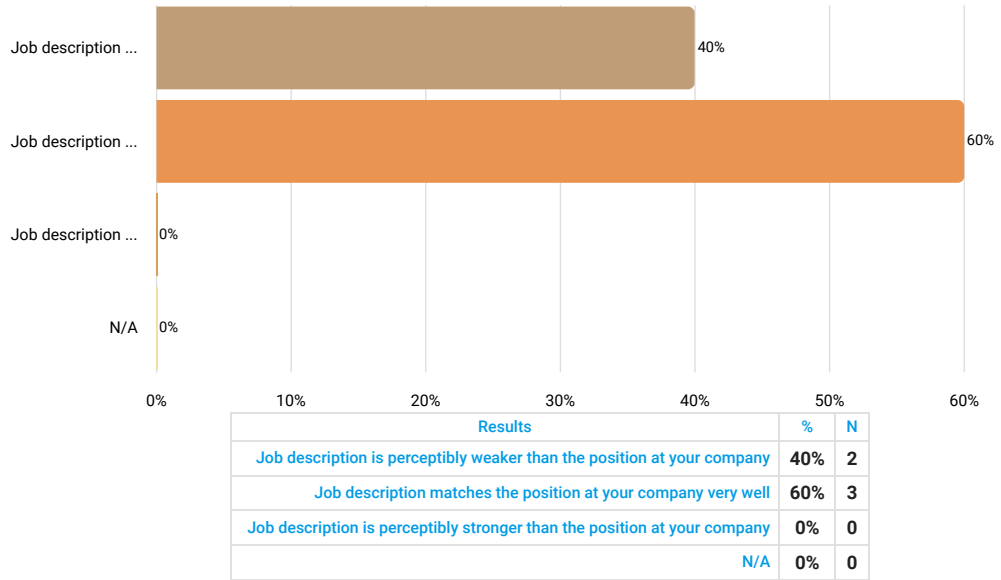
Job description Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 1 times

Text input



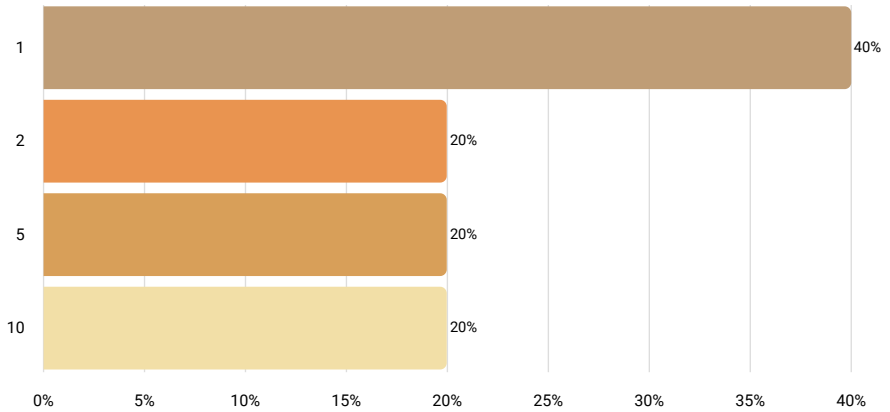
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



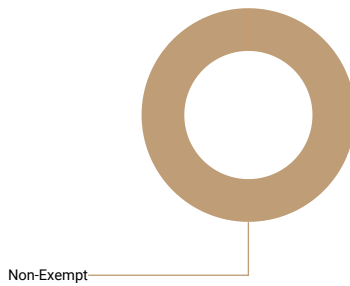
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	10
Mean	4
Median	2
Standard deviation	4

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



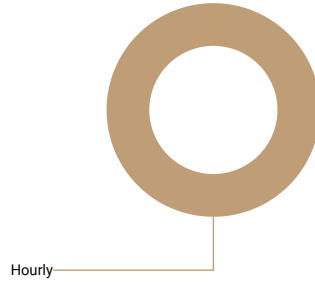
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

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
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	17.32	19.22	20	23	25.29	21	20
Actual Average Base Rate	5	19	22.66	23	23.55	27.24	23	23
Actual Highest Base Rate	5	20	23	28	29.18	32.52	27	28
If there is a step progression in place, enter the number of steps. If not, leave blank.								

6.6.7 Maintenance Mechanic

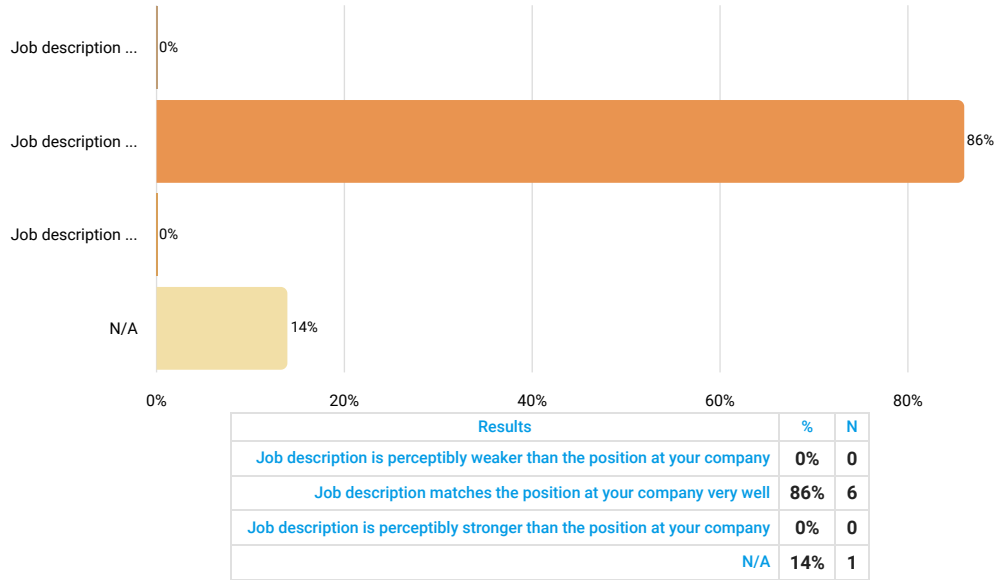
Job description Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 5 times

Skipped 2 times

Text input

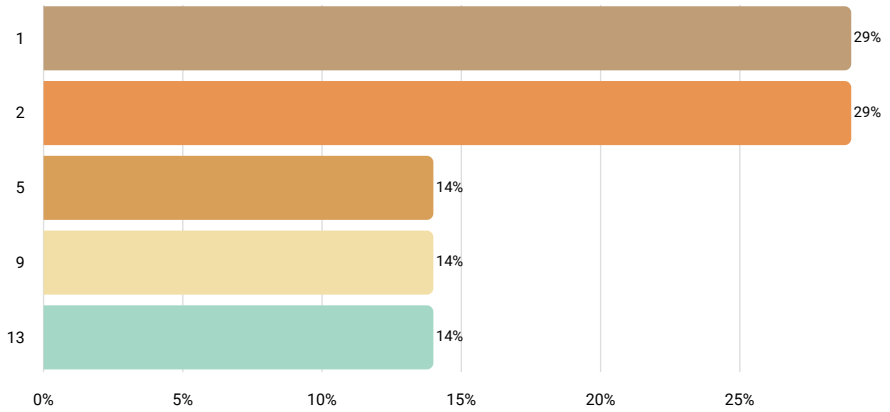
Results	
maintenance management systems assistant	1
maintenance specialist	1
maintenance mechanic (manufacturing equipment)	1
general maintenance mechanic	1
a&p mechanic	1

Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



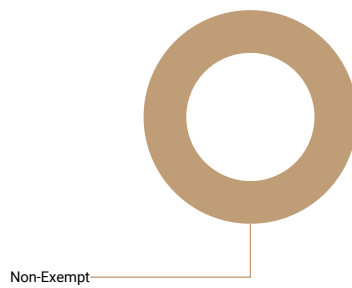
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	9
90th percentile	13
Mean	5
Median	2
Standard deviation	5

FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



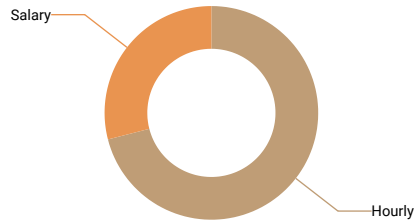
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	71%	5
Salary	29%	2

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	17.86	20	20	25.31	28.7	22	20
Pay Range Maximum Rate	5	28.7	35	35	39.23	42.97	36	35
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. If not, leave blank.								
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)								

6.7 Material Handling and Transportation Positions

The survey received sufficient data for the following job titles:

Fork Lift Driver/Material Handler

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

Shipping and Receiving Clerk
Truck Driver, Tractor Trailer and Heavy
Truck Driver, Light and Delivery Services
Locomotive Material Handler
Stockroom Clerk
Warehouse Employees, General

6.7.1 Fork Lift Driver/Material Handler

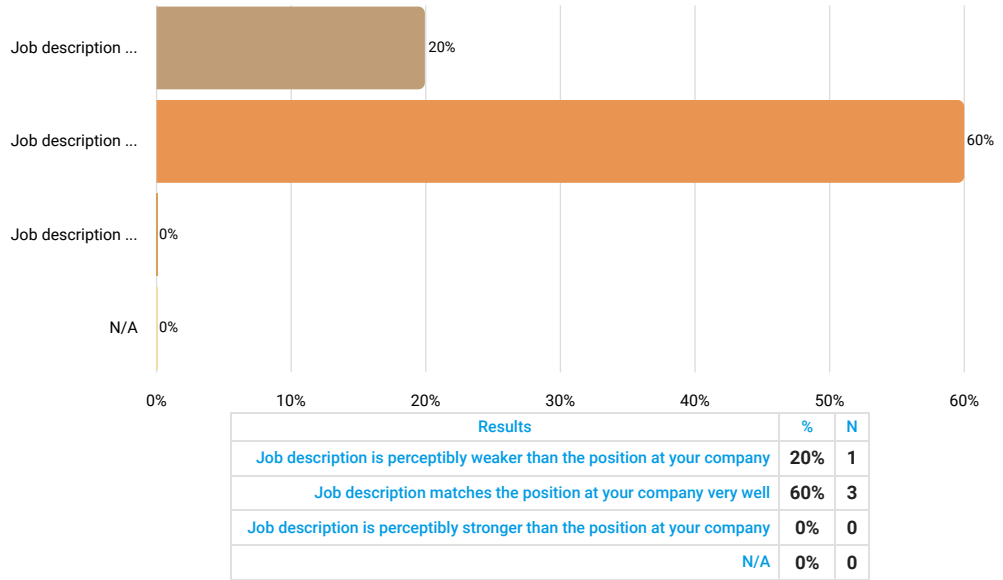
Job description Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 2 times

Text input



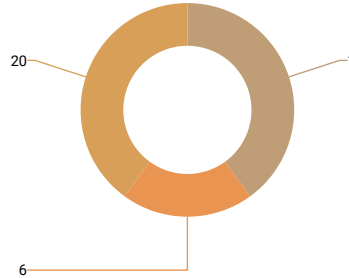
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



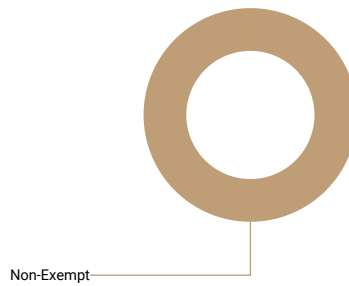
Statistics	
10th percentile	1
25th percentile	1
50th percentile	6
75th percentile	20
90th percentile	20
Mean	10
Median	6
Standard deviation	10

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



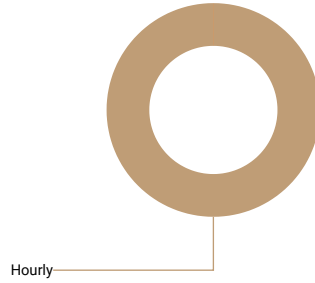
Results	%	N
Non-Exempt	80%	4
Exempt	0%	0

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
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	13.58	17	19.94	22.17	25.42	20	20
Actual Average Base Rate	5	17.98	18.93	21	22.17	25.42	21	21
Actual Highest Base Rate	5	20	21	22.17	24.74	25.42	23	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Average Incentive Bonus or Other Cash Bonus (Annual)								

6.7.2 Shipping and Receiving Clerk

Job description

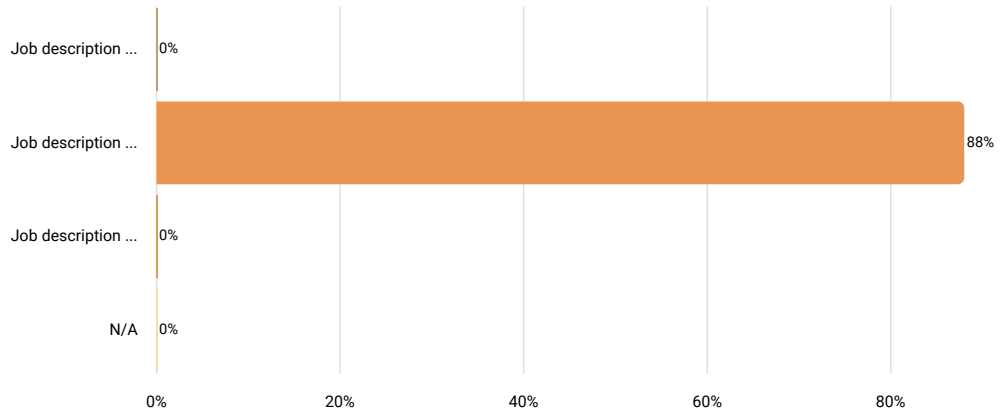
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 8 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	88%	7
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



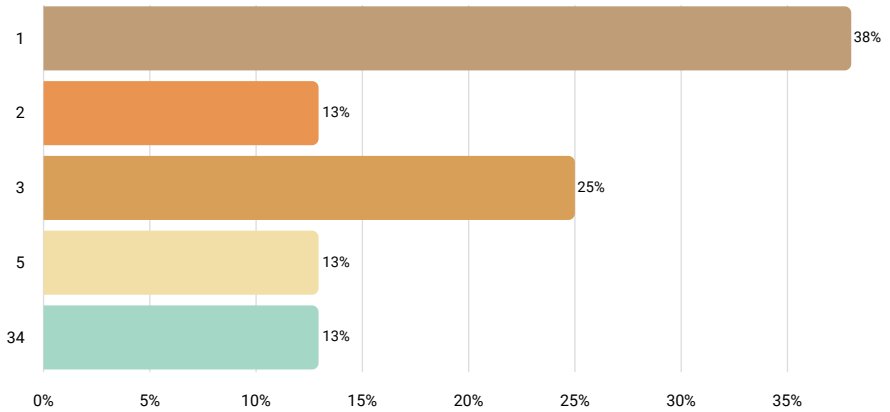
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



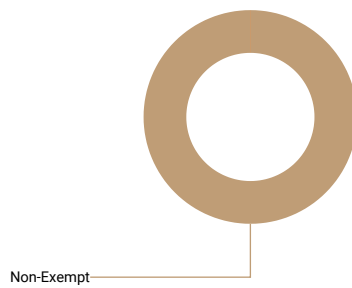
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4
90th percentile	34
Mean	6
Median	3
Standard deviation	11

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



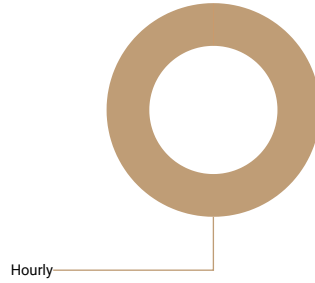
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	8
Salary	0%	0

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	15	16	17.5	20	20.48	18	18
Pay Range Maximum Rate	6	17	18.4	19.99	30	45	25	20
Actual Lowest Base Rate	7	15	16	18.63	22	23.4	19	19
Actual Average Base Rate	7	17	17	20.89	23.4	25.21	21	21
Actual Highest Base Rate	7	17	18	22	24.31	30	22	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								

6.8 Manufacturing Not Otherwise Classified

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:

Accounting Supervisor
Production Supervisor
Team Leader

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

Senior Production Supervisor
Quality Assurance Supervisor
Customer Service Supervisor
Shipping and Receiving Supervisor
Maintenance Supervisor

6.9.1 Accounting Supervisor

Job description

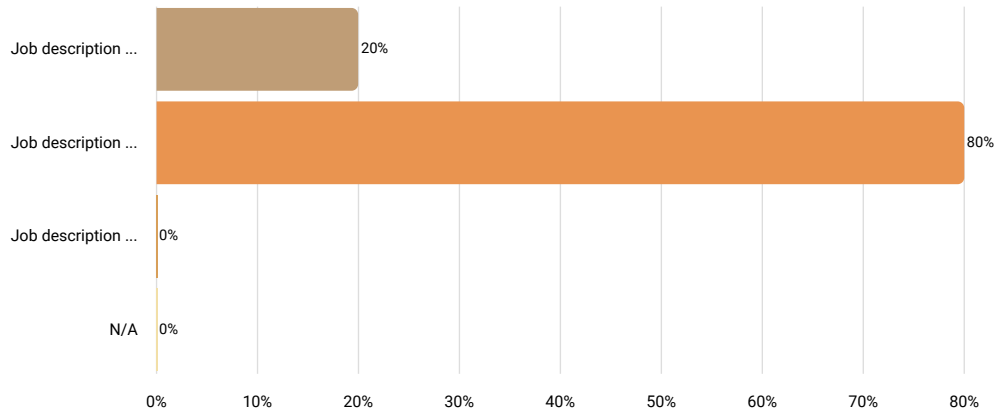
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company	20%	1	
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	0%	0	

Job Title (if different than above)

Answered 2 times

Skipped 3 times

Text input



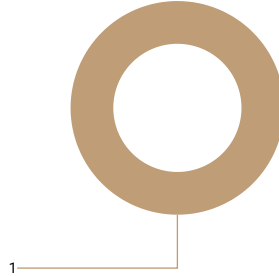
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



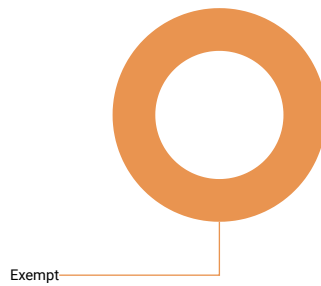
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



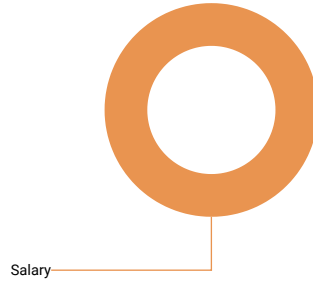
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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 Deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary	5	63,500	64,000	65,603.35	79,000	79,996.8	70,420	65,603	8,800
Average Incentive or Other Cash Bonus (Annual)									

6.9.2 Production Supervisor

Job description

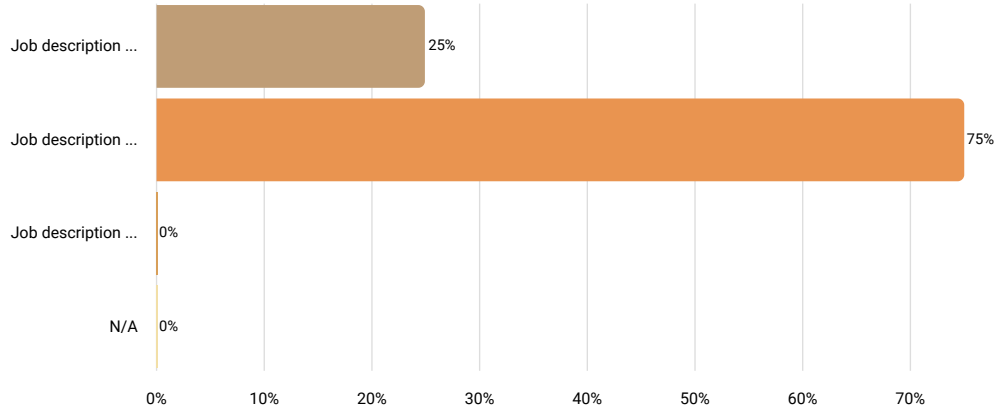
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		25%	2
Job description matches the position at your company very well		75%	6
Job description is perceptibly stronger than the position at your company		0%	0
N/A		0%	0

Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



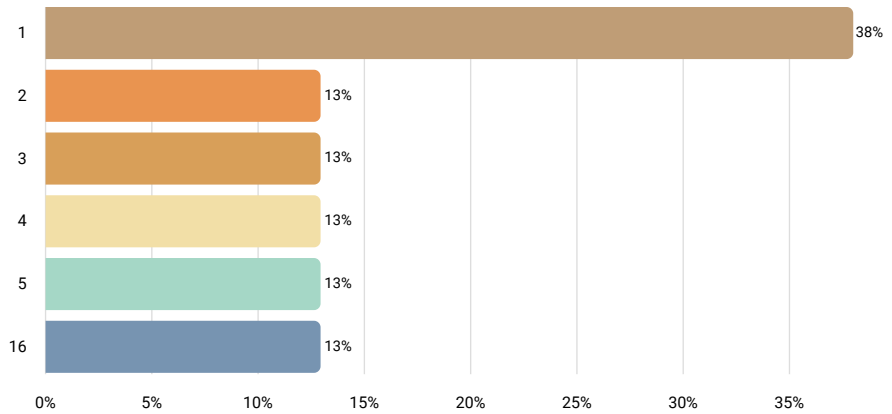
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



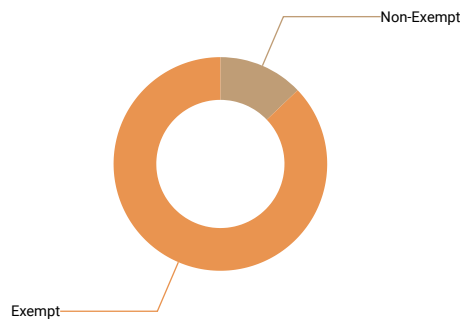
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	4.5
90th percentile	16
Mean	4
Median	3
Standard deviation	5

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



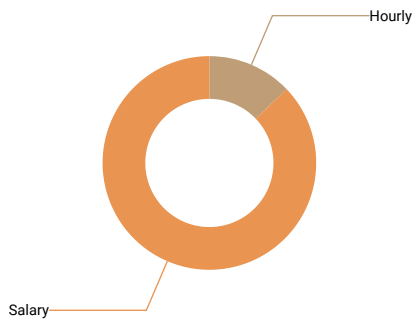
Results	%	N
Non-Exempt	13%	1
Exempt	88%	7

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

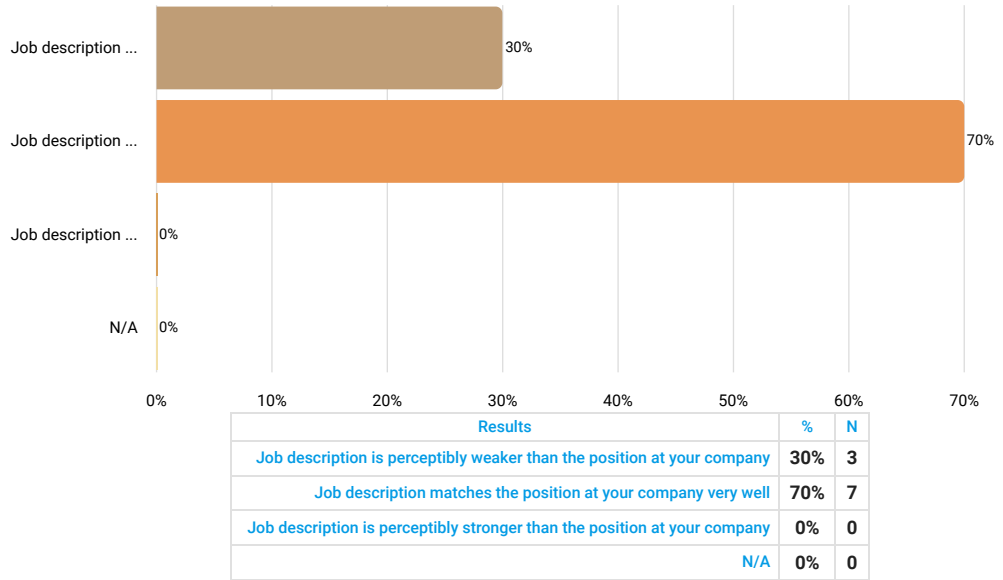
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Pay Range Minimum Salary	5	35,990	47,340.8	54,109	71,688	80,000	57,826	54,109	1
Pay Range Maximum Salary	5	44,985	100,480	105,144	120,000	155,015	105,125	105,144	3
Actual Lowest Base Salary	7	33,809	60,008	66,300	85,000	95,481	69,393	66,300	2
Actual Average Base Salary	7	33,809	66,300	76,949	90,016	106,163	76,684	76,949	2
Actual Highest Base Salary	7	33,809	66,300	96,256	104,419.4	115,900	88,098	96,256	2
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 10 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 6 times
 Skipped 4 times
 Text input

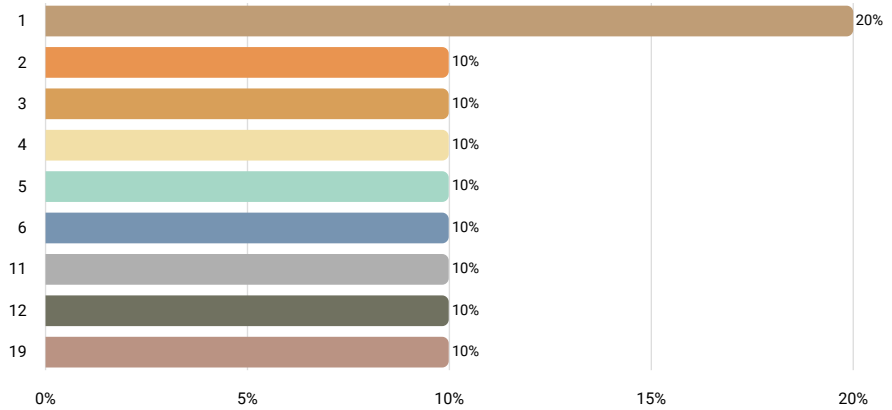
Results	
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead, mechanical qa iii lead	1
lead technician	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
facilities lead	1
plant team lead	1
thermal spraylead	1

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



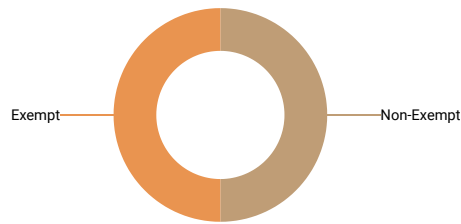
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4.5
75th percentile	11
90th percentile	15.5
Mean	6
Median	5
Standard deviation	6

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



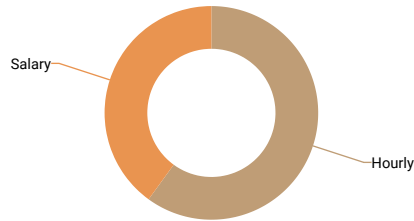
Results	%	N
Non-Exempt	50%	5
Exempt	50%	5

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	6
Salary	40%	4

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	5	22.94	24.23	25	27.97	97.84	40	25	
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)									

6.10 Sales and Marketing Positions

The survey received sufficient data for the following job titles:

Business Development Manager
Marketing Manager or Director

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

Sales Office Assistant
Outside Sales Rep (non-commission)
Marketing Representative
Inside Sales Representative
PR or Community Relations Representative
Outside Sales Rep (commission)
Sales Manager
Business Development Specialist

6.10.9 Business Development Manager

Job description

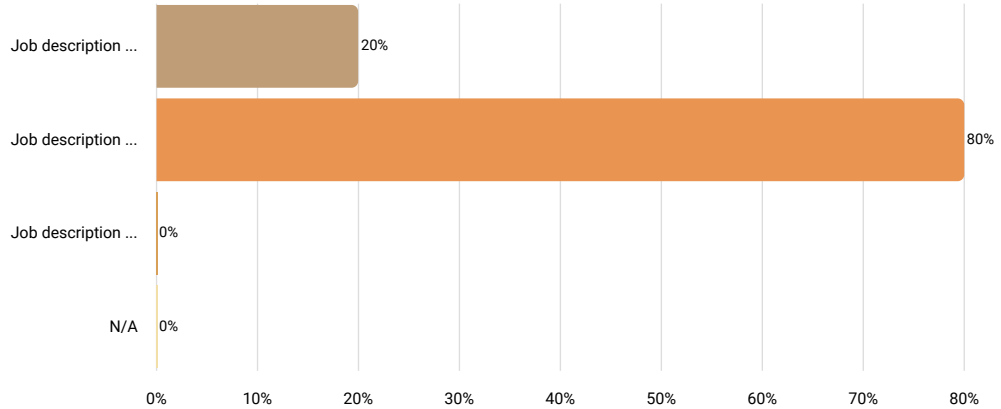
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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	20%	2
Job description matches the position at your company very well	80%	8
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 4 times

Skipped 6 times

Text input



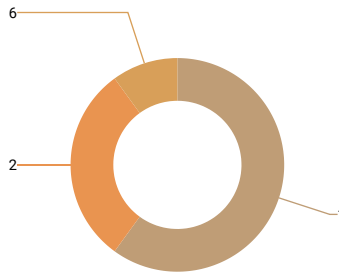
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



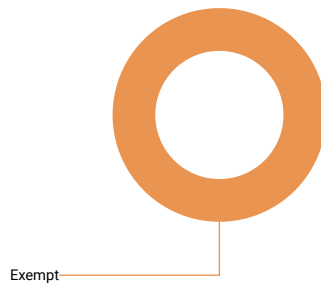
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



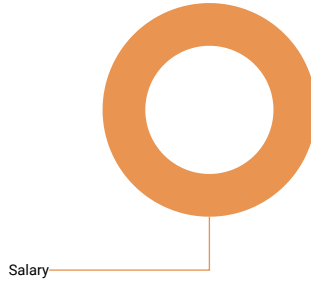
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	8	50,000	79,804.58	92,500	112,711.2	135,200	94,404	92,500	2
Pay Range Maximum Salary	7	105,557.43	135,000	172,000	211,369.6	228,800	166,862	172,000	4
Actual Lowest Base Salary	9	77,249.12	105,000	125,008	155,313	176,346.76	130,849	125,008	3
Actual Average Base Salary	9	77,249	125,000	131,664	158,300	182,410	139,370	131,664	3
Actual Highest Base Salary	9	77,249	125,008	155,313	161,158.4	203,780	147,698	155,313	3
Average Incentive or Other Cash Bonus (Annual)									

6.11 Management/Director Positions

The survey received sufficient data for the following job titles:

Controller or Accounting Manager
Production or Operations Manager
IT Manager
Project or Program Manager
Project or Program Director
Engineering Manager
Quality Control Manager
Human Resources Manager
Contracts Manager
Plant Manager
Purchasing Manager

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

Maintenance Manager
Logistics/Materials Manager
Safety/Environmental Manager
Administrative Manager
Proposal Manager
Facilities Manager
Continuous Improvement Manager

6.11.1 Controller or Accounting Manager

Job description

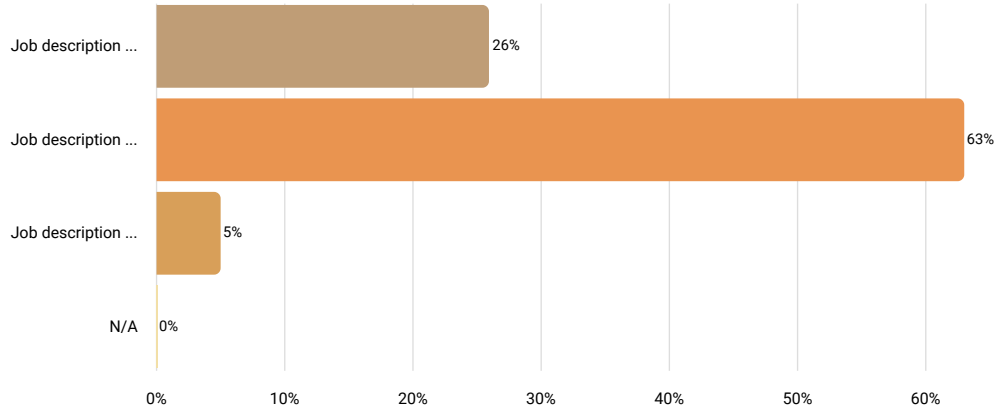
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	26%	5
Job description matches the position at your company very well	63%	12
Job description is perceptibly stronger than the position at your company	5%	1
N/A	0%	0

Job Title (if different than above)

Answered 8 times

Skipped 11 times

Text input

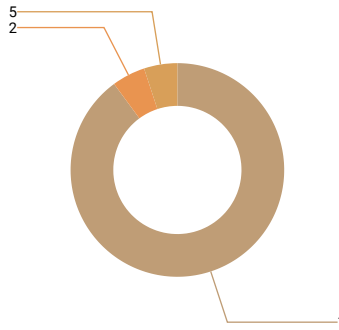
Results	
corporate controller & director of treasury & financial planning	1
director of accounting	1
accounting manager 1	1
business manager	1
plant controller	1
mkanager, finance and payroll	1
controller	1
comptroller	1

Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



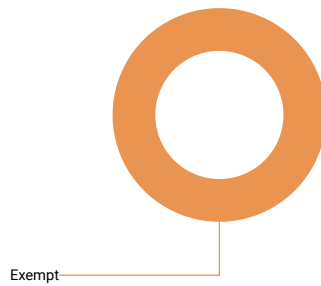
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 19 times

Skipped 0 times

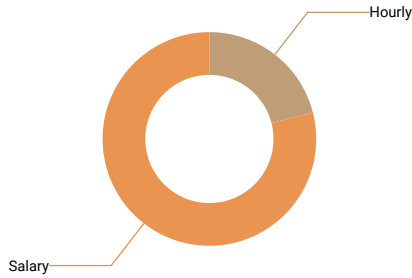
Select one answer (radio button)



Results	%	N
Non-Exempt	0%	0
Exempt	95%	18

Is this position paid an hourly rate or annual salary?

Answered 19 times
 Skipped 0 times
 Select one answer (radio button)



Results	%	N
Hourly	21%	4
Salary	79%	15

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	10	56,652.5	72,800	86,620.8	139,000	154,938.4	98,362	86,621	100,000
Pay Range Maximum Salary	10	97,778.715	124,862.4	133,666.5	152,000	255,247.2	152,525	133,667	100,000
Actual Lowest Base Salary	12	82,000	92,232	113,656	129,508	161,241.6	116,121	113,656	100,000
Actual Average Base Salary	14	82,000	100,000	120,008	155,000	170,622.4	124,785	120,008	100,000
Actual Highest Base Salary	12	85,446	94,732	118,656	158,894	180,003.2	133,086	118,656	100,000
Average Incentive or Other Cash Bonus (Annual)	6	1,000	1,788	6,342	10,000	20,000	7,579	6,342	100,000

6.11.3 Production or Operations Manager

Job description

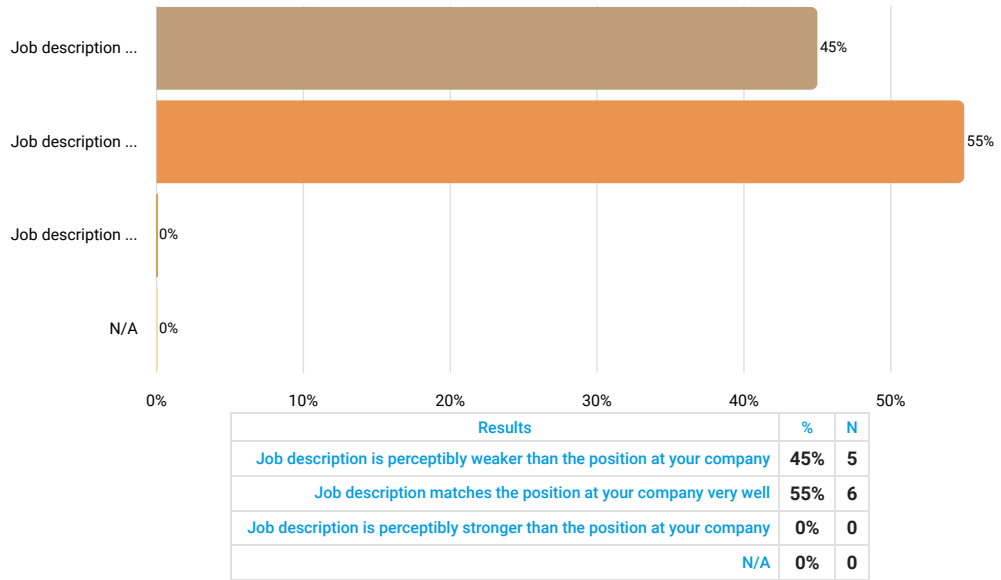
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times

Skipped 5 times

Text input

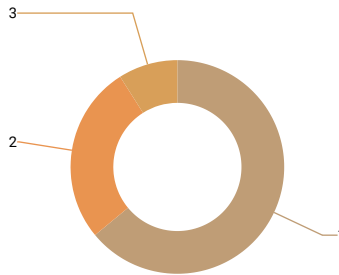
Results	
director of programs, project control manager, & business operations manager	1
production manager	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
shop manager, grounds	1
production manager /operations manager	1
business director	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



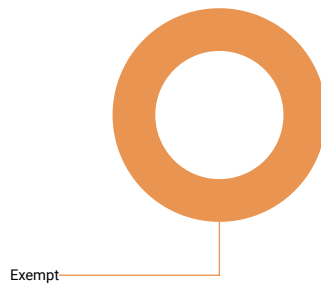
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



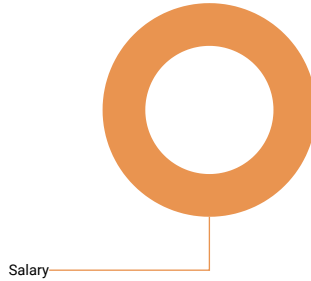
Results	%	N
Non-Exempt	0%	0
Exempt	91%	10

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

Compensation data

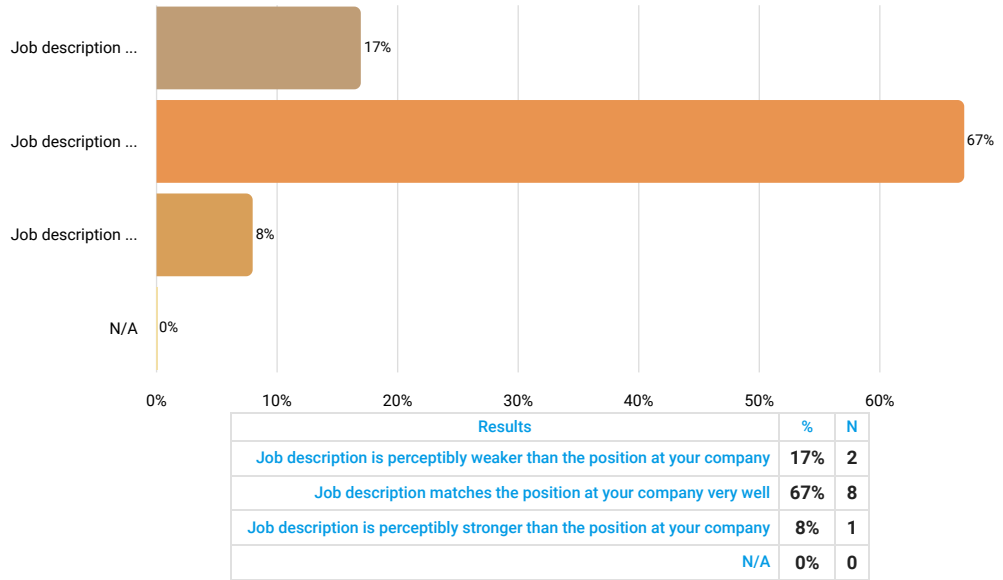
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	8	51,665	70,200	92,841	99,928.8	108,000	85,701	92,841	2
Pay Range Maximum Salary	7	64,580	80,000	140,000	168,398	191,089.6	130,867	140,000	4
Actual Lowest Base Salary	9	63,618	90,000	99,756	105,000	143,225	99,535	99,756	2
Actual Average Base Salary	10	69,883	99,756	103,750	134,456	146,721.3	108,976	103,750	2
Actual Highest Base Salary	9	63,618	99,756	110,000	143,225	185,328	118,664	110,000	3
Average Incentive or Other Cash Bonus (Annual)									

6.11.4 IT Manager

Job description Directs all computer operations that include one or more of the following: programming, network and technical support and syste

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

Answered 12 times
 Skipped 0 times
 Select one answer (radio button)



Job Title (if different than above)

Answered 4 times
 Skipped 8 times
 Text input



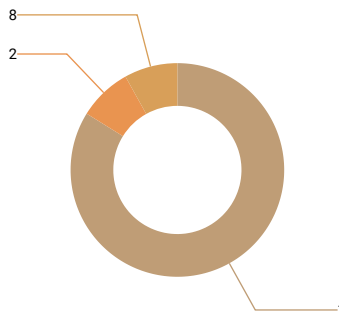
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



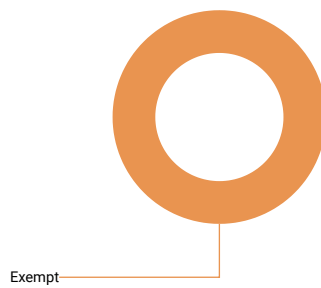
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	2
Median	1
Standard deviation	2

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



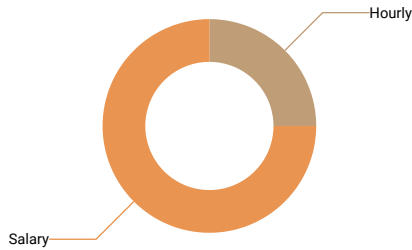
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	3
Salary	75%	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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	10,400	48,588	85,000	90,000	154,044.8	77,607	85,000	48,588
Pay Range Maximum Salary	6	60,000	95,000	113,815	145,600	195,228.8	120,576	113,815	48,588
Actual Lowest Base Salary	7	47,590	68,681	104,000	119,425.69	158,662.4	99,066	104,000	30,000
Actual Average Base Salary	8	53,900	76,506	104,537.5	131,781.7	158,662.4	104,777	104,538	30,000
Actual Highest Base Salary	7	60,320	68,681	110,775	158,662.4	215,373.73	117,923	110,775	48,588
Average Incentive or Other Cash Bonus (Annual)									

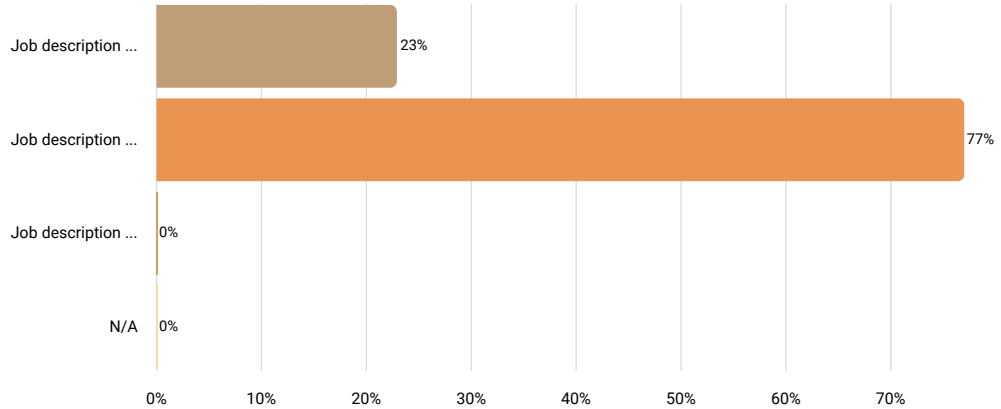
6.11.6 Project or Program Manager

Job description

Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 22 times
 Skipped 0 times
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	23%	5
Job description matches the position at your company very well	77%	17
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 7 times
 Skipped 15 times
 Text input

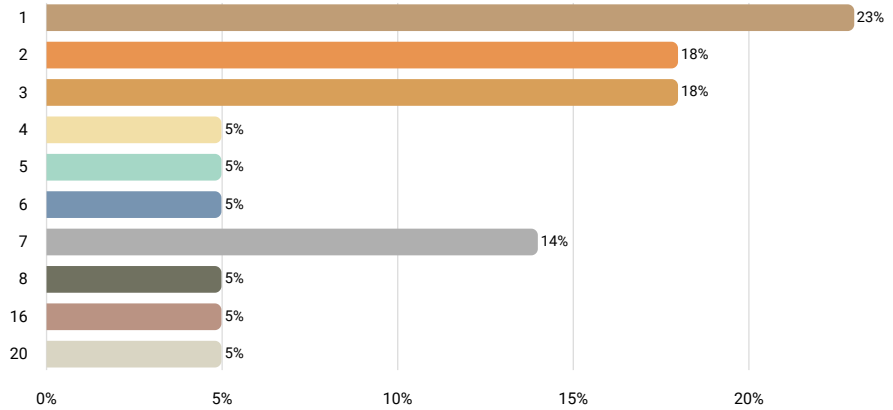
Results	
program manager ii-iv & aviation program manager	1
technical lead/program manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
program manager	1
project engineer	1
program manager; deputy program manager; operations manager	1
senior project manager	1

Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



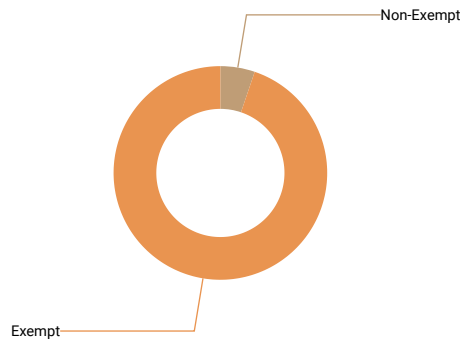
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	7
90th percentile	8
Mean	5
Median	3
Standard deviation	5

FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



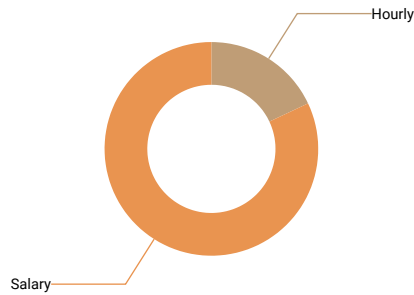
Results	%	N
Non-Exempt	5%	1
Exempt	91%	20

Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	18%	4
Salary	82%	18

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	44,710	83,083	90,000	114,400	187,000	99,416	90,000	
Pay Range Maximum Salary	10	97,315	125,000	152,500	186,744	231,803	157,926	152,500	
Actual Lowest Base Salary	16	61,234.37	82,668.3	115,667	142,362.405	185,016	114,308	115,667	
Actual Average Base Salary	17	65,000	116,604.8	139,283	158,700.88	194,906	135,660	139,283	
Actual Highest Base Salary	17	66,837	132,828.8	159,307.2	195,083	206,148.8	156,499	159,307	
Average Incentive or Other Cash Bonus (Annual)	6	800	6,500	10,223.5	15,000	20,208	10,493	10,224	

6.11.7 Project or Program Director

Job description

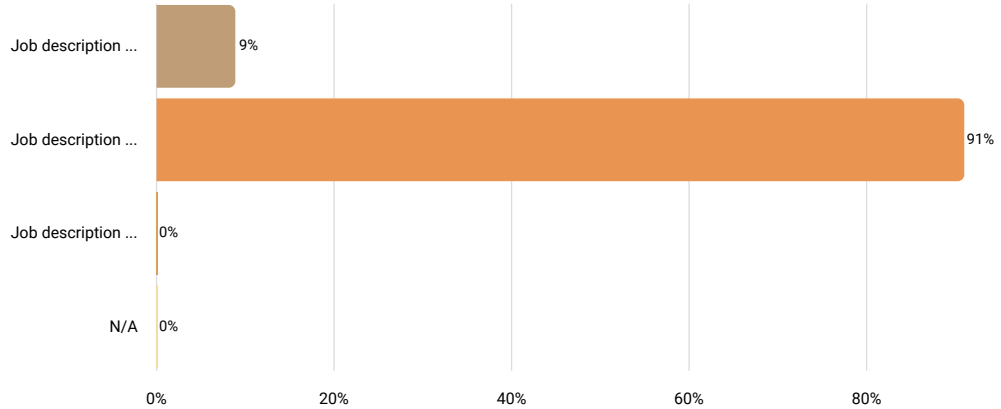
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy. Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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	9%	1
Job description matches the position at your company very well	91%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

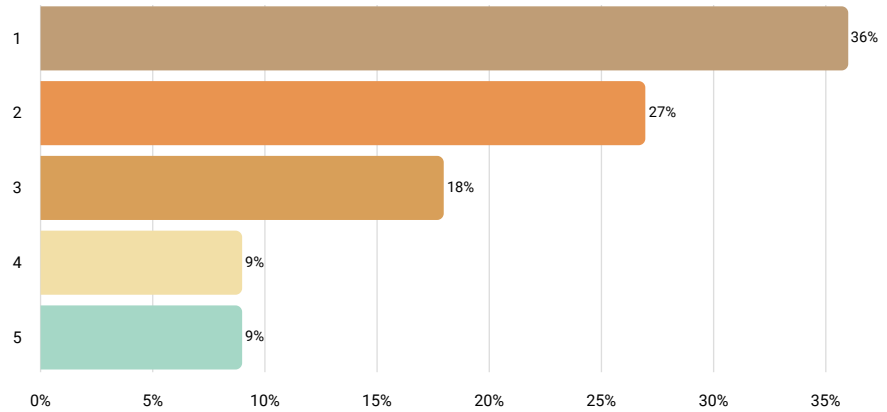
Results	
director of engineering, Isf contracts director,	1
project manager i, project manager ii, and project manager iii	1
program manager	1
director	1
technical director	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



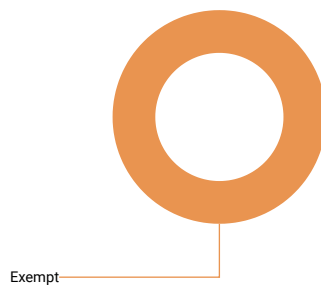
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



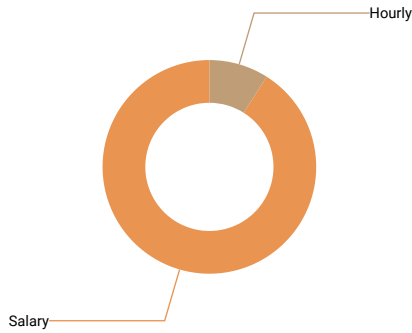
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	9%	1
Salary	91%	10

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									
Pay Range Minimum Salary	5	51,665	113,500	150,000	175,000	193,856	136,804	150,000	5
Pay Range Maximum Salary	5	107,135	180,000	185,000	193,856	212,555.2	175,709	185,000	4
Actual Lowest Base Salary	9	65,591	115,356.8	150,863	178,705.59	229,673.6	150,122	150,863	4
Actual Average Base Salary	9	77,694	136,943	157,633	186,754.99	229,673.6	159,399	157,633	4
Actual Highest Base Salary	9	89,279	139,154	182,790	195,839.73	229,673.6	168,040	182,790	4
Average Incentive or Other Cash Bonus (Annual)	5	600	15,000	20,000	22,500	29,667	17,553	20,000	1

6.11.8 Engineering Manager

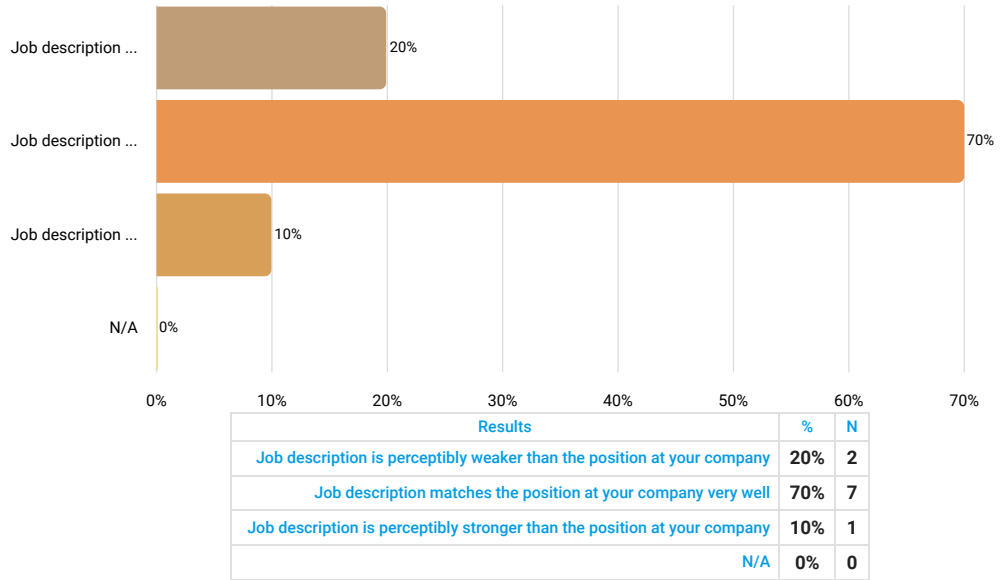
Job description Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times

Skipped 8 times

Text input



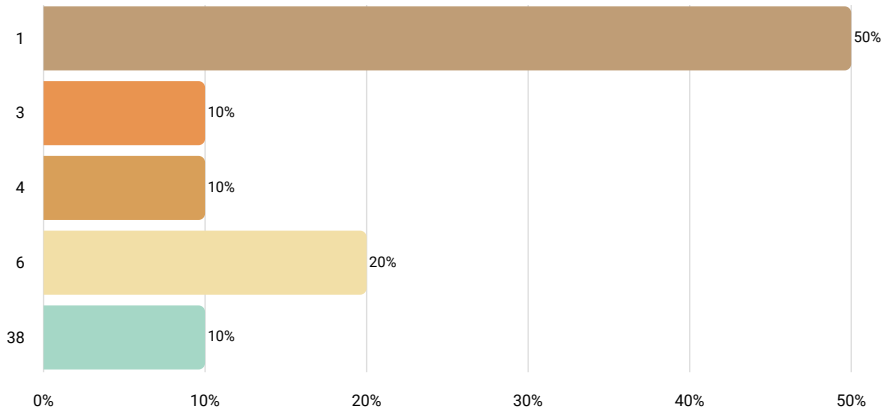
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



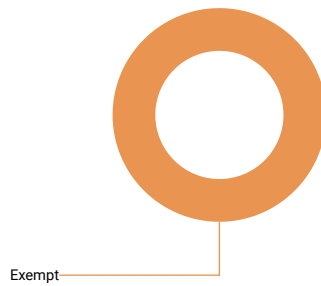
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	22
Mean	6
Median	2
Standard deviation	11

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



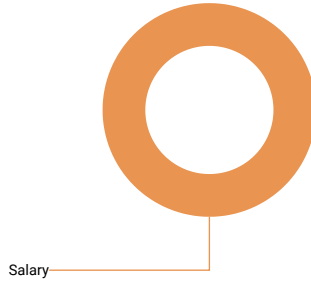
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	7	70,000	90,682	109,000	118,123.2	130,000	104,343	109,000	2
Pay Range Maximum Salary	7	116,812.8	151,049.6	168,398	200,000	277,048	177,044	168,398	5
Actual Lowest Base Salary	8	103,399.34	118,954.9	127,622.5	143,640	160,557	130,549	127,623	1
Actual Average Base Salary	8	116,812.8	140,104	155,369.065	158,839.93	160,557	148,249	155,369	1
Actual Highest Base Salary	8	116,812.8	140,104	169,115	188,073.49	228,693.61	167,511	169,115	3
Average Incentive or Other Cash Bonus (Annual)									

6.11.9 Quality Control Manager

Job description

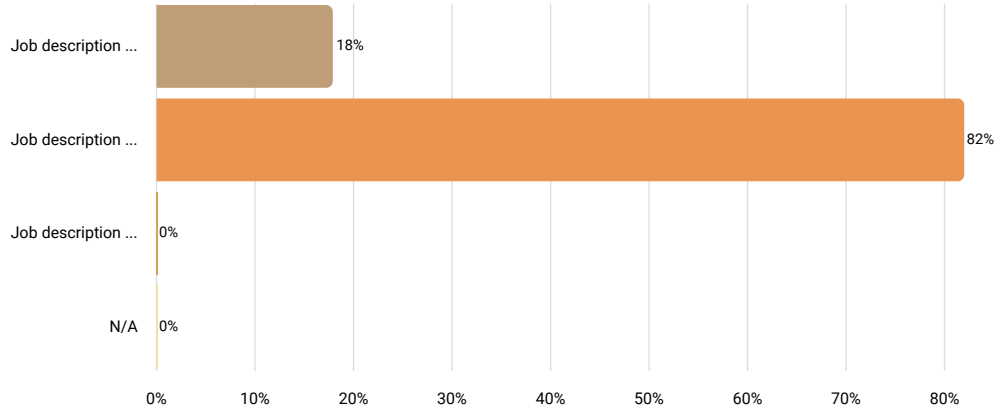
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	2
Job description matches the position at your company very well	82%	9
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 6 times

Text input

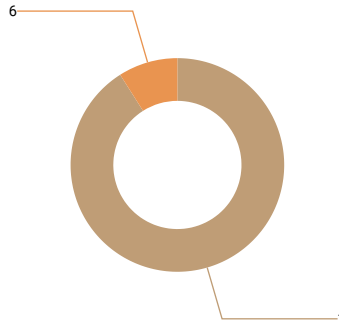
Results	
quality manager	2
quality director	1
manager, quality	1
quality management systems manager	1

Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



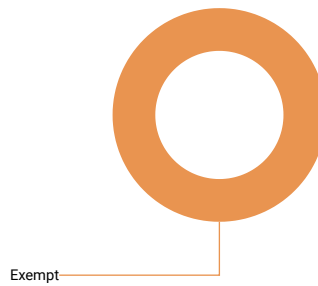
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	2

FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



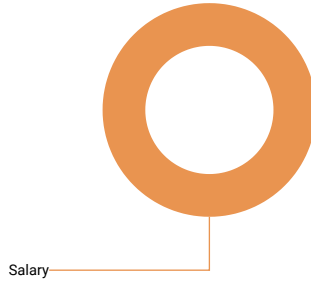
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	8	40,000	49,065	75,000	89,333	117,832	73,079	75,000	2
Pay Range Maximum Salary	8	70,000	80,322	115,000	152,492	168,398	116,753	115,000	3
Actual Lowest Base Salary	10	61,169.5	87,984	101,500	136,431.4	150,864	106,963	101,500	3
Actual Average Base Salary	10	61,276.5	87,984	101,500	136,431.4	160,679	108,948	101,500	3
Actual Highest Base Salary	10	61,276.5	87,984	101,500	136,431.4	170,487	110,909	101,500	4
Average Incentive or Other Cash Bonus (Annual)									

6.11.10 Human Resources Manager

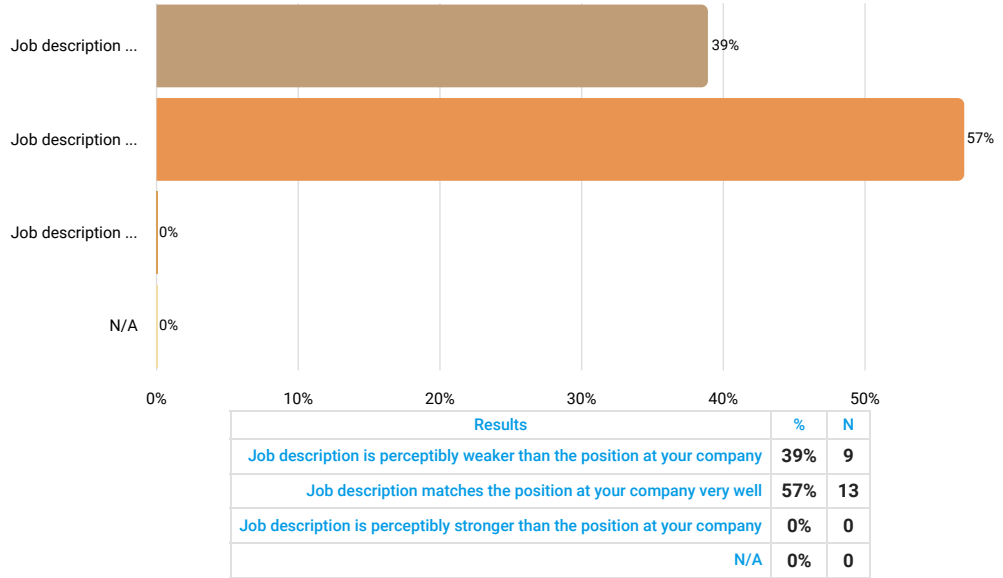
Job description Manages one or more functions within the Human Resource area.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times

Skipped 17 times

Text input

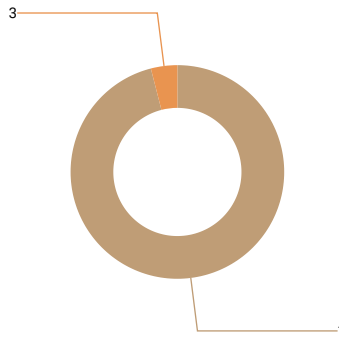
Results	
professional services manager, national accounts manager, hr compliance manager	1
director of human resources	1
director of hr	1
director, human resources and community outreach	1
director of human capital	1
director of hr and security	1

Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



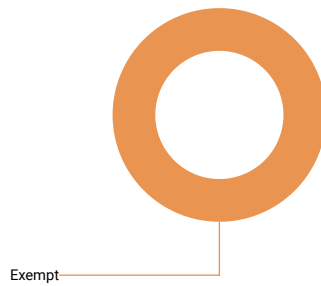
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



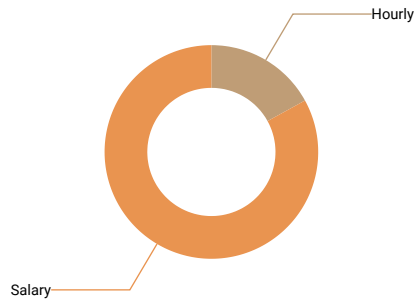
Results	%	N
Non-Exempt	0%	0
Exempt	100%	23

Is this position paid an hourly rate or annual salary?

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	4
Salary	83%	19

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									
Pay Range Minimum Salary	14	50,000	61,000	68,933.5	90,000	100,822	73,731	68,934	1
Pay Range Maximum Salary	14	70,000	80,225	97,759	120,000	187,226	111,843	97,759	4
Actual Lowest Base Salary	14	66,250	75,704	85,672	92,518	95,000	83,489	85,672	1
Actual Average Base Salary	16	66,250	77,351.75	88,672	97,050.4	114,875.79	88,481	88,672	1
Actual Highest Base Salary	14	66,250	82,400	89,999.5	95,000	108,201.6	89,526	90,000	1
Average Incentive or Other Cash Bonus (Annual)	8	500	1,662	4,310	9,600	23,000	6,831	4,310	:

6.11.13 Contracts Manager

Job description

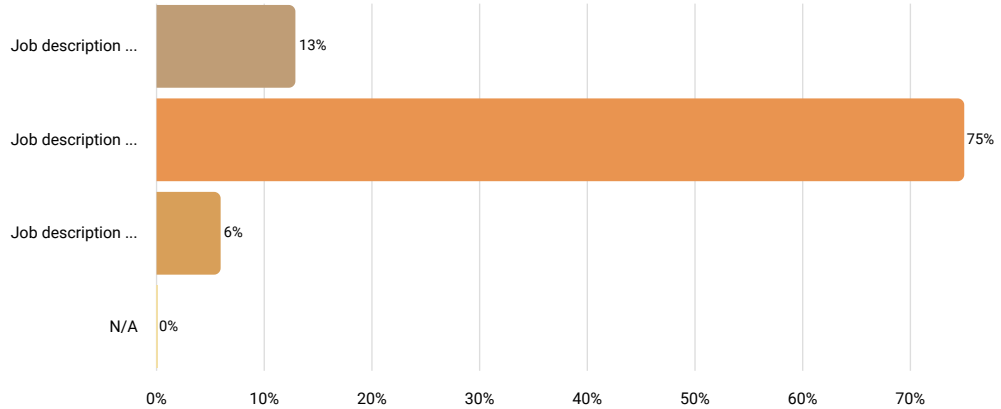
Serve as the key point of contact between a business and third parties/government to ensure timely review and approval of any variations. Provide recom and negotiate directly with the government, customer attorneys, or purchasing staff to craft a final document that is satisfactory to all parties.

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

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	2
Job description matches the position at your company very well	75%	12
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 10 times

Text input

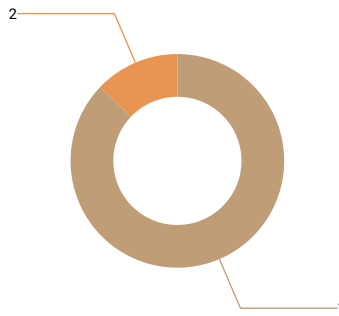
Results	
sr. associate director,osp	1
contracts manager	1
director business resources	1
program control manager; contracts manganer	1
contracts administrator	1
contracts director	1

Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



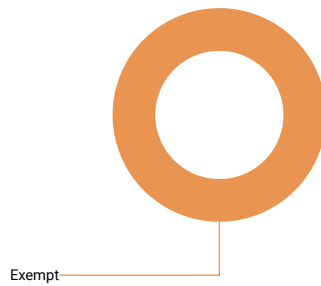
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



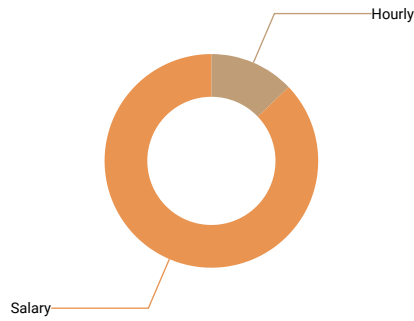
Results	%	N
Non-Exempt	0%	0
Exempt	100%	16

Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	2
Salary	88%	14

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	9	44,761	56,200	90,000	120,000	134,804.8	89,367	90,000	
Pay Range Maximum Salary	9	100,000	115,000	124,342	159,265.6	172,000	132,527	124,342	
Actual Lowest Base Salary	12	79,996	88,794	102,325.625	132,609	137,482.8	107,393	102,326	
Actual Average Base Salary	13	81,130	92,000	99,100.8	133,536	138,840	110,137	99,101	
Actual Highest Base Salary	12	82,264	89,794	111,999.3	135,509.4	138,840	114,738	111,999	
Average Incentive or Other Cash Bonus (Annual)	7	500	1,500	6,000	8,200	14,500	6,071	6,000	

6.11.16 Plant Manager

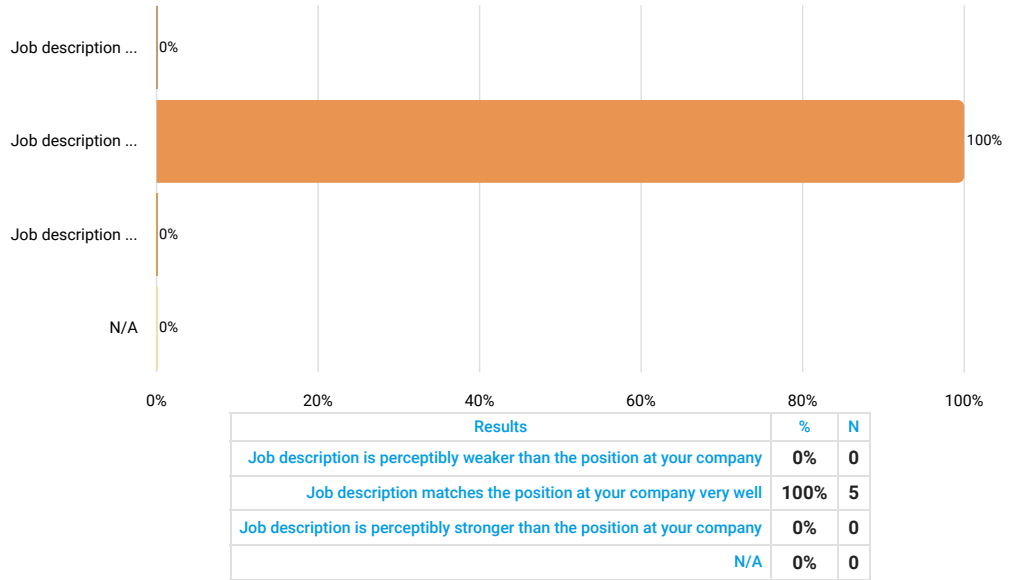
Job description Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times

Skipped 3 times

Text input



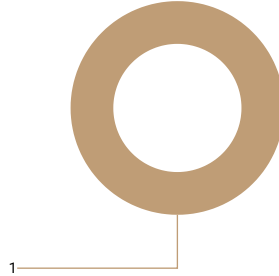
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



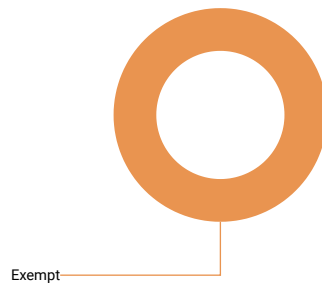
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



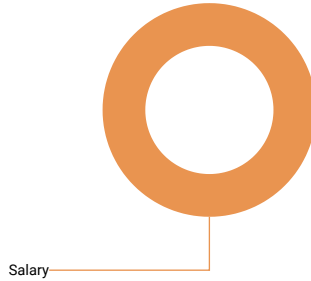
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

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	St de
Pay Range Minimum Salary	5	60,000	74,170	104,400	112,103	115,000	93,135	104,400	2
Pay Range Maximum Salary	5	90,000	92,710	167,000	208,177	230,000	157,577	167,000	6
Actual Lowest Base Salary									
Actual Average Base Salary									
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

6.11.17 Purchasing Manager

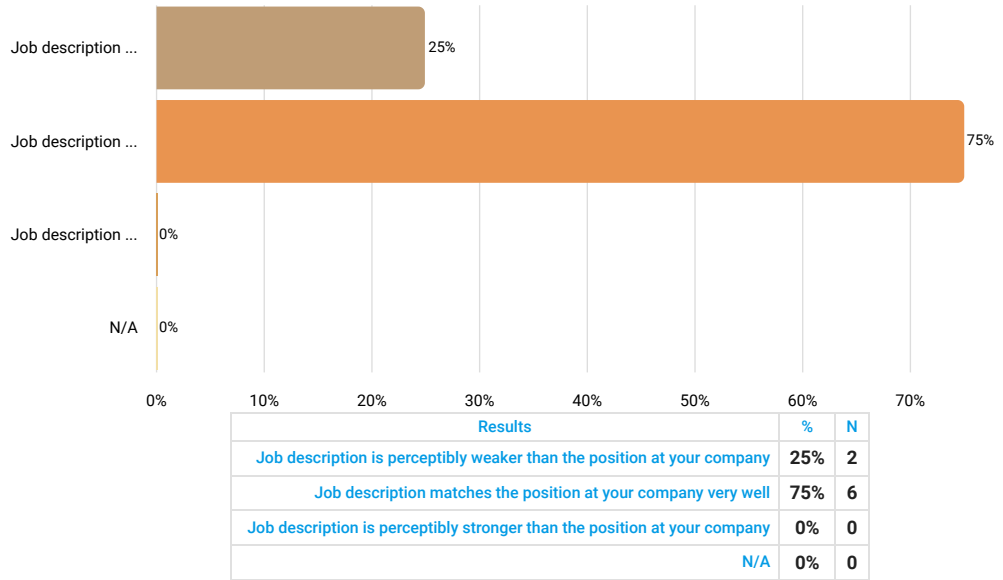
Job description Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 2 times

Skipped 6 times

Text input



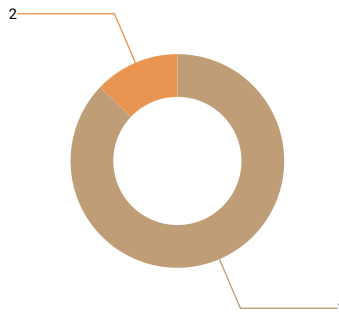
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



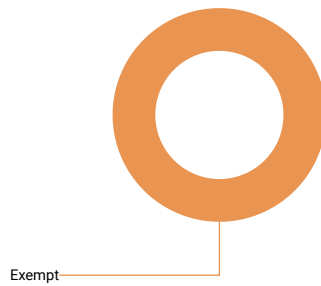
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



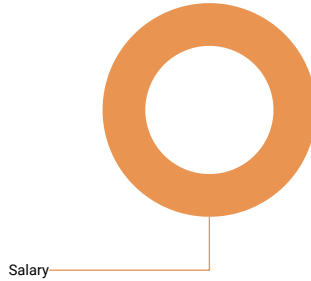
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	6	70,000	70,000	74,940	104,000	112,560	84,407	74,940	1
Pay Range Maximum Salary	6	74,880	120,000	144,742.4	152,000	164,300	133,444	144,742	3
Actual Lowest Base Salary	7	74,880	80,000	87,000	114,046.4	133,899	96,790	87,000	2
Actual Average Base Salary	7	74,880	80,000	100,910	114,046.4	133,899	100,376	100,910	2
Actual Highest Base Salary	7	74,880	80,000	100,910	133,899	137,000	103,962	100,910	2
Average Incentive or Other Cash Bonus (Annual)									

6.12 Executive Positions

The survey received sufficient data for the following job titles:

Top Technical Exec (CTO/VP Technology)
Top Programs Exec (CFO)
Top Financial Exec (CFO)
Top HR Exec (CHRO/VP HR)
Top Contracts Executive
Chief Operating Officer (COO)
Chief Administrative Officer (VP Admin)
CEO/President

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

Top Level Sales/Mktg (CMO/VP Sales and Mktg)
Top Quality Assurance Exec (VP Quality)
Top Manufacturing/Production Executive

6.12.2 Top Technical Exec (CTO/VP Technology)

Job description

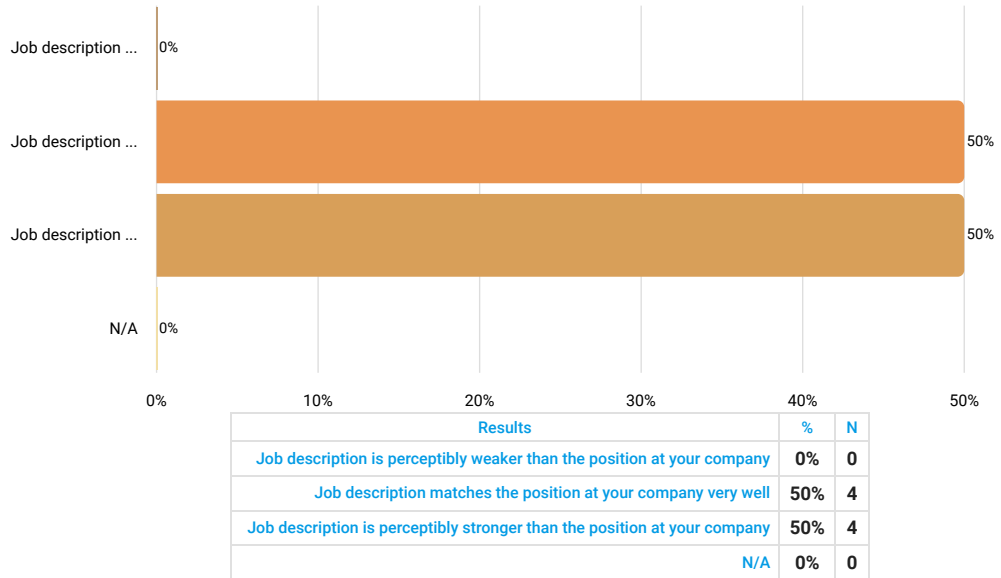
Leader of the entire technical function of the organization, including IT. Guides and directs the technical strategy and function including the work of all tec

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 3 times

Skipped 5 times

Text input



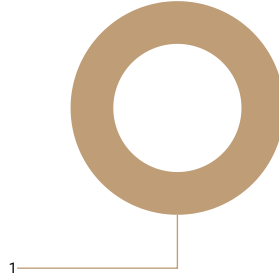
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



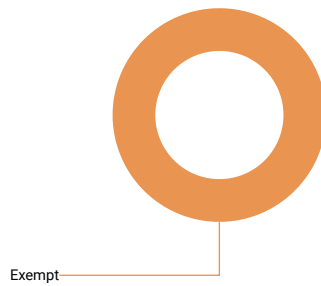
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



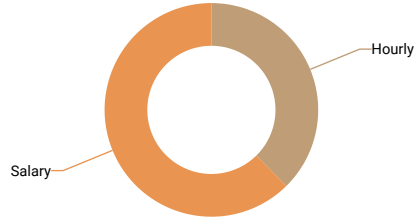
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	3
Salary	63%	5

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									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	153,025.6	156,520	165,173	194,263	222,809	178,358	165,173	16,517
Actual Average Base Salary	5	153,025.6	156,520	165,173	194,263	222,809	178,358	165,173	16,517
Actual Highest Base Salary	5	153,025.6	156,520	165,173	194,263	222,809	178,358	165,173	16,517
Average Incentive or Other Cash Bonus (Annual)									

6.12.4 Top Programs Exec (VP Programs)

Job description

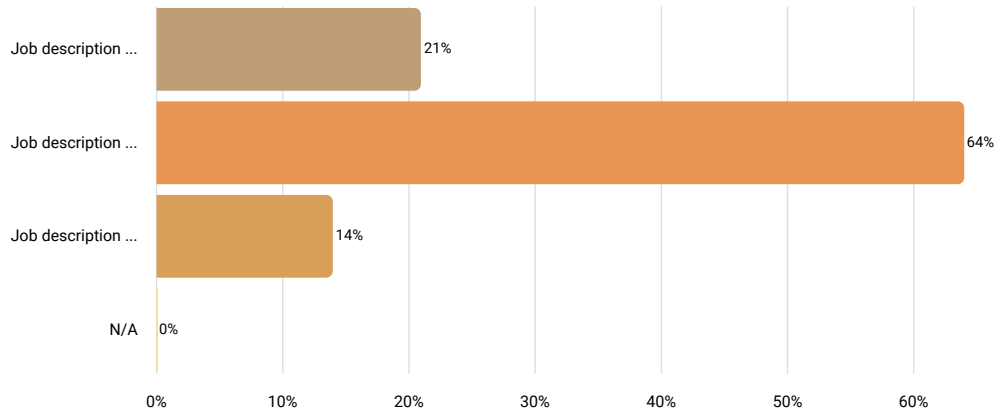
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	21%	3
Job description matches the position at your company very well	64%	9
Job description is perceptibly stronger than the position at your company	14%	2
N/A	0%	0

Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

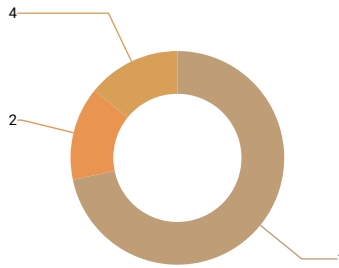
Results	
vice president of services	1
senior vice president	1
chief technology office (cto); other position is vp, government solutions	1
vice president, vocational services	1
vice president / division manager	1
vp of finance, vp of engineering, vp of program development, vp of advanced technology	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



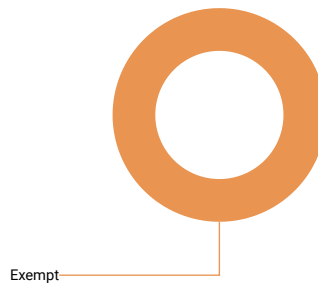
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



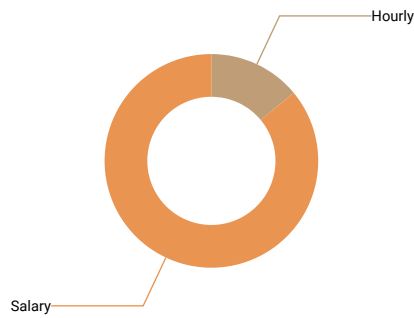
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	2
Salary	86%	12

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	114,460	150,000	150,113	200,000	243,341	167,854	150,113	·
Pay Range Maximum Salary	7	143,075	200,000	210,000	243,341	277,048	215,290	210,000	·
Actual Lowest Base Salary	12	141,440	153,626	176,290.1	204,236	234,004	179,911	176,290	:
Actual Average Base Salary	12	141,440	165,367.7	177,185	206,736	234,004	183,598	177,185	:
Actual Highest Base Salary	12	141,440	168,230.1	191,838.4	209,236	234,004	187,244	191,838	:
Average Incentive or Other Cash Bonus (Annual)	5	1,000	16,200	17,500	65,000	120,000	43,940	17,500	·

6.12.5 Top Financial Exec (CFO)

Job description

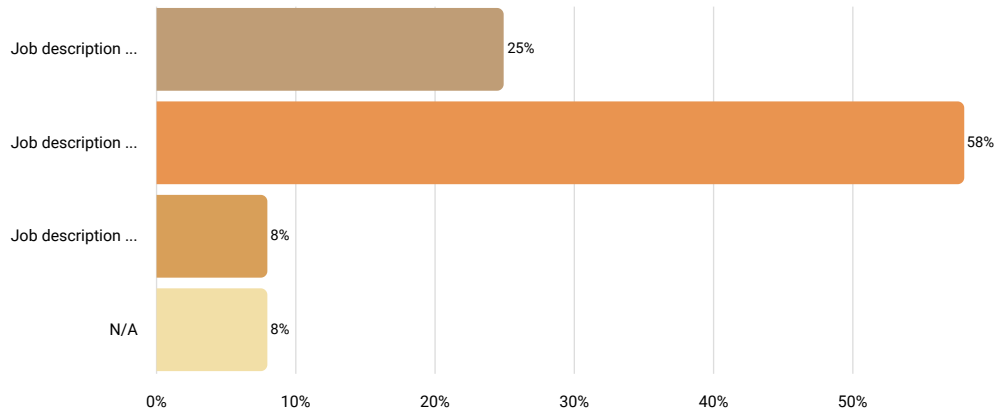
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

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

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	25%	3
Job description matches the position at your company very well	58%	7
Job description is perceptibly stronger than the position at your company	8%	1
N/A	8%	1

Job Title (if different than above)

Answered 5 times

Skipped 7 times

Text input

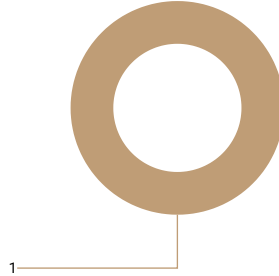
Results	
cfo	1
controller	1
director, finance & accounting	1
chief financial officer	1
director of finance	1

Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



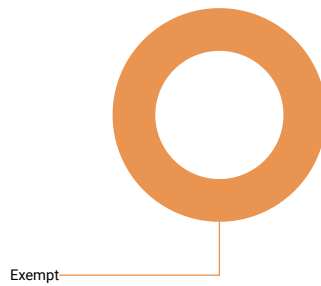
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



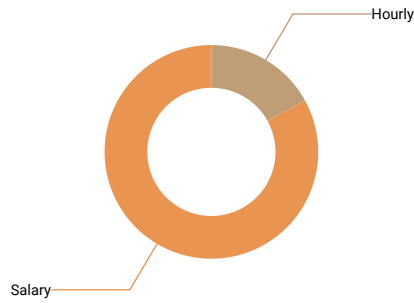
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	17%	2
Salary	83%	10

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	8	71,947	108,795.915	121,522.5	153,200	231,233.6	133,777	121,523	45,000
Pay Range Maximum Salary	8	137,683.6	151,902.5	187,735.6	256,000	322,857.6	206,477	187,736	60,000
Actual Lowest Base Salary	9	95,929.6	126,999	153,920	175,364.8	381,069.15	176,190	153,920	100,000
Actual Average Base Salary	9	95,929.6	126,999	153,920	188,323	381,069.15	178,626	153,920	100,000
Actual Highest Base Salary	9	95,929.6	126,999	153,920	210,246	381,069.15	181,062	153,920	100,000
Average Incentive or Other Cash Bonus (Annual)									

6.12.7 Top HR Exec (CHRO/VP HR)

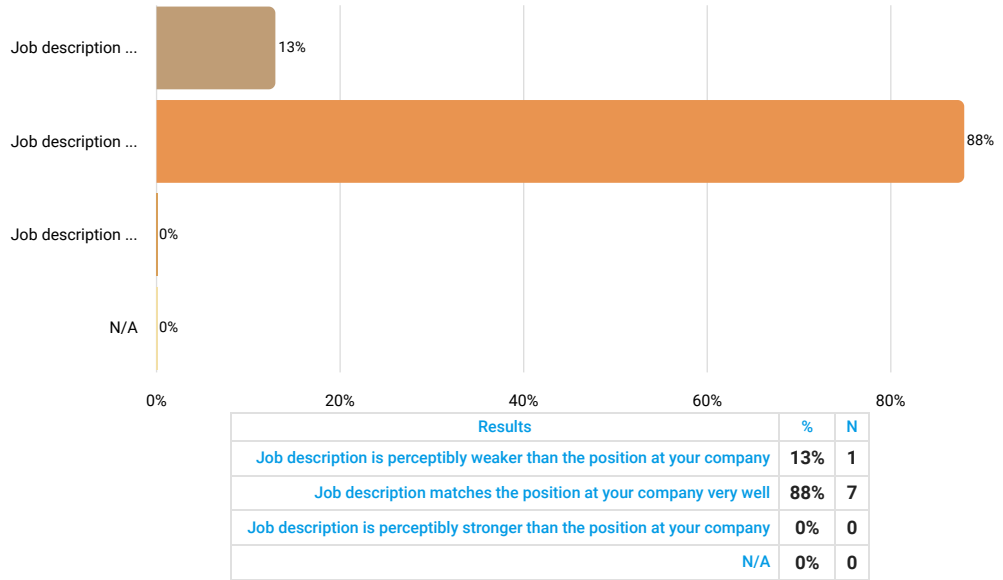
Job description Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 4 times

Text input



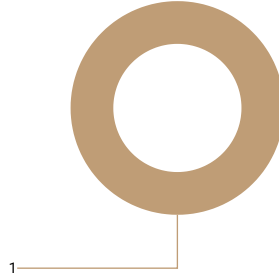
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



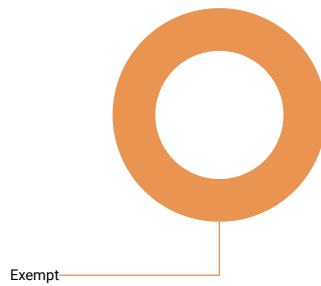
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



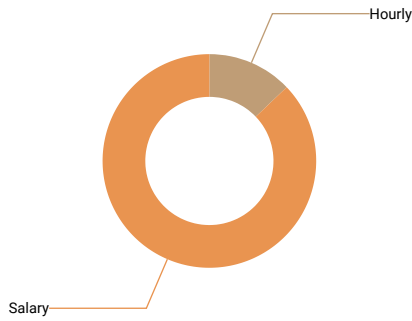
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	1
Salary	88%	7

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	5	100,000	102,000	112,550.88	119,246.4	156,665.6	118,093	112,551	21,469.53
Pay Range Maximum Salary	5	130,000	150,000	157,571.23	178,859.2	205,982.4	164,483	157,571	21,469.53
Actual Lowest Base Salary	6	112,551	140,000	160,815.2	178,913	214,469.53	161,261	160,815	21,469.53
Actual Average Base Salary	6	112,551	140,000	160,815.2	178,913	214,469.53	161,261	160,815	21,469.53
Actual Highest Base Salary	6	112,551	140,000	160,815.2	178,913	214,469.53	161,261	160,815	21,469.53
Average Incentive or Other Cash Bonus (Annual)									

6.12.8 Top Contracts Executive

Job description

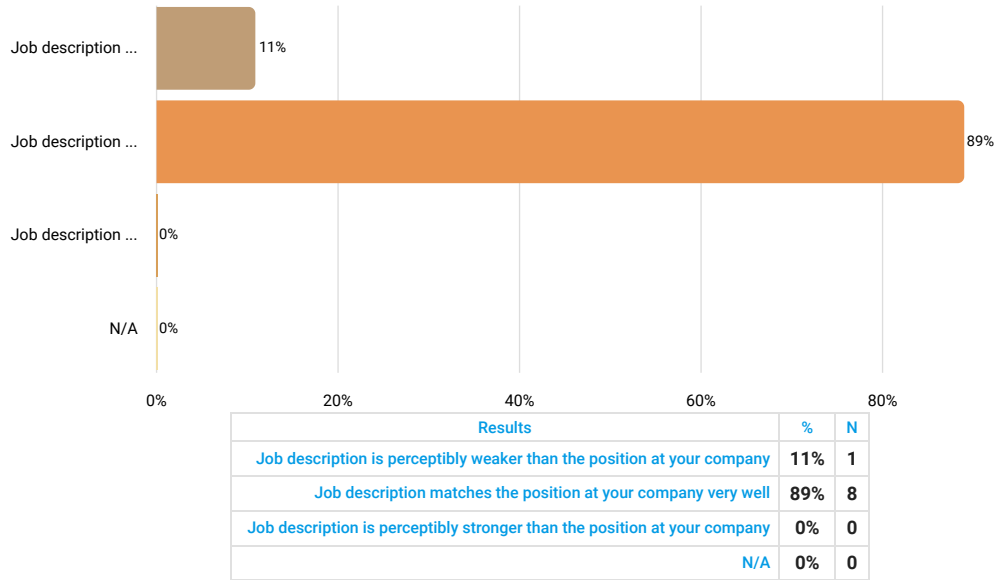
Leader of the entire contracts function of the organization. Serves as the conduit between government customers and the organization to secure and exe

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 5 times

Text input



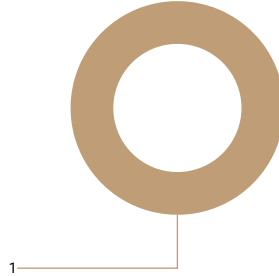
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



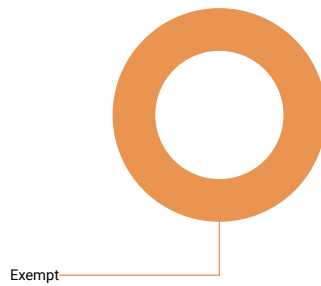
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



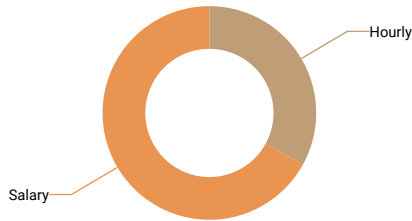
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	33%	3
Salary	67%	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 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	6	149,785	149,968	168,022.2	208,228.8	250,000	182,338	168,022	4
Actual Average Base Salary	6	149,785	149,968	168,022.2	208,228.8	250,000	182,338	168,022	4
Actual Highest Base Salary	6	149,785	149,968	168,022.2	208,228.8	250,000	182,338	168,022	4
Average Incentive or Other Cash Bonus (Annual)									

6.12.9 Chief Operating Officer (COO)

Job description

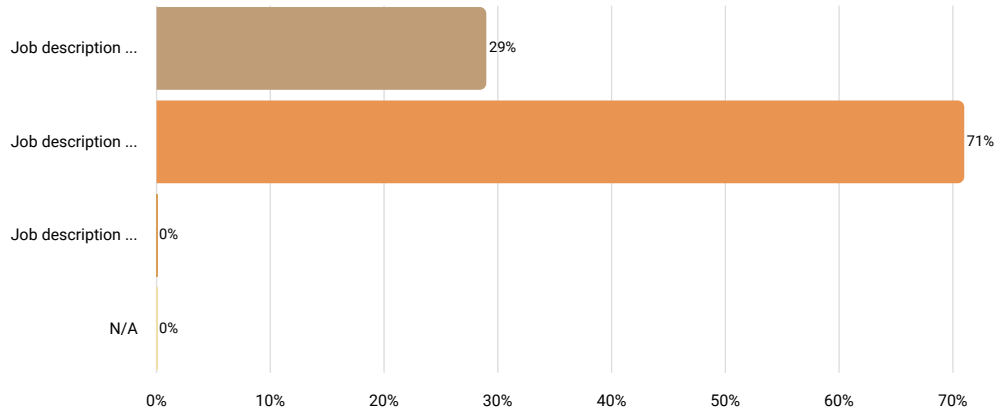
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	29%	4
Job description matches the position at your company very well	71%	10
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

Job Title (if different than above)

Answered 5 times

Skipped 9 times

Text input

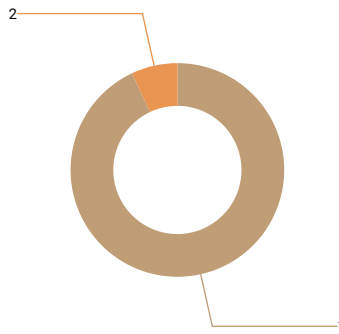
Results	
director of operations	1
analyst vi	1
vp professional services	1
executive vice president of operations	1
chief operations officer	1

Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



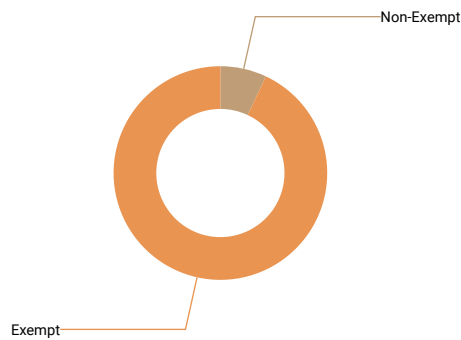
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



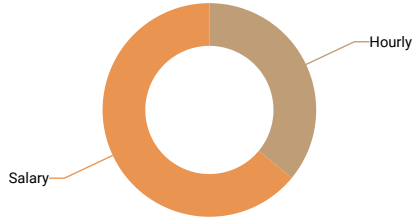
Results	%	N
Non-Exempt	7%	1
Exempt	93%	13

Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	36%	5
Salary	64%	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	5	70	77.71	85.2	98.65	131.74	93	85	
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	7	92,429	112,550.88	125,000	250,000	250,000	167,009	125,000	60,000
Pay Range Maximum Salary	7	142,803	150,000	180,000	300,000	361,483.2	220,265	180,000	80,000
Actual Lowest Base Salary	6	116,484	160,000	215,633	250,000	280,758.4	206,418	215,633	60,000
Actual Average Base Salary	7	116,484	160,000	190,000	271,764.8	280,758.4	207,182	190,000	60,000
Actual Highest Base Salary	7	116,484	128,750.18	181,266	280,758.4	293,529.6	201,541	181,266	70,000
Average Incentive or Other Cash Bonus (Annual)									

6.12.10 Chief Administrative Officer (VP Admin)

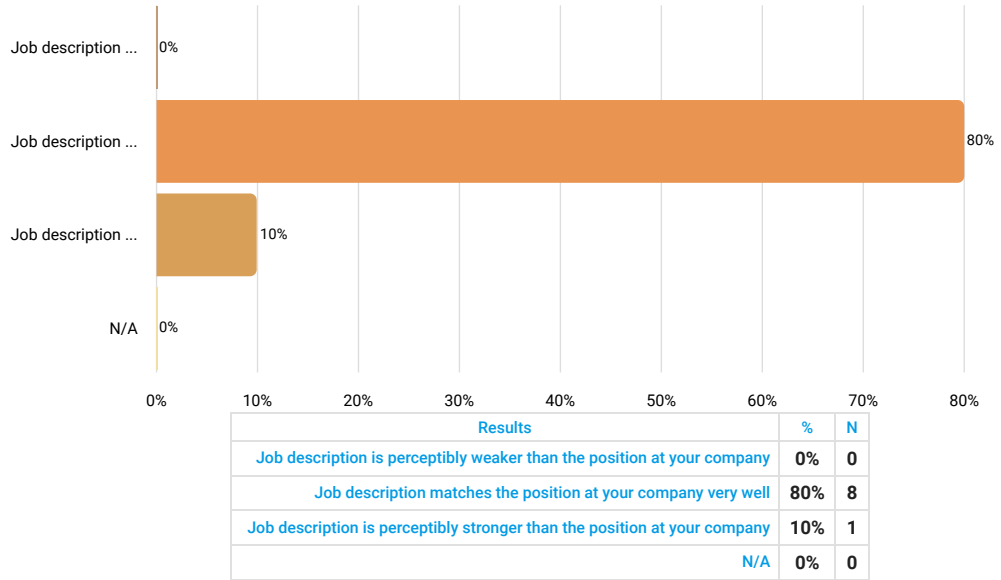
Job description Leader of numerous branches of the business, typically including finance, sales, human resources, and marketing.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 6 times

Text input



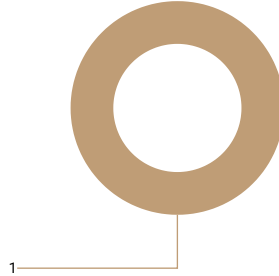
We are sorry but the collected data is not sufficient to render an accurate r

Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



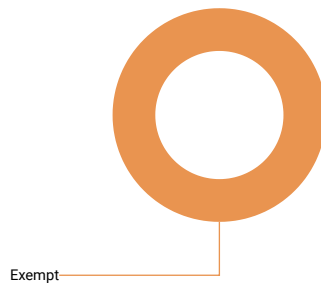
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



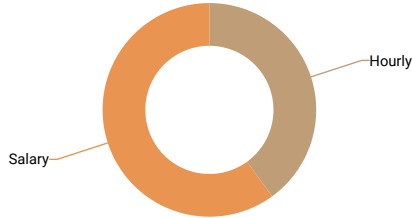
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	40%	4
Salary	60%	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 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	6	92,878	138,000	177,813.5	208,145	276,918	178,595	177,814	60,000
Actual Average Base Salary	6	92,878	138,000	177,813.5	208,145	276,918	178,595	177,814	60,000
Actual Highest Base Salary	6	92,878	138,000	177,813.5	208,145	276,918	178,595	177,814	60,000
Average Incentive or Other Cash Bonus (Annual)									

6.12.11 CEO/President

Job description

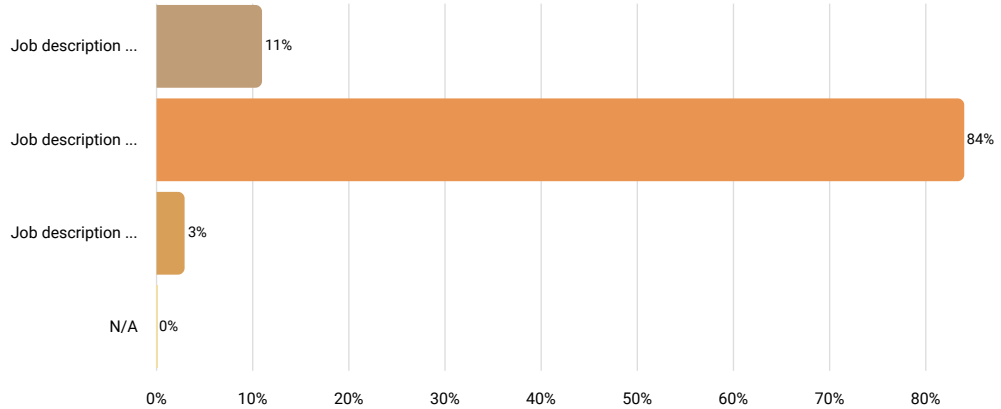
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	11%	4
Job description matches the position at your company very well	84%	31
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

Job Title (if different than above)

Answered 7 times

Skipped 30 times

Text input

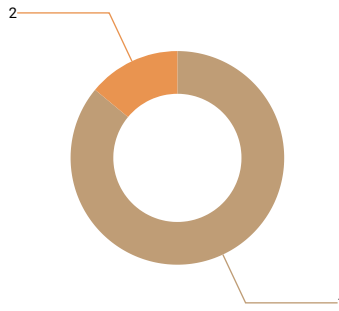
Results	
president services and manufacturing	1
president/ceo	1
sr mgmt/principal investigator vii	1
ceo & president	1
same	1
president and ceo	1
ceo/president	1

Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



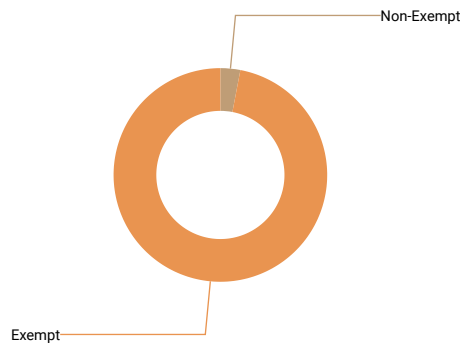
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



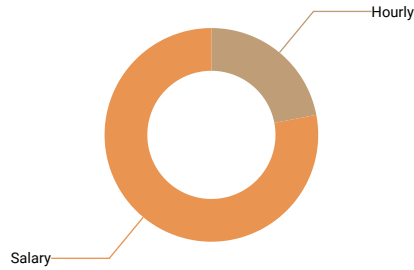
Results	%	N
Non-Exempt	3%	1
Exempt	97%	36

Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	22%	8
Salary	78%	29

Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	79.77	80	91.86	94.7	100	89	92	
Pay Range Maximum Rate	5	79.77	80	119.63	123.11	150	111	120	
Actual Lowest Base Rate	6	79.77	80	109.84	123.68	146.56	108	110	
Actual Average Base Rate	7	79.77	80	112.68	132.56	146.56	112	113	
Actual Highest Base Rate	6	79.77	80	109.84	126.21	146.56	109	110	
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	18	123,864	147,518.15	193,600	254,696	275,000	202,253	193,600	1
Pay Range Maximum Salary	17	190,000	206,525.4	300,000	400,000	450,000	304,669	300,000	1
Actual Lowest Base Salary	26	143,000	171,336	200,000	288,853	450,000	248,637	200,000	1
Actual Average Base Salary	27	162,240	181,266	200,000	299,126	450,000	255,637	200,000	1
Actual Highest Base Salary	26	162,240	181,266	204,457.5	308,859.2	450,000	262,485	204,458	1
Average Incentive or Other Cash Bonus (Annual)	10	4,070.5	14,000	20,000	175,000	201,250	67,964	20,000	1

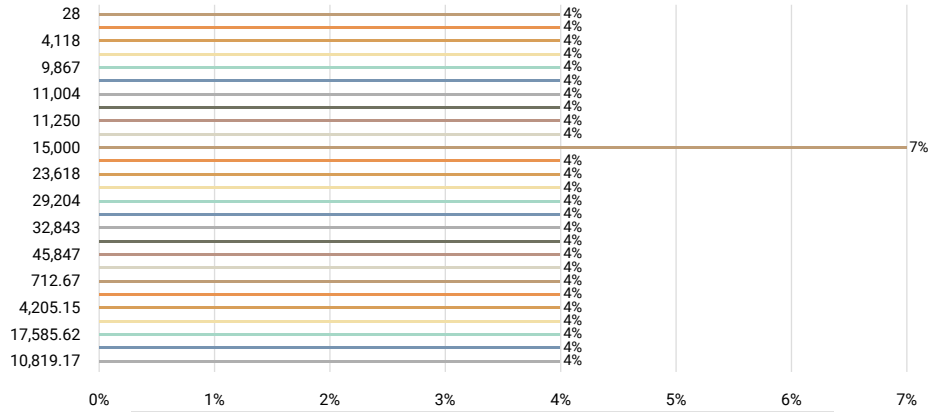
7. General Benefit Information

7.1. Average Benefit Cost Per Employee

Answered 28 times

Skipped 29 times

Number input



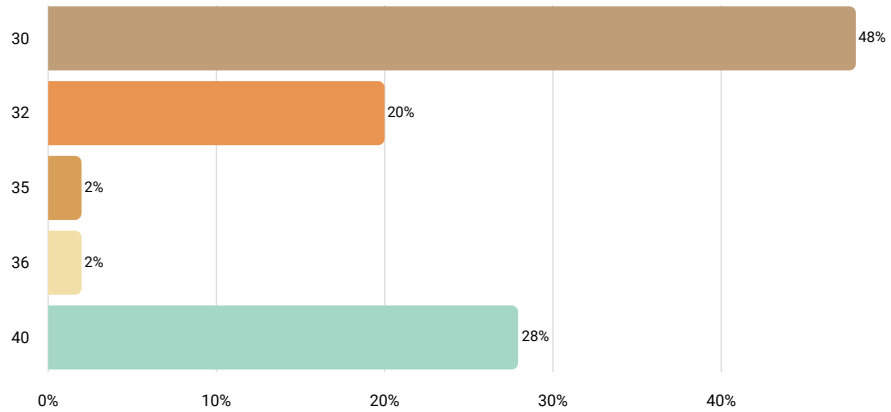
Statistics	
10th percentile	1,790.3
25th percentile	7,807.89
50th percentile	11,625
75th percentile	28,407
90th percentile	38,000
Mean	16,918
Median	11,625
Standard deviation	13,122

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

Answered 54 times

Skipped 3 times

Number input



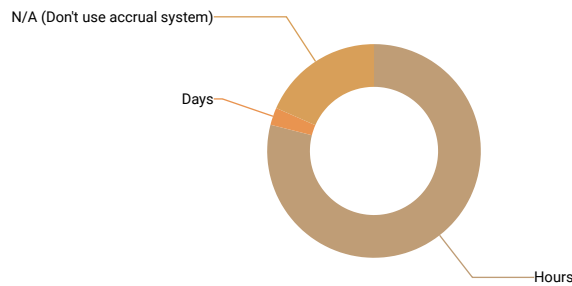
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	33
Median	32
Standard deviation	4

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	60%	34
Days	2%	1
N/A (Don't use accrual system)	14%	8

7.4. Types of Coverage Offered

Answered 56 times

Skipped 1 times

Select multiple answers per row for multiple rows (checkboxes)

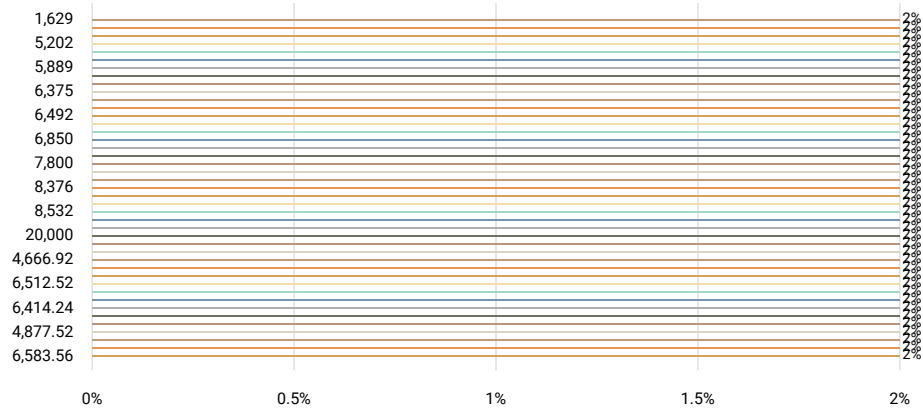
	Offered for FTE	Offered for Part-Time Employees	Self Insured
Medical	98%	9%	14%
Dental	98%	9%	13%
Vision	89%	11%	14%
Prescription Drug Plan	82%	9%	14%
Life Insurance	100%	14%	11%
Health Spending/Savings Account	61%	7%	5%
Dependent Plan	70%	7%	7%
Pension Plan (Defined Benefit)	9%	5%	
401(k) Plan	100%	50%	4%
PTO (includes sick, vacation, holiday, etc.)	64%	18%	
Sick Leave	27%	14%	2%
Family/Parental Leave	39%	7%	2%
Vacation	50%	14%	2%
Bereavement	88%	18%	2%
Jury Duty Leave	98%	23%	2%
Personal Leave	29%	9%	2%
Short-term Disability	100%	7%	4%
Long-term Disability	98%	7%	2%
Salary Continuation Plan	7%		
Education Assistance/Tuition Reimbursement	84%	9%	2%
Employee Assistance Plan	77%	16%	2%
Flex Time	46%	18%	
Telework/Remote Work	46%	16%	

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

Answered 43 times

Skipped 14 times

Number input



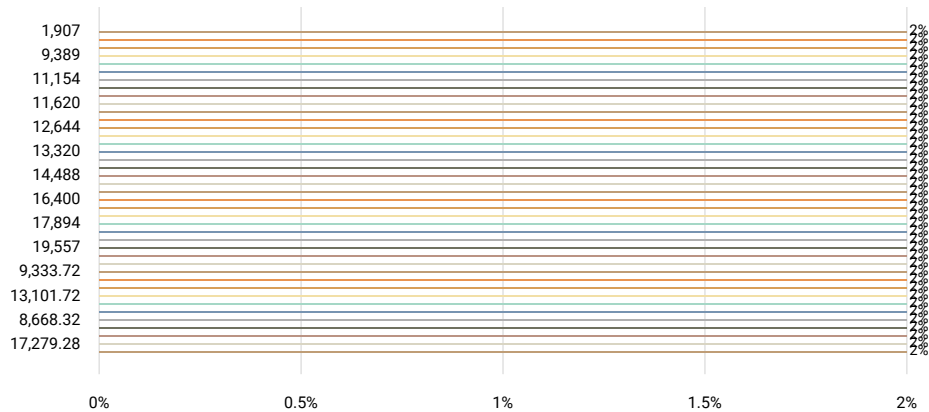
Statistics	
10th percentile	4,877.52
25th percentile	5,718.72
50th percentile	6,537
75th percentile	7,800
90th percentile	8,532
Mean	6,849
Median	6,537
Standard deviation	2,640

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

Answered 41 times

Skipped 16 times

Number input



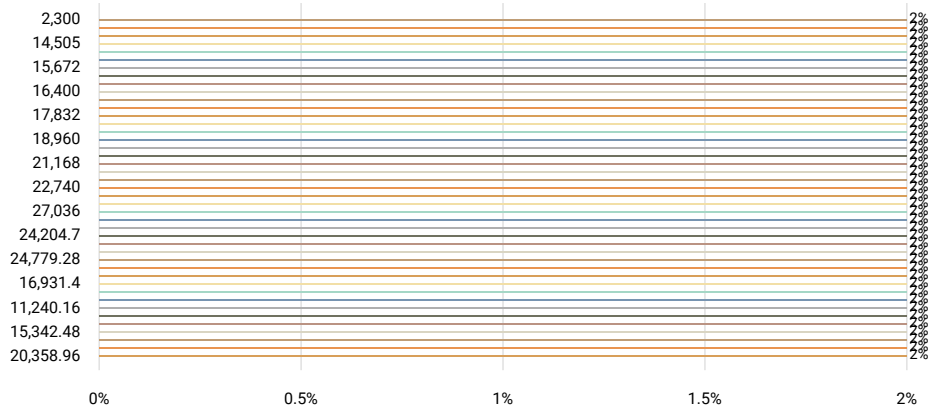
Statistics	
10th percentile	9,333.72
25th percentile	11,377
50th percentile	13,320
75th percentile	16,404
90th percentile	18,038
Mean	13,530
Median	13,320
Standard deviation	3,940

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

Answered 43 times

Skipped 14 times

Number input



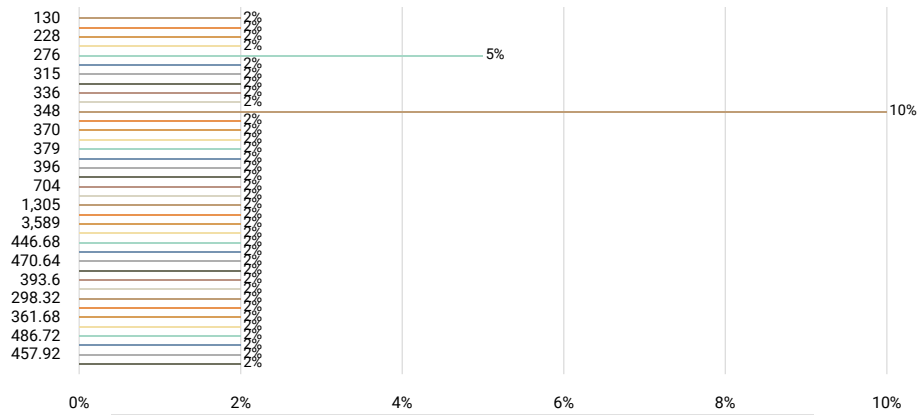
Statistics	
10th percentile	14,505
25th percentile	15,740
50th percentile	18,321.84
75th percentile	21,756
90th percentile	24,779.28
Mean	18,809
Median	18,322
Standard deviation	5,214

7.8. Dental Coverage Total Cost Per Employee (Annual)

Answered 42 times

Skipped 15 times

Number input



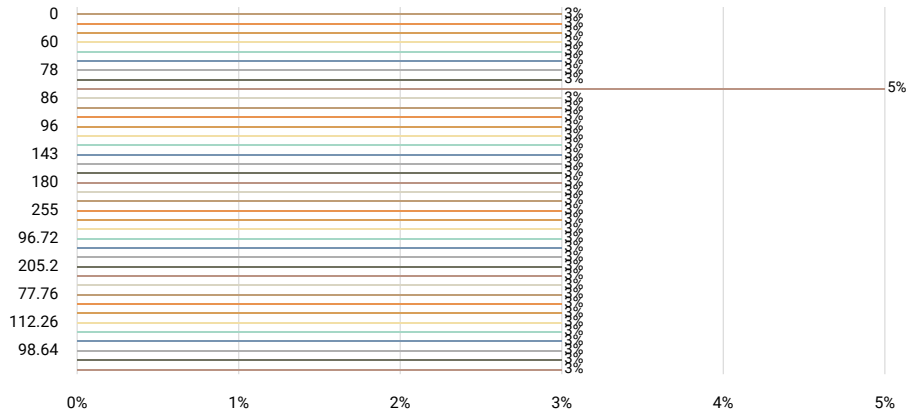
Statistics	
10th percentile	240
25th percentile	315
50th percentile	371
75th percentile	470.64
90th percentile	1,305
Mean	1,092
Median	371
Standard deviation	2,672

7.9. Vision Coverage Total Cost Per Employee (Annual)

Answered 40 times

Skipped 17 times

Number input



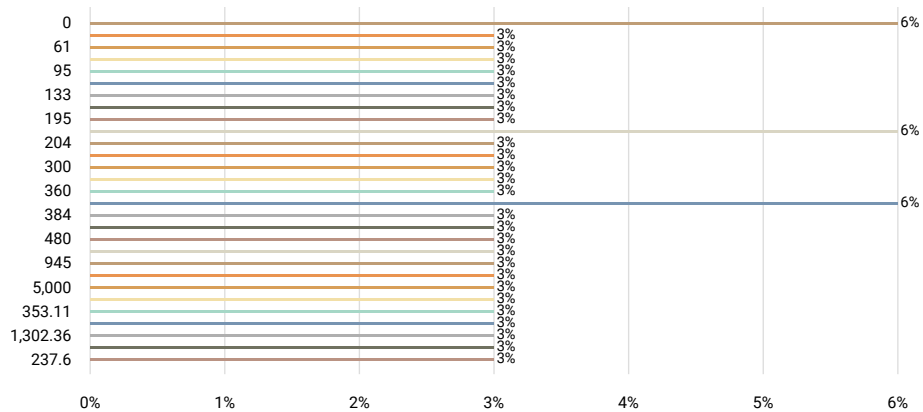
Statistics	
10th percentile	67
25th percentile	84
50th percentile	99.3
75th percentile	167.08
90th percentile	251.5
Mean	129
Median	99
Standard deviation	80

7.10. Life Insurance Total Cost Per Employee (Annual)

Answered 32 times

Skipped 25 times

Number input



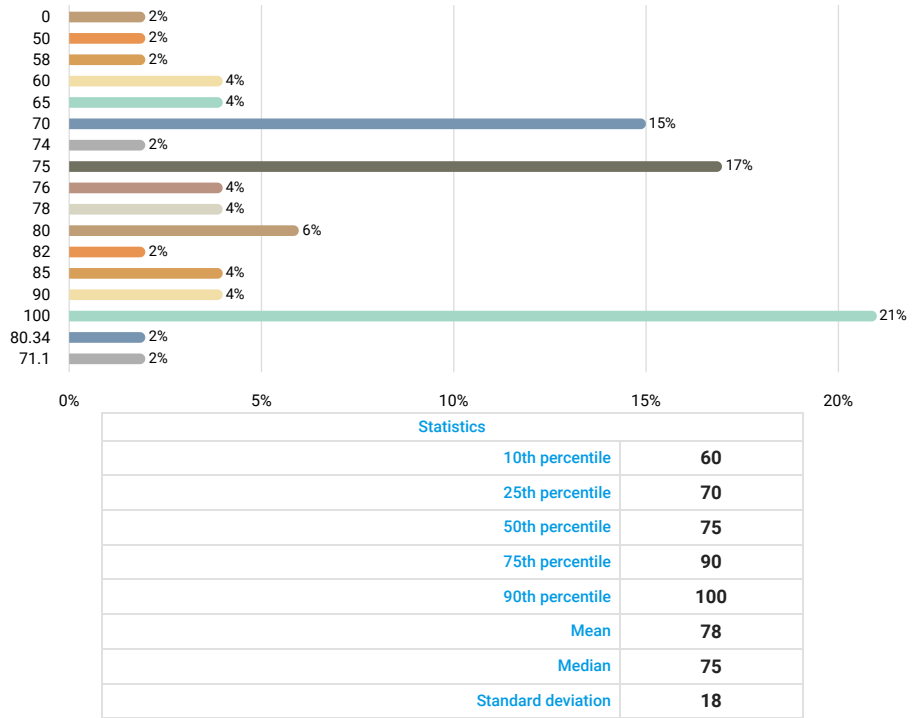
Statistics	
10th percentile	61
25th percentile	135
50th percentile	268.8
75th percentile	465
90th percentile	1,302.36
Mean	713
Median	269
Standard deviation	1,443

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

Answered 47 times

Skipped 10 times

Number input

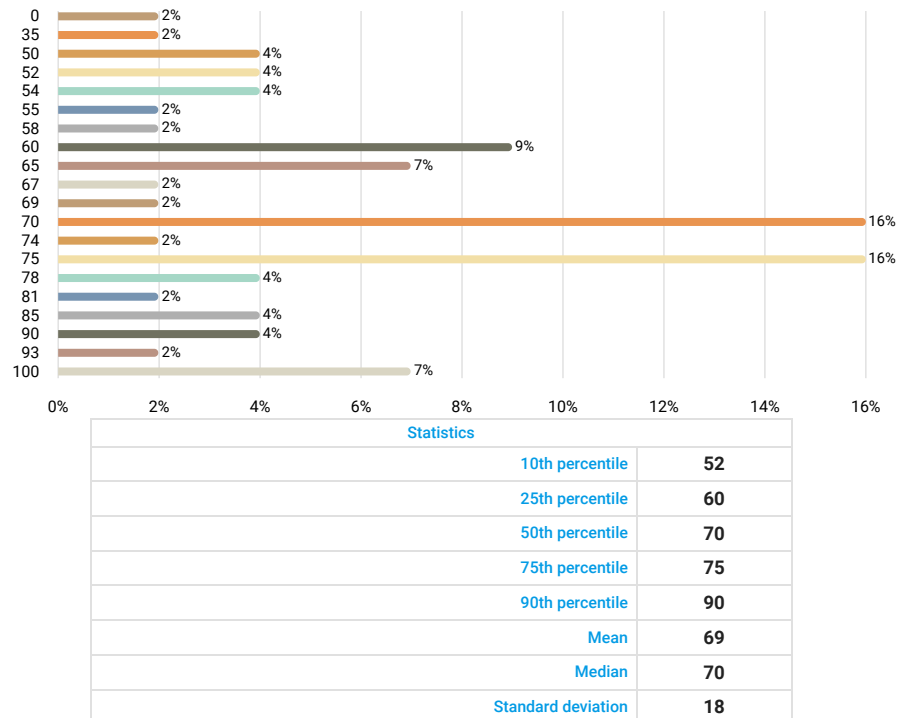


7.12. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 45 times

Skipped 12 times

Number input

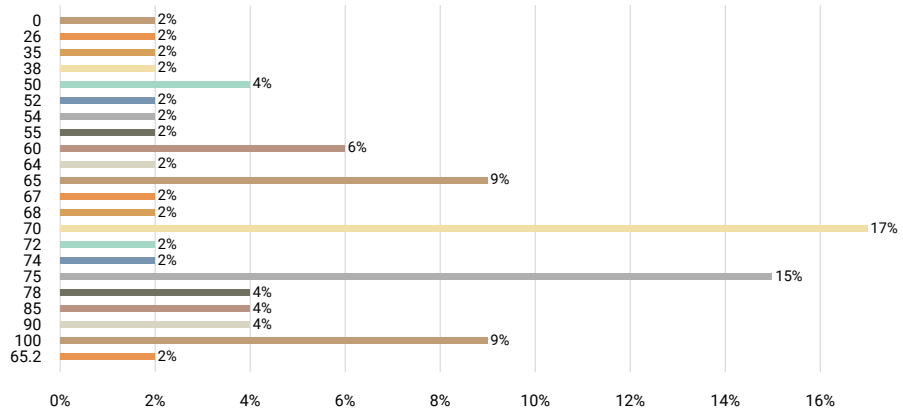


7.13. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 47 times

Skipped 10 times

Number input



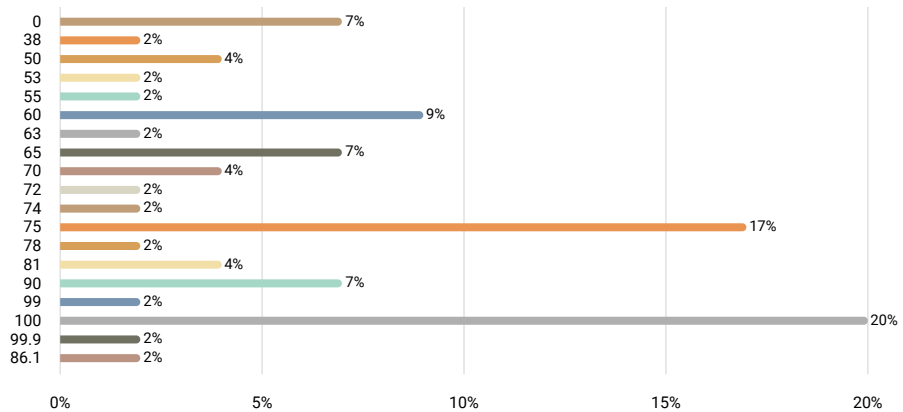
Statistics	
10th percentile	50
25th percentile	60
50th percentile	70
75th percentile	75
90th percentile	90
Mean	68
Median	70
Standard deviation	19

7.14. Dental Coverage Percentage Paid By Employer (Annual)

Answered 46 times

Skipped 11 times

Number input



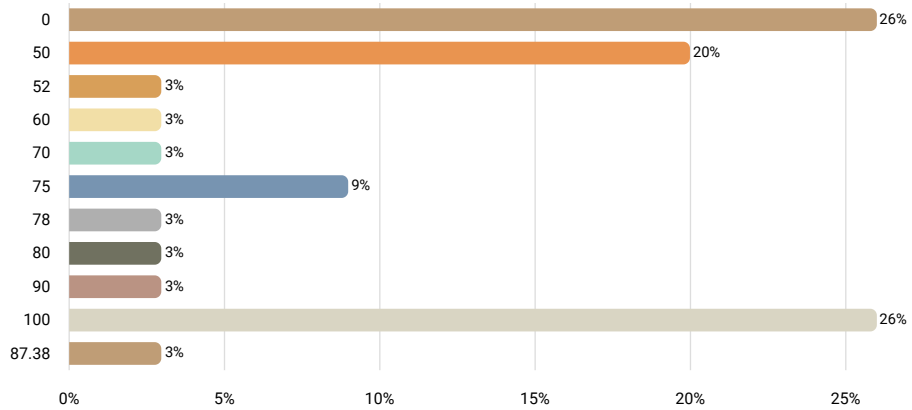
Statistics	
10th percentile	50
25th percentile	60
50th percentile	75
75th percentile	90
90th percentile	100
Mean	72
Median	75
Standard deviation	25

7.15. Vision Coverage Percentage Paid By Employer (Annual)

Answered 35 times

Skipped 22 times

Number input



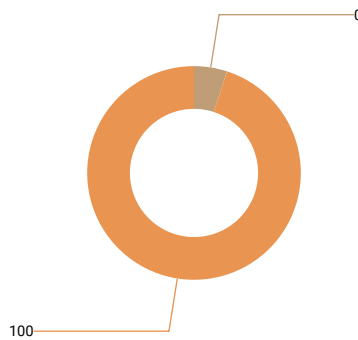
Statistics	
10th percentile	0
25th percentile	0
50th percentile	60
75th percentile	100
90th percentile	100
Mean	57
Median	60
Standard deviation	38

7.16. Life Insurance Percentage Paid By Employer (Annual)

Answered 44 times

Skipped 13 times

Number input



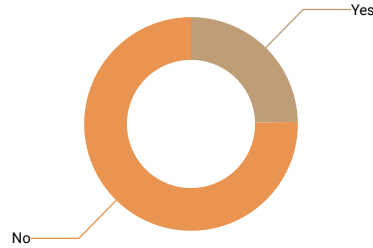
Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	95
Median	100
Standard deviation	21

7.17. Do you offer any health and fitness incentives?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	19%	11
No	58%	33

7.18. Please describe your health and fitness incentives.

Answered 10 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- "Do you offer any health and fitness incentives?" has Selected button "Yes"

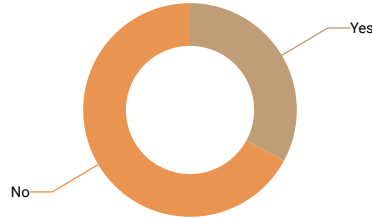
Results	
if the employee works out at least 12 times a month they receive \$30.	1
free gym membership for ee	1
\$20 a month if they attend a gym 12x within that month	1
discounted premium rate for wellness program	1
virgin pulse program. up to 600.00 annually for achieving healthy objectives. 200.00 for spouse/partner.	1
motion program through united health care - employee can earn upto 3 dollars a day, based on meeting daily fitness challenges, tracked via a fitness tracker on their wrist.	1
wellness checks (once per year) with principal - individual receives a stipen (\$50) for submitting qualifying wellness check	1
pareto wellness clinic (now one medical). annual wellness incentive \$250 (low plan) or \$400 (high plan) for completing hra (health risk assessment), biometric screening, and follow-up visit.	1
discounts provided with gyms, dieting programs and safe footwear.	1
we have a contest every 3 months for weight loss and miles walked	1

7.19. Does your company have a severance policy?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	26%	15
No	53%	30

7.20. Please describe your severance policy criteria.

Answered 11 times

Skipped 4 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company have a severance policy?" has Selected button "Yes"

Results	N
non-executive - one week for each completed year of service with a minimum of 2 weeks and maximum of 6 weeks with less than 10 years and 10 weeks for more than 10 years of service. executive - one week for each completed year of service with a minimum of 6 weeks and a maximum of 24 weeks. must have completed 2 years of service to be eligible.	1
2 weeks payout with involuntary separation and executed severance agreement	1
1 week of pay for each year of service up to a max of 26 weeks.	1
pay out according to years of service	1
at least two weeks	1
severance pay is determined on a case by case basis. it is the intent of the company to provide an equitable transition at the time of termination. the amount of the severance pay will be determined on a case by case basis.	1
if given a package, it is one week of pay per one year of service.	1
severance is paid based on years of service.	1
based upon years of service - max 5 weeks.	1
2 weeks + 1 week for each year	1
two weeks pay	1

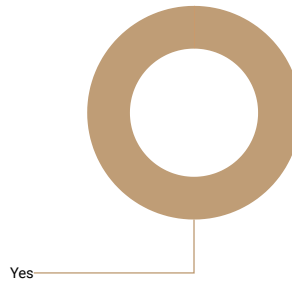
8. Medical Coverage

8.1. Does your company offer medical coverage?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	57
No	0%	0

8.2. Type of Medical Coverage Plan(s) Offered

Answered 54 times

Skipped 3 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	53
HMO	3
EPO	2
POS	0
HDHP	14

8.3. Medical Coverage Plan Provider(s)

Answered 53 times

Skipped 4 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	1
Blue Cross Blue Shield	46
Cigna	1
Humana	0
United Healthcare	7
Viva Health	0
Other Not Listed	1

8.4. Other Medical Coverage Plan Provider

Answered 1 times
 Skipped 4 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- 'Medical Coverage Plan Provider(s)' has 'Other Not Listed' checked



We are sorry but the collected data is not sufficient to render an accurate res

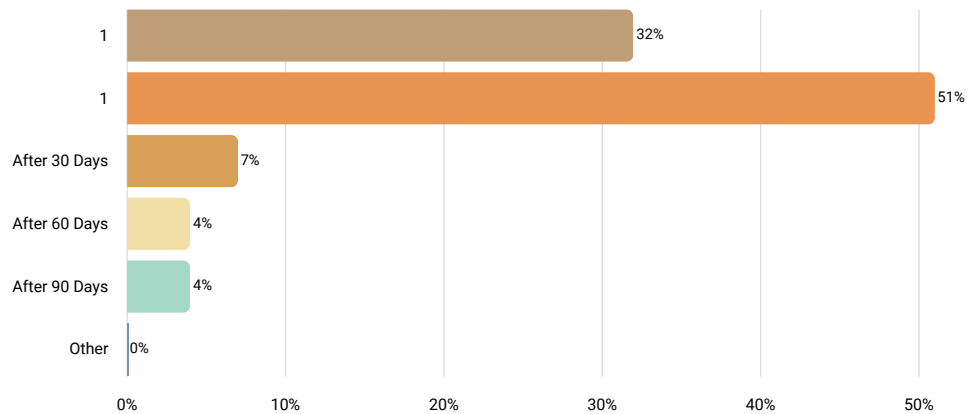
8.5. When do employees become eligible for coverage?

Answered 57 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	32%	18
1st of Month After Date of Hire	51%	29
After 30 Days	7%	4
After 60 Days	4%	2
After 90 Days	4%	2
Other	0%	0

8.6. Other Eligibility Period

Answered 0 times
 Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

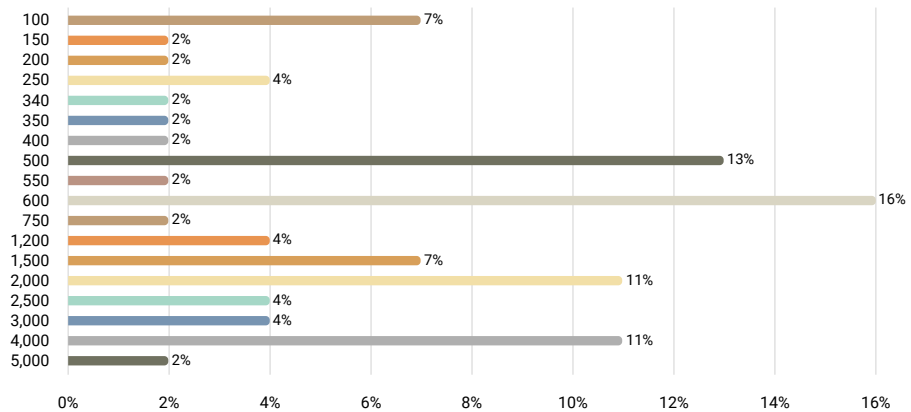
8.7. Deductible Amount

Answered 45 times
 Skipped 12 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	200
25th percentile	500
50th percentile	600
75th percentile	2,000
90th percentile	4,000
Mean	1,414
Median	600
Standard deviation	1,354

8.8. Copay Amount (after deductible)

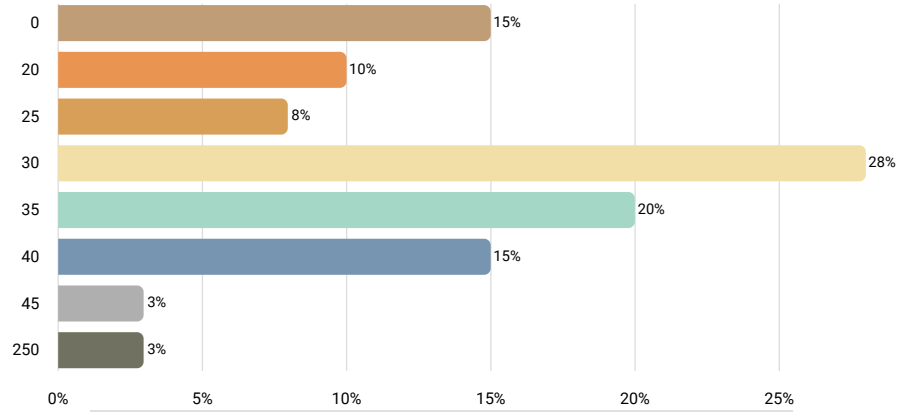
Answered 40 times

Skipped 17 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	22.5
50th percentile	30
75th percentile	35
90th percentile	40
Mean	33
Median	30
Standard deviation	38

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

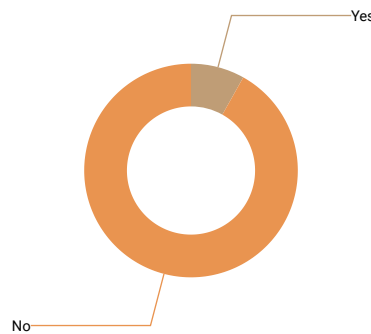
Answered 57 times

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	7%	4
No	79%	45

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

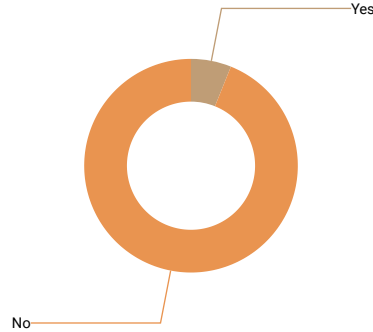
Answered 57 times

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%	3
No	77%	44

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

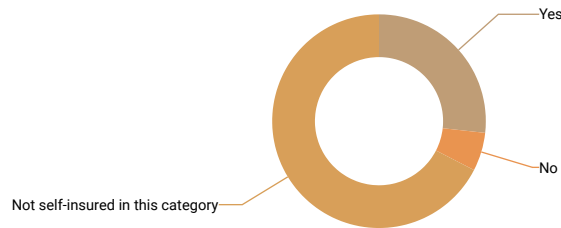
Answered 57 times

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	23%	13
No	5%	3
Not self-insured in this category	58%	33

8.12. Is there a tobacco use surcharge?

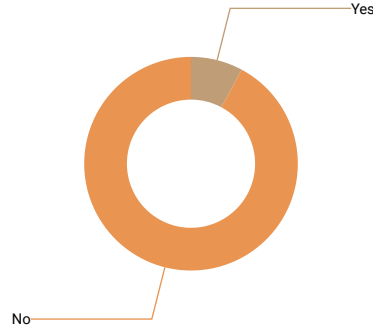
Answered 57 times

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	7%	4
No	82%	47

8.13. Do you offer medical coverage for domestic partners?

Answered 57 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	44%	25
No	46%	26

8.14. What are the requirements for receiving coverage?

Answered 15 times
 Skipped 16 times

Text area input

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 domestic partners?" has Selected button "Yes"

Results	
verification of jointly own property, joint bank accounts	1
domestic partner by law	1
requirements align with all required affordable care act standards. no additional proof necessary.	1
married or same dwelling or joint taxes	1
full time employee	1
weekly average of 30 hours or more	1
proof of domestic partnership	1
proper paper work	1
must be a dependent or spouse to the employee.	1
employee statement	1
work at least 30 hours per week	1
proof of residence together for 6 months.	1
employed full time	1
full-time or part-time benefit eligible (>30 hours/week)	1
full time employment	1

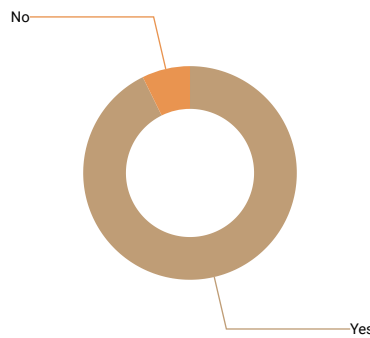
8.15. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available thro his/her employer?

Answered 57 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	89%	51
No	7%	4

8.16. Is there a spousal surcharge?

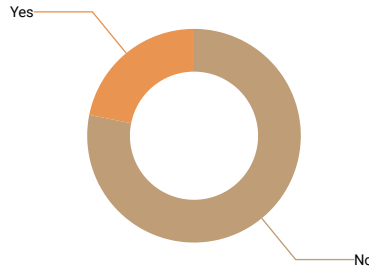
Answered 53 times

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



Results	%	N
No	75%	40
Yes	21%	11

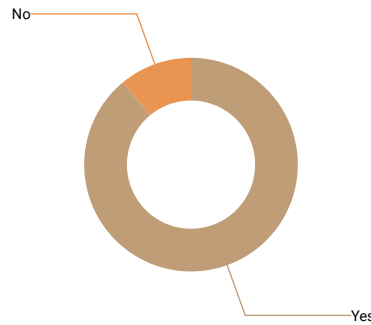
9. Prescription Drug Plan

9.1. Does your company offer a Prescription Drug Plan?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	89%	51
No	11%	6

9.2. Type of Prescription Plan(s) Offered

Answered 39 times

Skipped 12 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	36
80/20	5
Other	0

9.3. Other Type of Prescription Plan

Answered 0 times

Skipped 12 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- `Type of Prescription Plan(s) Offered` has `Other` checked



We are sorry but the collected data is not sufficient to render an accurate res

9.4. Prescription Plan Provider(s)

Answered 46 times

Skipped 5 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	1
Anthem	0
Blue Cross Blue Shield	31
Cigna	1
CVS Caremark	4
Humana	0
United Healthcare	3
Viva Health	0
Other	8

9.5. Other Prescription Plan Provider

Answered 7 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- `Prescription Plan Provider(s)` has `Other` checked

Results	N
express scripts	2
optum rx	1
escripts	1
some common prescriptions are free through our wellness clinic.	1
rx benefits	1
self-insured utilizing ironrehealth as tpa	1

9.6. When do employees become eligible for coverage?

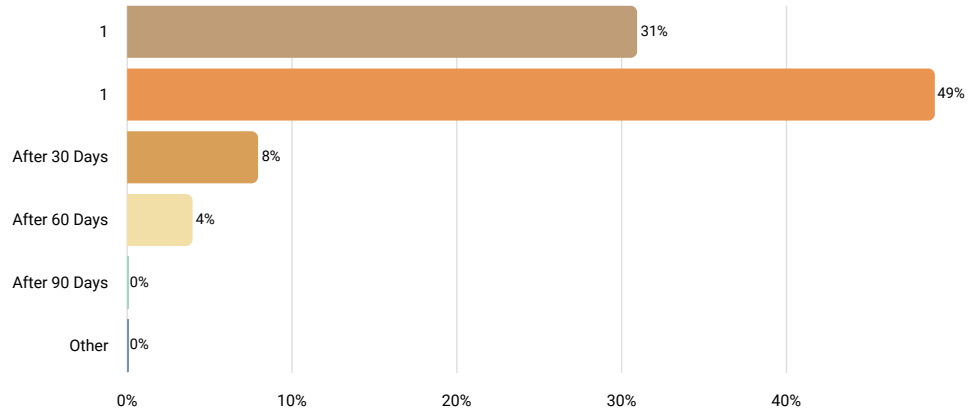
Answered 51 times

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	31%	16
1st of Month After Date of Hire	49%	25
After 30 Days	8%	4
After 60 Days	4%	2
After 90 Days	0%	0
Other	0%	0

9.7. Other Eligibility Period

Answered 0 times

Skipped 4 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

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

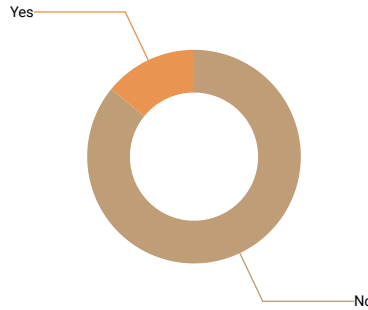
Answered 51 times

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	73%	37
Yes	12%	6

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

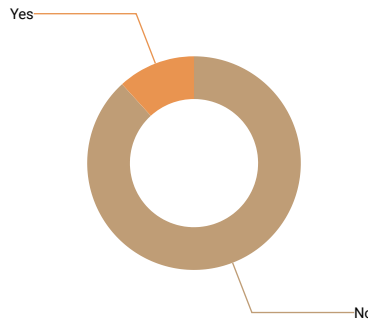
Answered 51 times

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	75%	38
Yes	10%	5

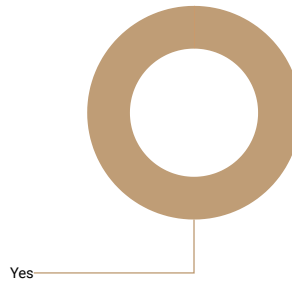
10. Dental Coverage

10.1. Does your company offer Dental Coverage?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	57
No	0%	0

10.2. Type(s) of Dental Coverage Offered

Answered 49 times

Skipped 8 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	48
DHMO	1
Other	0

10.3. Other Type of Dental Coverage

Answered 0 times

Skipped 8 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"
- `Type(s) of Dental Coverage Offered` has `Other` checked



We are sorry but the collected data is not sufficient to render an accurate res

10.4. Dental Plan Provider(s)

Answered 52 times

Skipped 5 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	1
Blue Cross Blue Shield	18
Cigna	1
Concordia	1
Delta Dental	12
Metlife	0
Principal	7
United Healthcare	1
Other	11

10.5. Other Dental Plan Provider

Answered 11 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"
- `Dental Plan Provider(s)` has `Other` checked

Results	N
guardian	5
lincoln	2
united concordia	1
united concordian	1
equitable	1
principal	1

10.6. When do employee become eligible for coverage?

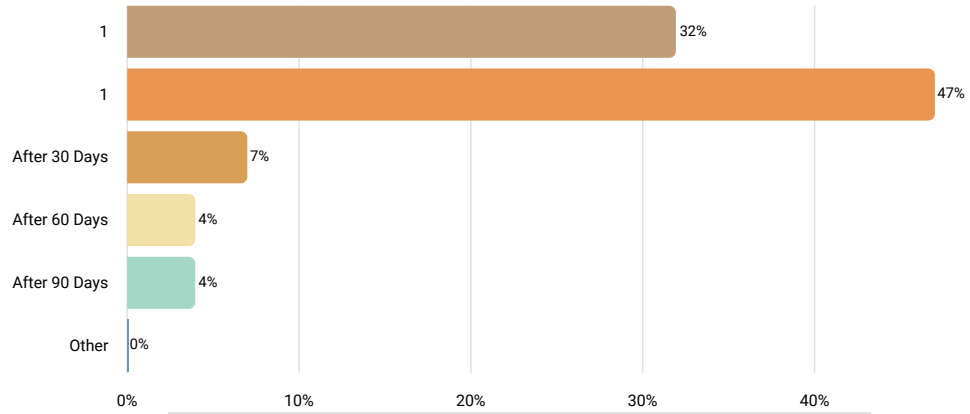
Answered 57 times

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	32%	18
1st of Month After Date of Hire	47%	27
After 30 Days	7%	4
After 60 Days	4%	2
After 90 Days	4%	2
Other	0%	0

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

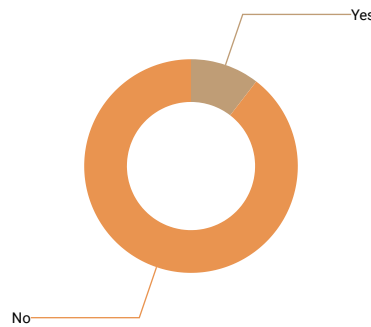
Answered 57 times

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	9%	5
No	77%	44

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

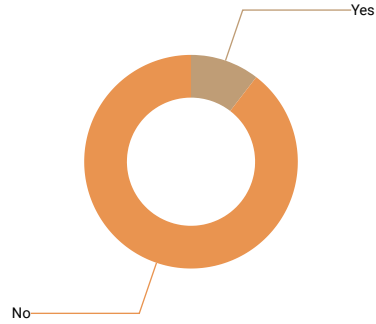
Answered 57 times

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	9%	5
No	77%	44

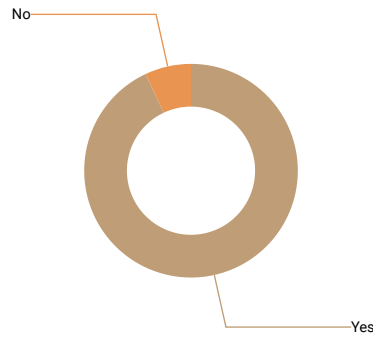
11. Vision Coverage

11.1. Does your company offer Vision Coverage?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	93%	53
No	7%	4

11.2. Vision Plan Provider(s)

Answered 50 times

Skipped 3 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	1
Eyemed	2
Guardian	4
Humana	1
Metlife	0
Principal	8
Superior Vision	0
United Healthcare	1
VSP	31
Other	5

11.3. Other Vision Plan Provider

Answered 5 times
 Skipped 3 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- "Vision Plan Provider(s)" has "Other" checked

Results	
lincoln	2
ameritas	1
nva	1
equitable	1

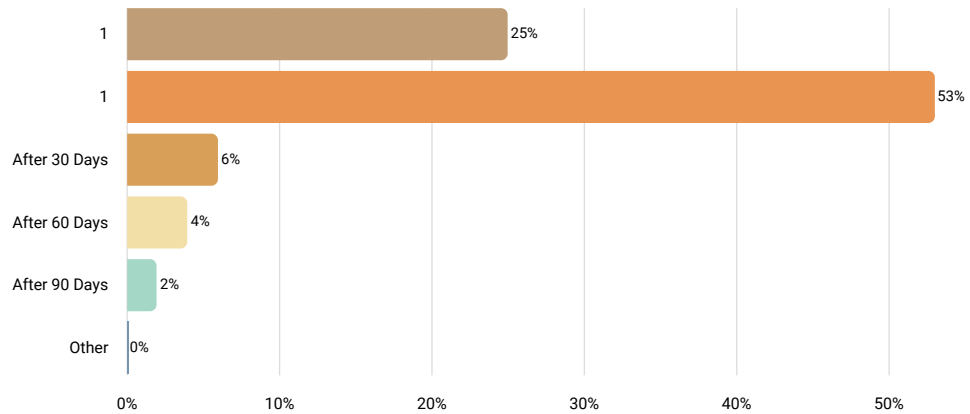
11.4. When do employees become eligible for coverage?

Answered 53 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	25%	13
1st of Month After Date of Hire	53%	28
After 30 Days	6%	3
After 60 Days	4%	2
After 90 Days	2%	1
Other	0%	0

11.5. Other Vision Eligibility Period

Answered 0 times

Skipped 6 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- "When do employees become eligible for coverage?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

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

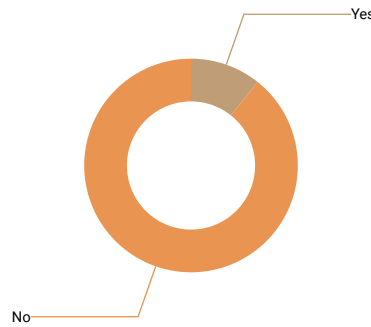
Answered 53 times

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	9%	5
No	75%	40

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

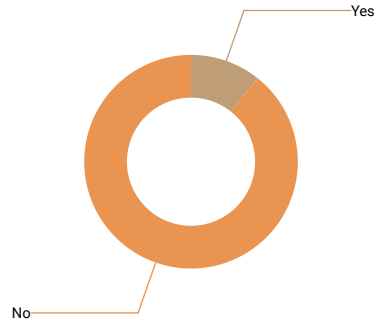
Answered 53 times

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	9%	5
No	75%	40

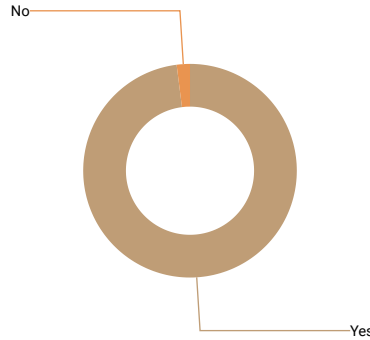
12. Life Insurance

12.1. Does your company offer Life Insurance?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	56
No	2%	1

12.2. Type(s) of Life Insurance Offered

Answered 45 times

Skipped 11 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	44
Whole Life Insurance	3
Other	0

12.3. Other Type of Life Insurance Offered

Answered 0 times

Skipped 11 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"
- `Type(s) of Life Insurance Offered` has `Other` checked



We are sorry but the collected data is not sufficient to render an accurate res

12.4. Coverage Amount

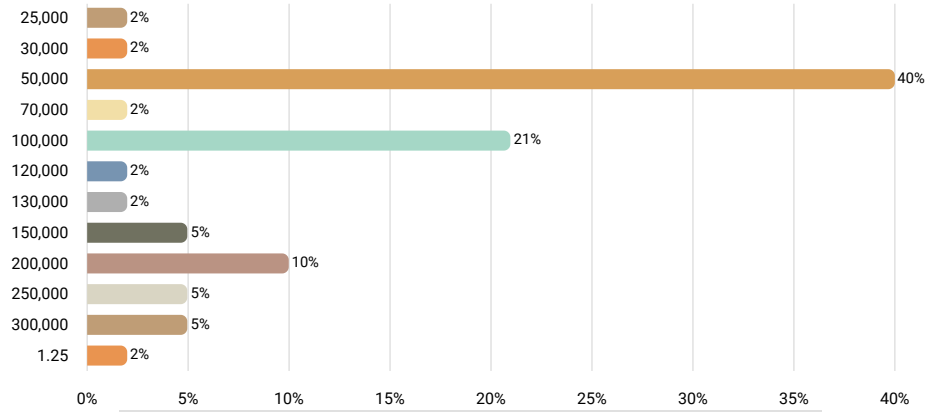
Answered 42 times

Skipped 14 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	50,000
25th percentile	50,000
50th percentile	85,000
75th percentile	130,000
90th percentile	200,000
Mean	102,976
Median	85,000
Standard deviation	75,684

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

Answered 53 times

Skipped 3 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	51
Yes, Spouse/Partner	48
Yes, Dependents	49

13. Health Spending/Savings Account

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	54%	31
No	46%	26

13.2. Is this benefit earned or given?

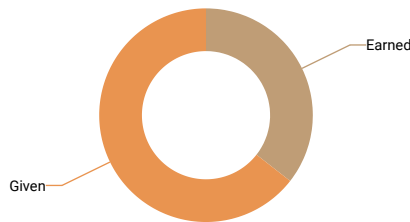
Answered 31 times

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	32%	10
Given	58%	18

13.3. What is required for eligibility?

Answered 9 times

Skipped 4 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"
- "Is this benefit earned or given?" has Selected button "Earned"

Results	N
Enrolled in HDHP	6
FTE Status	6
Other	0

13.4. Other HSA Eligibility Requirement

Answered 0 times

Skipped 4 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Health Spending/Savings Account?" has Selected button "Yes"
- "Is this benefit earned or given?" has Selected button "Earned"
- "What is required for eligibility?" has `Other` checked



We are sorry but the collected data is not sufficient to render an accurate res

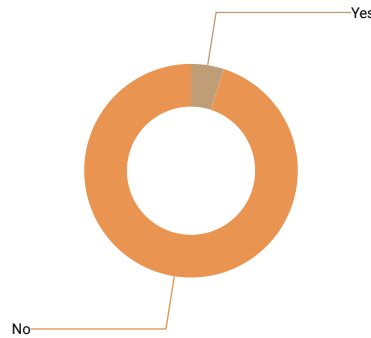
14. Pension Plan (Defined Benefit)

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	5%	3
No	95%	54

14.2. When do employees become eligible?

Answered 3 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"



We are sorry but the collected data is not sufficient to render an accurate res

14.3. Other Pension Eligibility Period

Answered 2 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a Pension Plan (Defined Benefit)?" has Selected button "Yes"
- "When do employees become eligible?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

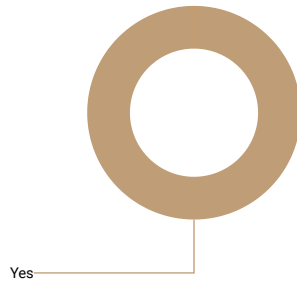
15. 401(k) Plan

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	57
No	0%	0

15.2. When do employees become eligible?

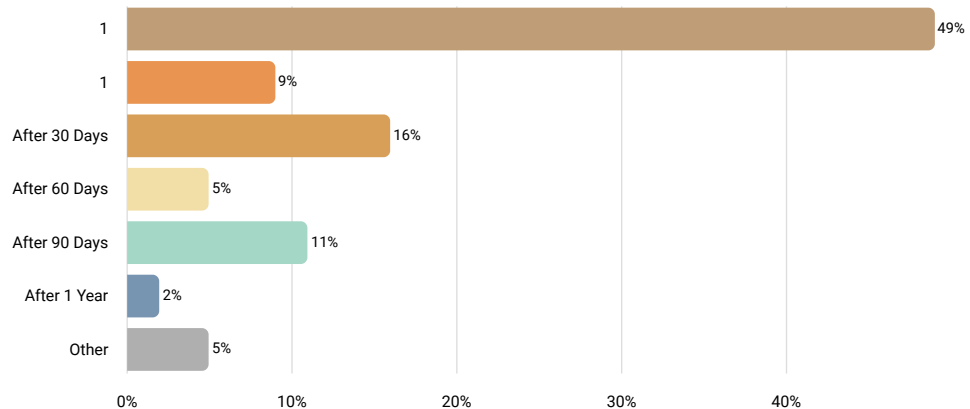
Answered 57 times

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	49%	28
1st of Month After Date of Hire	9%	5
After 30 Days	16%	9
After 60 Days	5%	3
After 90 Days	11%	6
After 1 Year	2%	1
Other	5%	3

15.3. Other 401(k) Eligibility Period

Answered 3 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"
- "When do employees become eligible?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

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

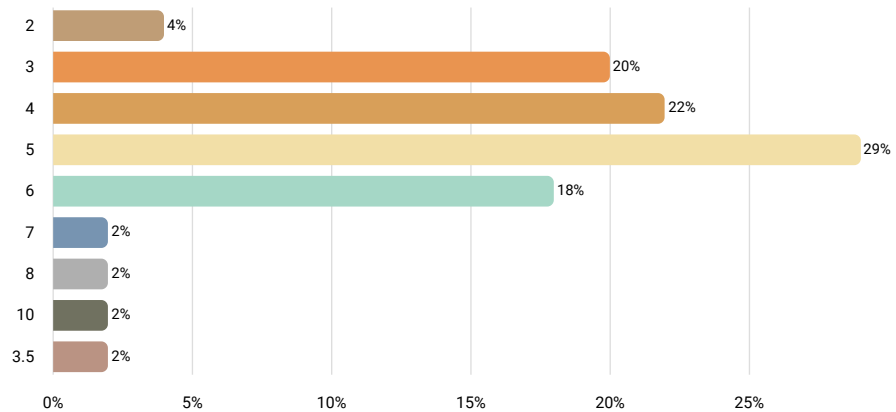
Answered 51 times

Skipped 6 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	3.5
50th percentile	5
75th percentile	5
90th percentile	6
Mean	5
Median	5
Standard deviation	1

15.5. Is there a vesting period for employer contributions?

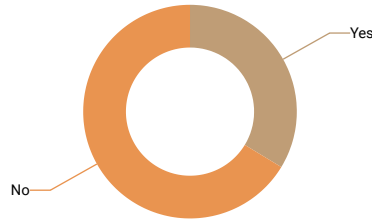
Answered 57 times

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	32%	18
No	63%	36

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

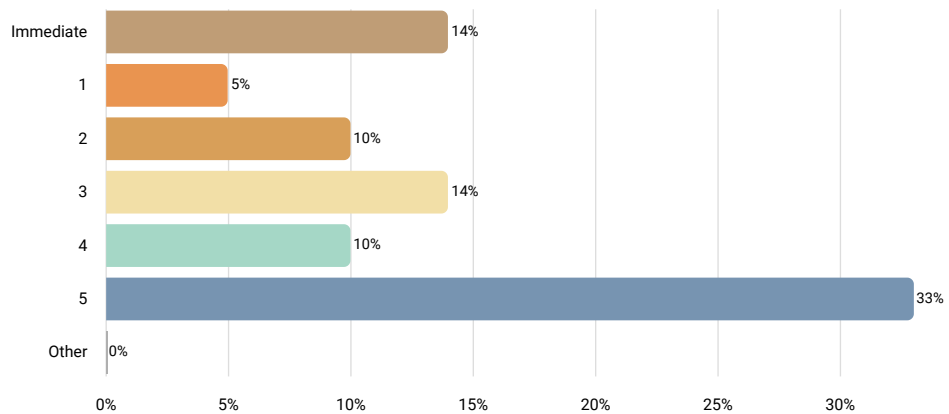
Answered 21 times

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	14%	3
1 Year	5%	1
2 Years	10%	2
3 Years	14%	3
4 Years	10%	2
5 Years	33%	7
Other	0%	0

15.7. Is there a vesting schedule?

Answered 21 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	43%	9
No	33%	7

15.8. Describe the vesting schedule.

Answered 8 times

Skipped 6 times

Text area input

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"
- "Is there a vesting schedule?" has Selected button "Yes"

Results	
5 years	1
1 year= 40%, 2 years=70%, 3 years=100%	1
20% each year	1
4 years, 25% each year	1
20% + each year starting at year one and reaching 100% in year five.	1
20% a year	1
25% each year	1
1/3 each year	1

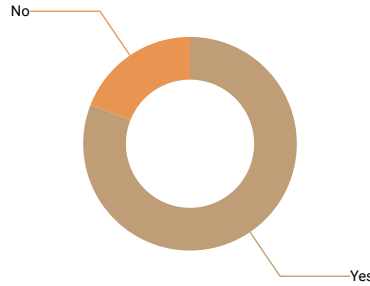
16. PTO (Paid Time Off)

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	81%	46
No	19%	11

16.2. Annual Amount of PTO in Days

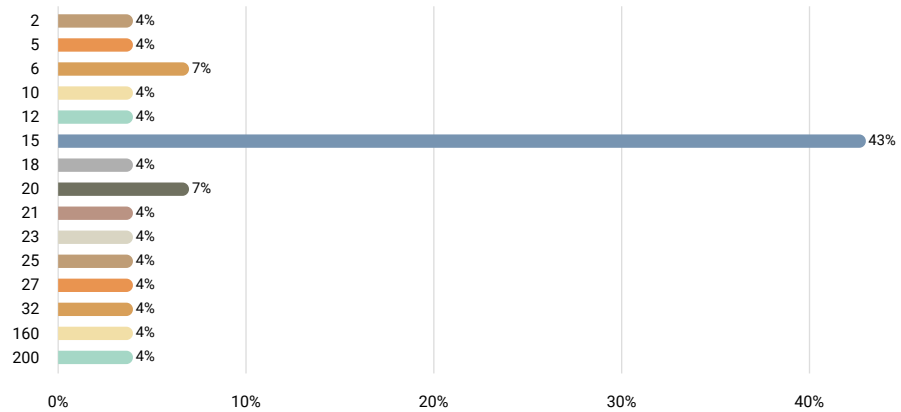
Answered 28 times

Skipped 18 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	6
25th percentile	15
50th percentile	15
75th percentile	20.5
90th percentile	32
Mean	27
Median	15
Standard deviation	44

16.3. How is PTO accrued?

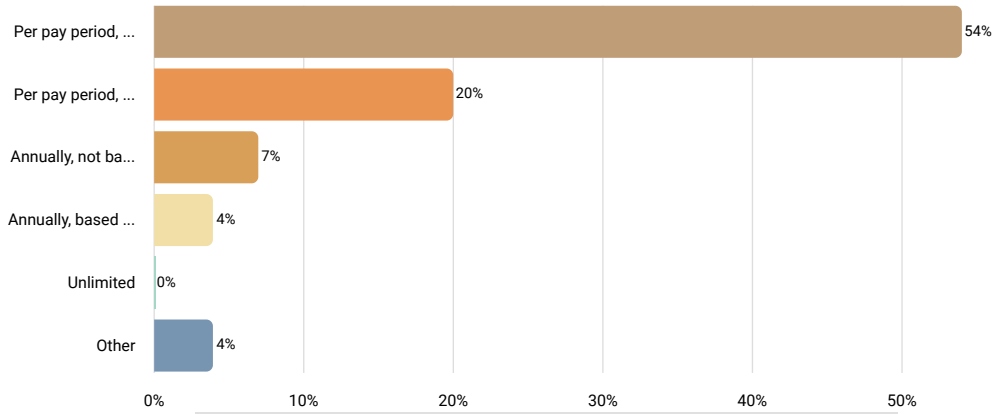
Answered 46 times

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	54%	25
Per pay period, based on hours worked	20%	9
Annually, not based on years of service	7%	3
Annually, based on years of service	4%	2
Unlimited	0%	0
Other	4%	2

16.4. Other PTO Accrual Rate

Answered 2 times

Skipped 5 times

Text 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"
- "How is PTO accrued?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 38 times

Skipped 8 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	10
Holidays	35
Personal Leave	7

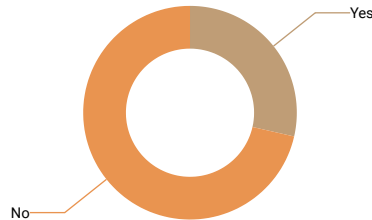
17. Sick Leave

17.1. Does your company offer Sick Leave?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	28%	16
No	70%	40

17.2. Annual Amount of Sick Leave in Days

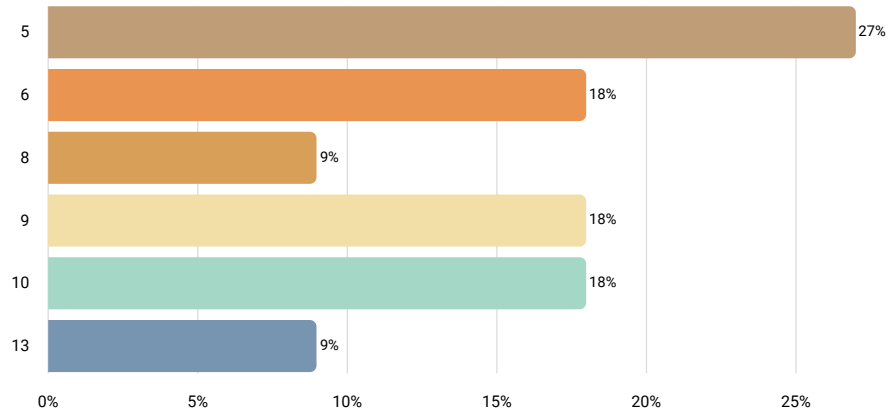
Answered 11 times

Skipped 5 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	8
75th percentile	10
90th percentile	10
Mean	8
Median	8
Standard deviation	3

17.3. How is Sick Leave accrued?

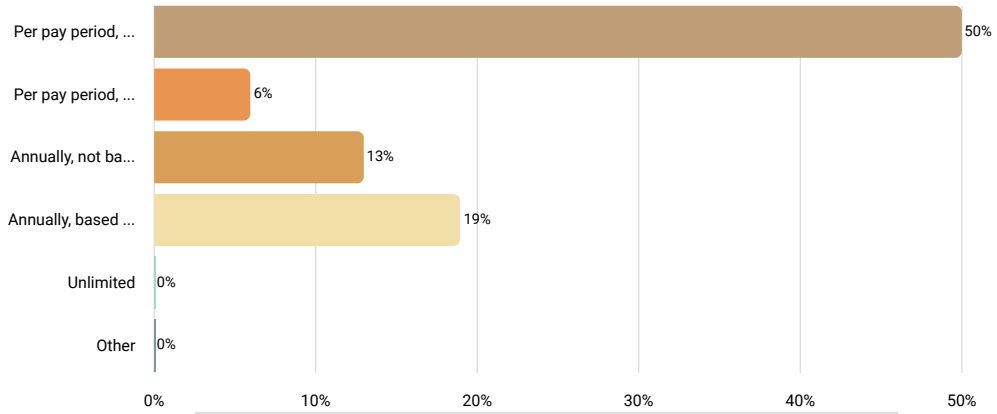
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	50%	8
Per pay period, based on hours worked	6%	1
Annually, not based on years of service	13%	2
Annually, based on years of service	19%	3
Unlimited	0%	0
Other	0%	0

17.4. Other Sick Leave Accrual Rate

Answered 0 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"
- "How is Sick Leave accrued?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

17.5. Paid out at termination?

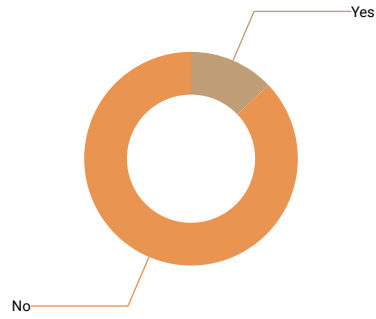
Answered 16 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	13%	2
No	88%	14

18. Vacation

18.1. Does your company offer Vacation Leave?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	44%	25
No	56%	32

18.2. Annual Amount of Vacation Leave in Days

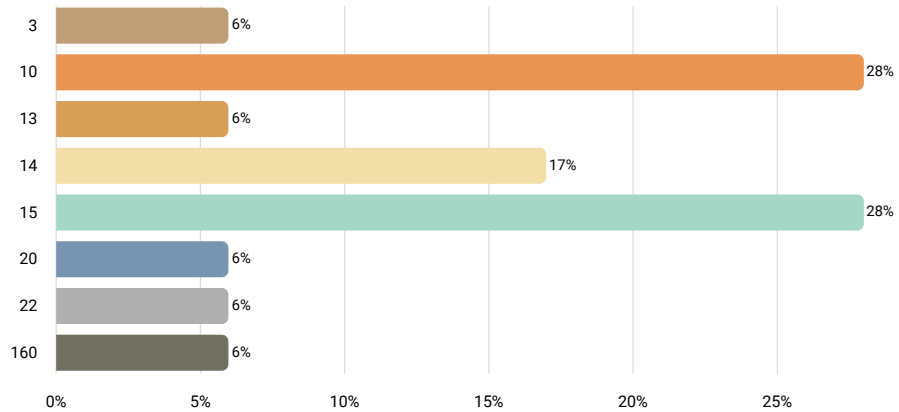
Answered 18 times

Skipped 7 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	10
25th percentile	10
50th percentile	14
75th percentile	15
90th percentile	22
Mean	21
Median	14
Standard deviation	35

18.3. How is Vacation Leave accrued?

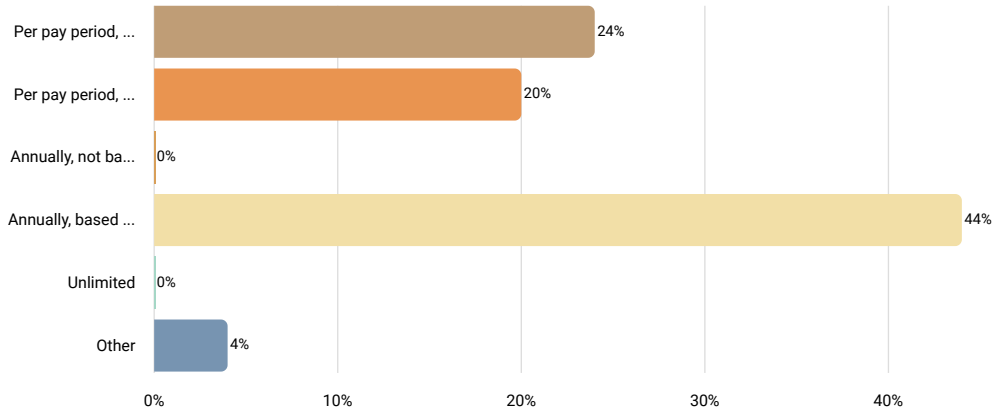
Answered 25 times

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	24%	6
Per pay period, based on hours worked	20%	5
Annually, not based on years of service	0%	0
Annually, based on years of service	44%	11
Unlimited	0%	0
Other	4%	1

18.4. Other Vacation Accrual Rate

Answered 1 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"
- "How is Vacation Leave accrued?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

18.5. Paid out at termination?

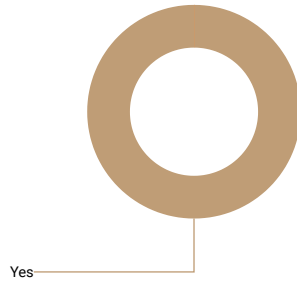
Answered 25 times

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	96%	24
No	0%	0

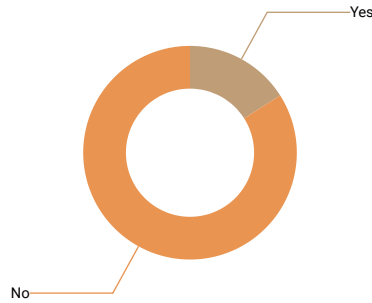
19. Personal Leave

19.1. Does your company offer Personal Leave?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	16%	9
No	84%	48

19.2. Annual Amount of Personal Leave in Days

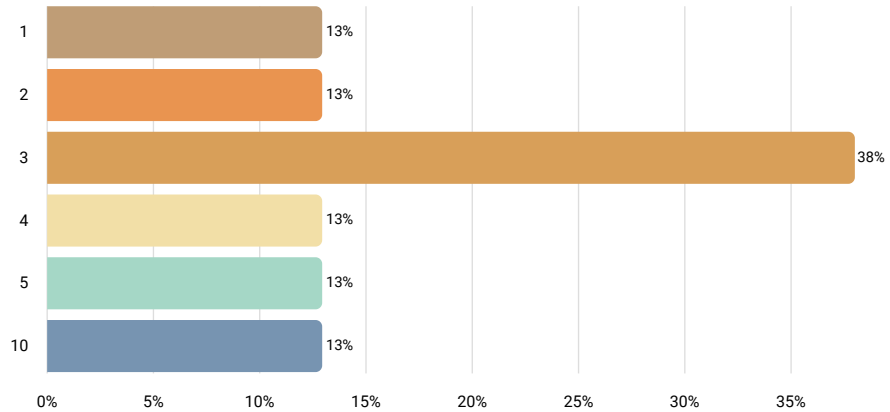
Answered 8 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	2.5
50th percentile	3
75th percentile	4.5
90th percentile	10
Mean	4
Median	3
Standard deviation	3

19.3. How is Personal Leave accrued?

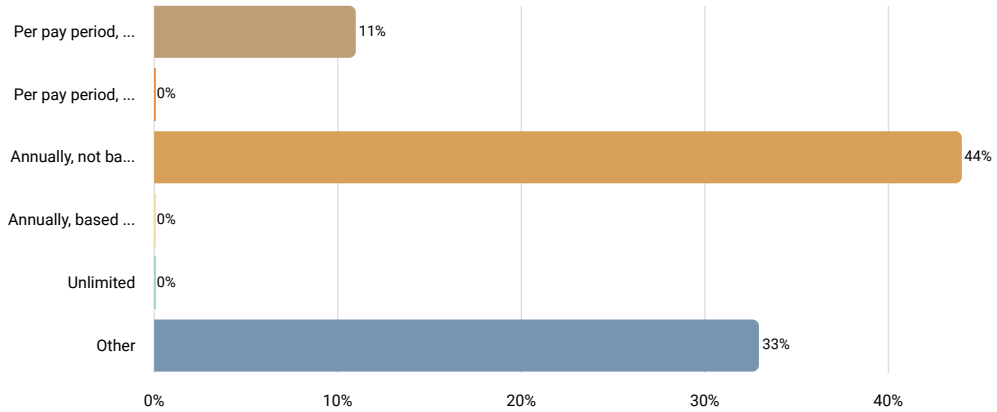
Answered 9 times

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	11%	1
Per pay period, based on hours worked	0%	0
Annually, not based on years of service	44%	4
Annually, based on years of service	0%	0
Unlimited	0%	0
Other	33%	3

19.4. Other Personal Leave Accrual Rate

Answered 2 times

Skipped 2 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Personal Leave?" has Selected button "Yes"
- "How is Personal Leave accrued?" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

19.5. Paid out at termination?

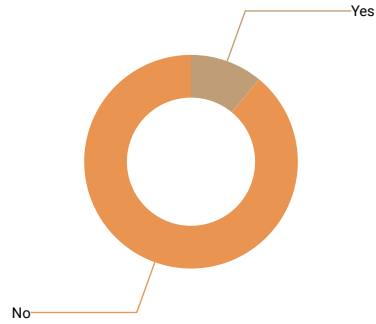
Answered 9 times

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	11%	1
No	89%	8

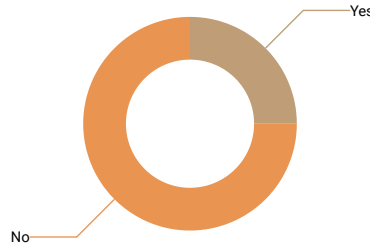
20. Paid Family Leave

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	25%	14
No	75%	43

20.2. Annual Amount of Paid Family Leave in Weeks

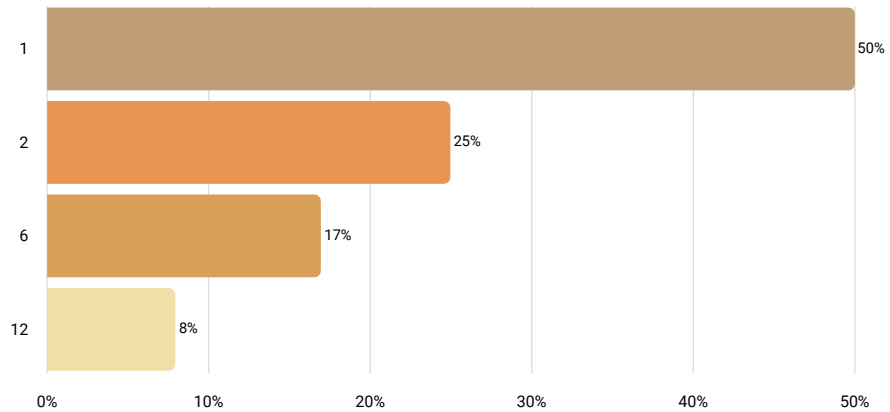
Answered 12 times

Skipped 2 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	1
50th percentile	1.5
75th percentile	4
90th percentile	6
Mean	3
Median	2
Standard deviation	3

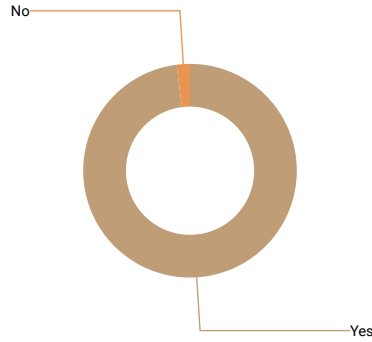
21. Short-term Disability

21.1. Does your company offer Short-Term Disability?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	56
No	2%	1

21.2. Short-term Disability Coverage Amount

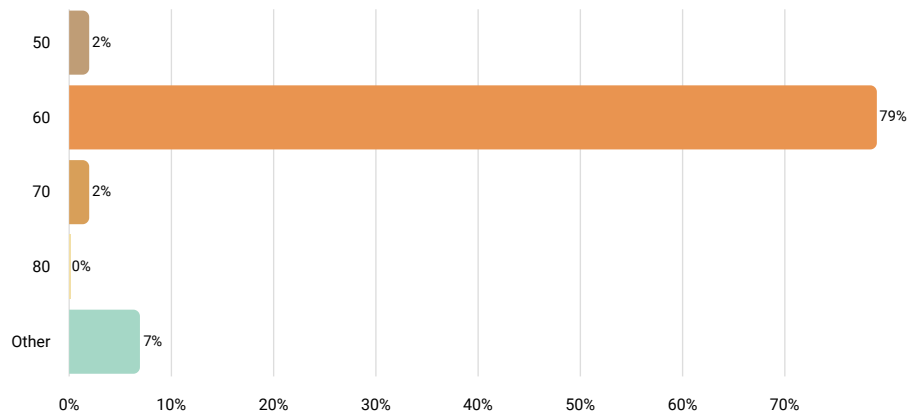
Answered 56 times

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	2%	1
60% of Income	79%	44
70% of Income	2%	1
80% of Income	0%	0
Other	7%	4

21.3. Other Short-term Disability Coverage Amount

Answered 4 times
 Skipped 6 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Amount" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

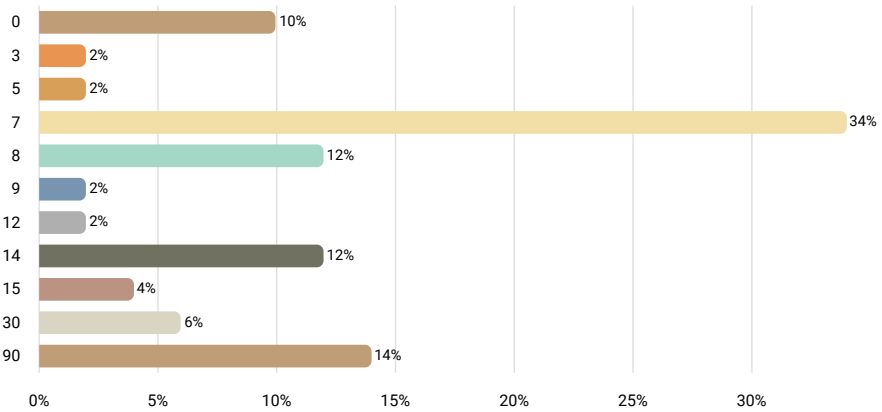
21.4. Coverage Waiting Period Days

Answered 50 times
 Skipped 6 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	1.5
25th percentile	7
50th percentile	8
75th percentile	14
90th percentile	90
Mean	21
Median	8
Standard deviation	29

21.5. Short-term Disability Coverage Term

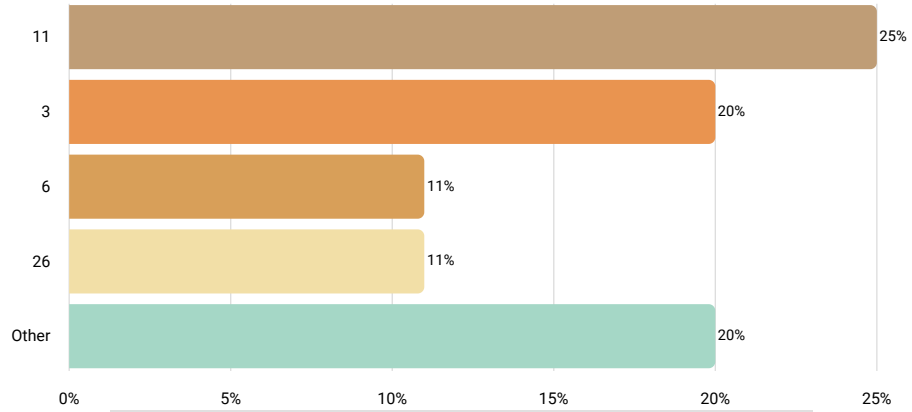
Answered 56 times

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	25%	14
3 months	20%	11
6 months	11%	6
26 weeks	11%	6
Other	20%	11

21.6. Other Short-term Disability Coverage Term

Answered 10 times

Skipped 9 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
13 weeks	6
12	1
3 months	1
12 weeks	1
60 weeks (for full-time hourly employees)	1

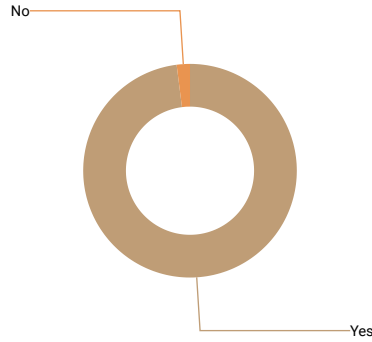
22. Long-term Disability

22.1. Does your company offer Long-Term Disability?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	56
No	2%	1

22.2. Long-term Disability Coverage Amount

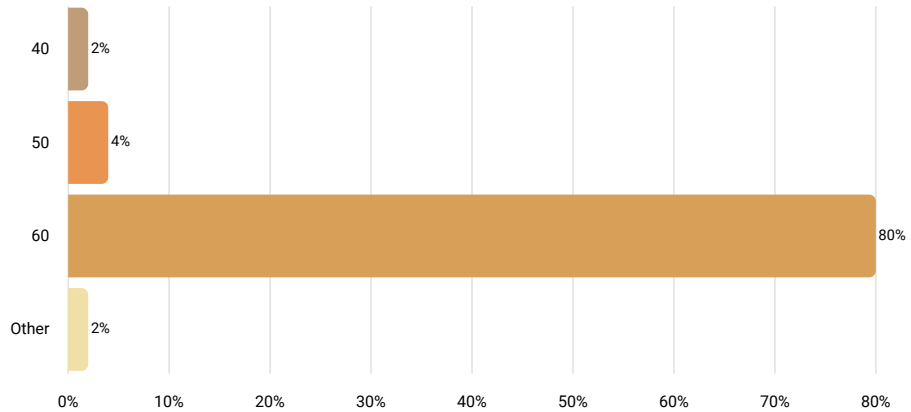
Answered 56 times

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	2%	1
50% of Income	4%	2
60% of Income	80%	45
Other	2%	1

22.3. Other Long-term Disability Coverage Amount

Answered 1 times

Skipped 7 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"
- "Long-term Disability Coverage Amount" has Selected button "Other"



We are sorry but the collected data is not sufficient to render an accurate res

22.4. Coverage Waiting Period Days

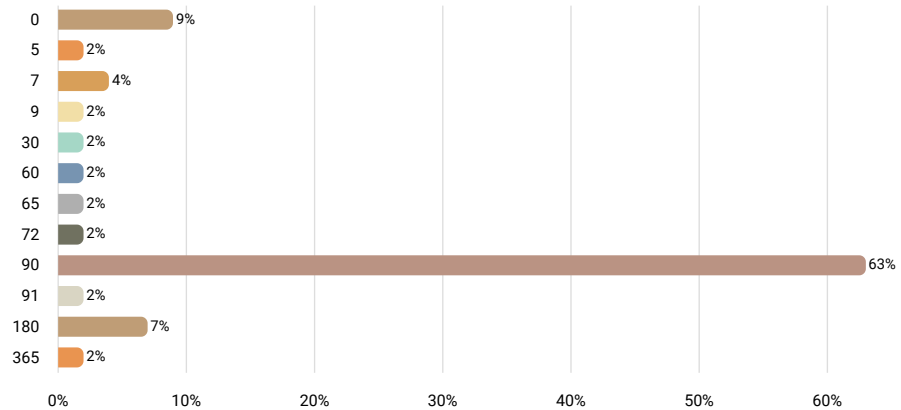
Answered 46 times

Skipped 10 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	5
25th percentile	72
50th percentile	90
75th percentile	90
90th percentile	91
Mean	84
Median	90
Standard deviation	60

22.5. Long-term Disability Coverage Term

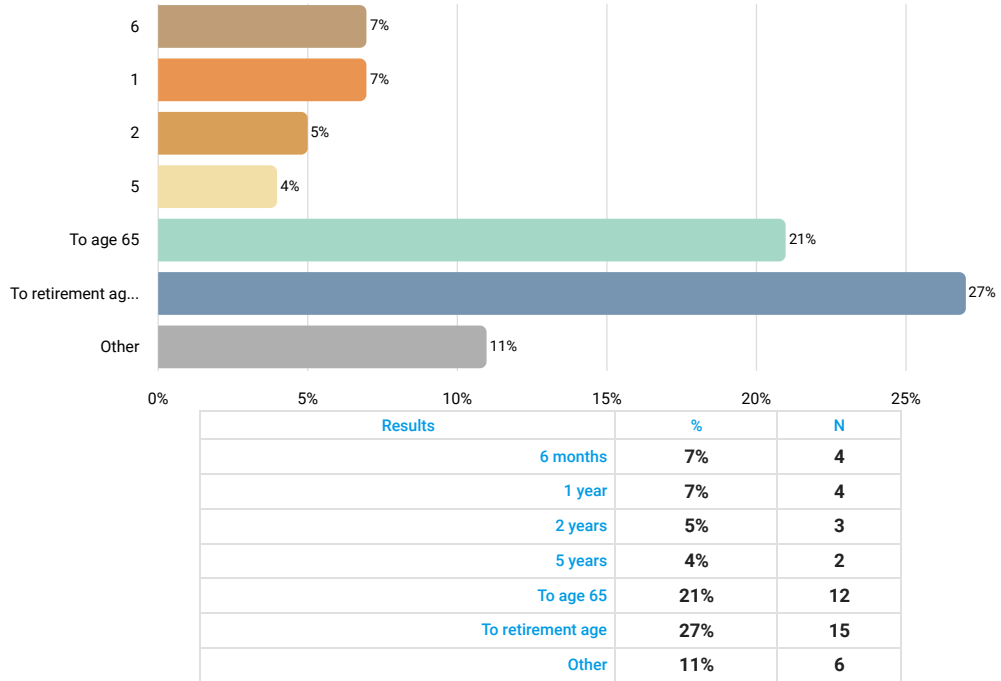
Answered 56 times

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"



22.6. Other Long-term Disability Coverage Term

Answered 5 times

Skipped 11 times

Text input

This question is applicable when the following conditions are met:

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

Results	N
employees may have to recertify their disability annually, and in some cases, every few months	1
varies depending on reason for disability	1
ssnra	1
later of age 65 or social security normal retirement age.	1
3 .5 years	1

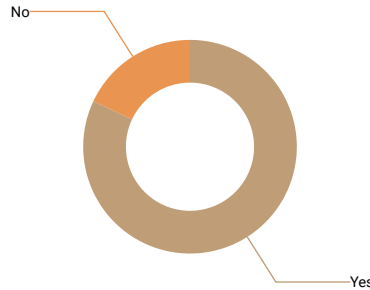
23. Education Assistance/Tuition Reimbursement

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

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	82%	47
No	18%	10

23.2. Education/Tuition Eligibility Requirements

Answered 39 times

Skipped 8 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	34
FTE	32
Minimum grade/score	31
Other	2

23.3. Other Education/Tuition Eligibility Requirement

Answered 1 times

Skipped 9 times

Text input

This question is applicable when the following conditions are met:

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



We are sorry but the collected data is not sufficient to render an accurate res

23.4. Percentage of Reimbursement

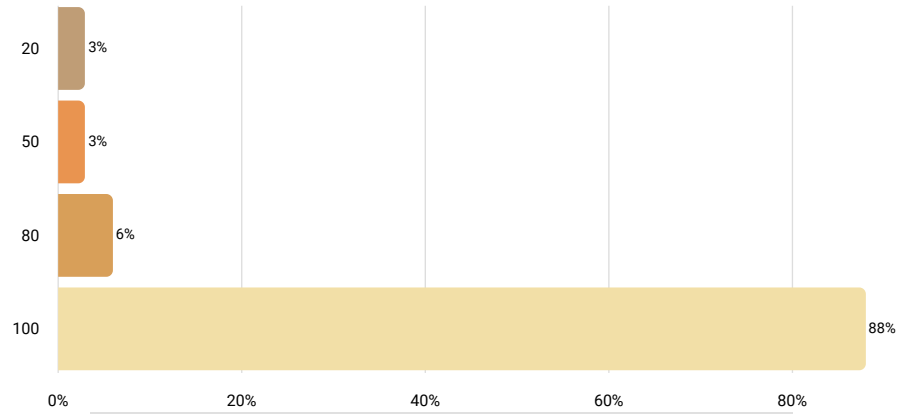
Answered 34 times

Skipped 13 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	80
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	95
Median	100
Standard deviation	16

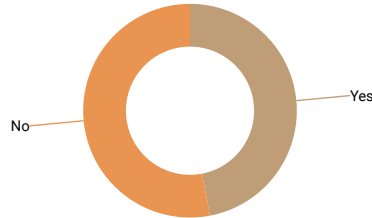
24. Flex-Time

24.1. Does your company offer Flex-Time?

Answered 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	47%	27
No	53%	30

24.2. Do you offer flex-time to pursue further education?

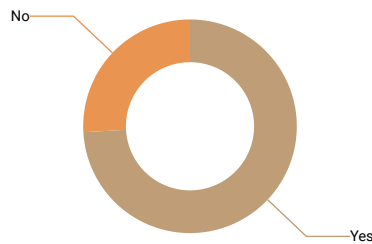
Answered 27 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"



Results	%	N
Yes	63%	17
No	22%	6

24.3. Do you offer flex-time for other reasons?

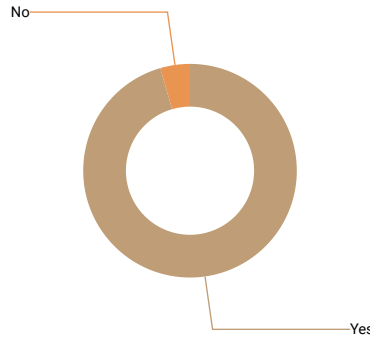
Answered 27 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"



Results	%	N
Yes	85%	23
No	4%	1

24.4. Describe your Flex-Time Policy.

Answered 17 times

Skipped 9 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"
- "Do you offer flex-time for other reasons?" has Selected button "Yes"

Results	
non production employees can flex their time for appointments, classes, etc. employees will need to make up their time during their designated work week	1
we offer flex schedules. 9 hour days with every other friday off and 10 hour days with every friday off.	1
we offer total time accounting so that employees only have to reach a certain amount of hours a year no matter how they work it.	1
flex time is available employees on a case by case basis. we accommodate higher education schedules; offer flexible weekly schedules in accordance with customer expectations.	1
work with your supervisor on the optimum work schedule covering core hours.	1
employees can work flex schedules including 4-10's, 9/80, etc.	1
employees may flex time before/after core hours	1
offer a modified full-time status with a reduced work hour requirement for employees.	1
some employees may work an alternate work schedule to have every other friday off.	1
ee dependent on needs	1
manager/mission approved.	1
no set policy. as long as you get your work done, we will work with employees that need flexibility in their schedule.	1
approvals on case by case basis. ex- if an employee has military reserves drill on fri-sun, they can work four 10-hour shifts on mon-thurs to ensure full 40-hour work week.	1
remote work needs approval by supervisor.	1
employee may flex time within a week for personal absences to avoid use of pto.	1
employees may adjust their working hours as work permits to accommodate personal needs	1
employees can flex-time as their needs require for whatever reason they deem necessary as long as the duties are being performed	1

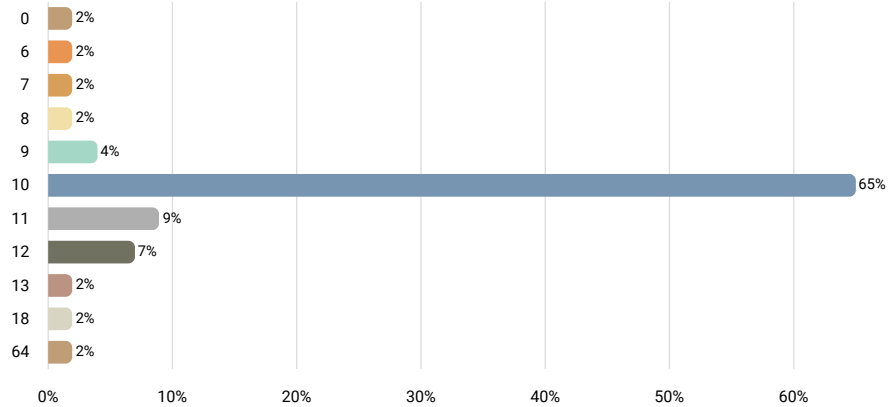
25. Holidays

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

Answered 46 times

Skipped 11 times

Number input



Statistics	
10th percentile	9
25th percentile	10
50th percentile	10
75th percentile	10
90th percentile	12
Mean	11
Median	10
Standard deviation	8

25.2. Annual Holidays Offered

Answered 55 times

Skipped 2 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	55
Martin Luther King, Jr. Day	30
Presidents' Day	28
Good Friday	6
Easter	2
Memorial Day	55
Independence Day	54
Labor Day	54
Veterans Day	29
Thanksgiving Day	54
Day after Thanksgiving	26
Christmas Eve	20
Christmas Day	54
New Year's Eve	16
Floating	10
Others Not Listed	29

25.3. List other holidays.

Answered 28 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- `Annual Holidays Offered` has `Others Not Listed` checked

Results	
columbus day	9
floating	2
2 floating	1
hourly birthday	1
3 floating holidays	1
4 personal holidays	1
5 day of spring break, and the 5 work week days between christmas and new years day	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
we offer paid holidays for the time from christmas eve through new years day. we are closed for these days.	1
columbus day , one of employee's choice	1
3 holidays:day after christmas to new year's eve	1
2nd day at labor day, juneteenth	1
columbus day is the one not listed	1
entire week from christmas through new year's day	1
columbus day, and 1 floating holiday	1
3 floating holidays to be used anytime	1
birthday	1
columbus	1
1 floating holiday	1

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 57 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	42%	24
No	58%	33

26.2. In what way(s) was your workforce impacted?

Answered 24 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	18
Layoffs/Furlough	4
Wage Changes	2
Benefits Changes	5

26.3. Has your company returned to full/normal operations?

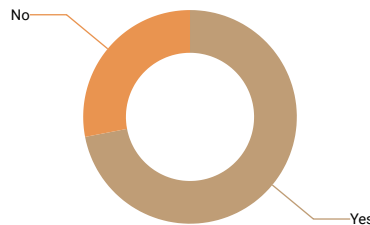
Answered 18 times

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 way(s) was your workforce impacted?" has "Changes to Operations/Production" checked



Results	%	N
Yes	72%	13
No	28%	5

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

Answered 4 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 way(s) was your workforce impacted?" has "Layoffs/Furlough" checked



We are sorry but the collected data is not sufficient to render an accurate res

26.5. Which benefits changed as a direct result of COVID-19?

Answered 5 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"
- "In what way(s) was your workforce impacted?" has "Benefits Changes" checked

Results	N
Medical	0
Prescription Drug Plan	0
Dental	0
Vision	0
Life Insurance	0
HSA	1
Pension (Defined Benefit)	0
401(k) Plan	1
PTO	3
Sick Leave	1
Vacation Leave	0
Personal Leave	0
Paid Family Leave	0
Short-term Disability	0
Long-term Disability	0
Education/Tuition Reimbursement	0
Flex-Time	2

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

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[Limestone County Economic Development Association](#)

[Huntsville/Madison County Chamber](#)

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