



*Special Report: Manufacturers*

## **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 Manufacturers. 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

# Table of Contents

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

## Part A: Summary Wage Tables

1. [Introduction and Guidelines](#)

## Part B: Detailed Wage and Benefit Report

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

# 1. Introduction and Guidelines

## APPLICABLE DATA

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

## 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](mailto: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	22	17.42	20.19	23.5	15.91	22.79
6.1.3	Administrative Assistant/Executive Secretary*	13	17.00	20.00	32.11	16.50	21.69
6.1.4	Purchasing Clerk*	5	13.56	20.50	26.21	16.46	22.00
6.1.5	Human Resources Assistant*	8	13.25	19.87	26.19	17.00	23.35
6.1.6	Customer Service Representative*	11	16.60	19.65	22.72	16.00	24.00
6.1.7	Telephone Operator/Receptionist	8	14.00	16.75	25.54	15.00	-
6.1.12	Document Control Specialist	5	19.00	20.77	25.00	-	-
6.1.15	Payroll Specialist*	8	17.00	20.75	29.33	19.50	23.79
6.1.17	Clerk, General	7	17.17	20.30	27.72	15.00	24.00
6.2.1	Engineering Technician - Level 1	5	18.12	21.49	23.50	-	-
6.2.2	Engineering Technician - Level 2*	6	19.18	26.64	30.00	-	-
6.2.4	Quality Control Technician - Level 1	13	14.56	17.00	25.25	15.25	18.95
6.2.5	Quality Control Technician - Level 2	10	14.34	19.84	24.85	16.33	22.37
6.2.6	Quality Control Technician - Level 3	10	18.00	19.86	29.86	19.65	26.64
6.2.8	Electronics Technician - Level 2	5	22.00	28.00	33.00	23.81	31.72
6.2.11	Drafter - CAD*	5	19.04	25.00	35.33	-	-
6.2.14	PC Network Support Technician*	5	17.96	26.13	30.23	-	-
6.2.15	Lab Technician	11	15.50	22.96	31.79	19.40	27.22

6.2.16	Data Entry Operator	6	11.00	17.24	21.46	-	-
6.5.1	Electrical/Electronic Assembler	6	11.00	19.55	26.00	-	-
6.5.3	Assembler, General	20	13.37	16.12	22.13	14.80	19.50
6.5.4	CNC Operator	12	15.80	20.99	28.00	18.40	25.00
6.5.5	Machine Tool Operator	6	18.00	23.49	28.12	16.31	26.00
6.5.6	Chemical Operator	5	15.81	29.00	35.33	20.40	33.18
6.5.7	Chemical Plant Systems Operator	5	26.23	29.70	35.51	26.70	36.48
6.5.8	Packaging Operator	9	13.50	17.00	30.24	16.40	18.81
6.5.9	Machine Molding Operator	10	14.72	18.66	27.11	15.37	20.85
6.5.12	Production/Machine Operator	32	14.50	17.70	21.00	15.00	20.00
6.5.13	Tool and Die Maker	13	23.56	28.50	31.76	21.30	30.00
6.5.14	Tool Crib Attendant	5	-	-	-	16.84	21.71
6.5.15	Production Painter	7	12.15	17.98	22.11	16.25	20.87
6.5.16	Welder	10	14.42	17.15	27.02	16.00	22.37
6.5.17	Inspector	9	14.23	16.94	29.76	14.10	19.00
6.5.18	Production Scheduler*	5	20.25	24.25	28.43	-	-
6.5.19	Inventory/Material Planner	5	17.00	19.45	21.21	-	-
6.5.21	Fabricator	5	16.80	18.80	30.33	17.50	23.08
6.6.1	Janitor	12	12.00	14.75	18.76	13.00	16.49
6.6.2	Electrician	8	25.56	31.89	34.91	25.31	33.96
6.6.3	Electrical and Control Mechanic	6	29.44	35.76	40.20	31.52	35.91
6.6.4	Multi-Craft Maintenance	24	23.33	28.20	37.62	23.10	32.00
6.6.5	General Building Maintenance	9	15.00	19.00	27.24	17.00	25.00
6.6.7	Maintenance Mechanic	17	17.59	24.95	34.75	20.00	28.70

6.6.9	Maintenance Planner	6	19.00	32.59	36.60	-	-
6.6.10	Maintenance Employees, General	11	18.27	24.25	30.00	22.80	31.72
6.7.1	Fork Lift Driver/Material Handler	34	14.50	17.40	22.10	15.74	20.00
6.7.2	Shipping and Receiving Clerk	32	15.54	18.86	23.35	16.26	20.00
6.7.3	Truck Driver, Tractor Trailer and Heavy	6	15.59	21.00	24.36	16.50	23.00
6.7.5	Stockroom Clerk	10	14.90	19.64	26.47	16.73	20.86
6.7.7	Warehouse Employees, General	14	14.00	17.47	22.30	16.00	20.50
6.8.1	Skilled Workers, Not Otherwise Classified	13	15.93	22.71	31.95	16.91	25.50
6.8.2	Semi-Skilled Workers, Not Otherwise Classified	10	12.41	15.14	22.82	13.00	19.00
6.8.3	Laborers/Helpers, Not Otherwise Classified	8	10.75	13.11	19.00	12.00	18.90
6.9.2	Production Supervisor*	5	22.00	24.74	26.33	20.60	31.00
6.9.6	Shipping and Receiving Supervisor*	6	20.00	22.63	28.30	21.99	28.80
6.9.8	Team Leader	33	17.00	21.21	27.97	18.99	24.00

## 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 10th Percentile	Midpoint 50th Percentile	High 90th Percentile	Minimum Midpoint	Maximum Midpoint
6.1.3	Administrative Assistant/Executive Secretary*	8	26,950	58,129	65,520	37,638	61,620
6.1.4	Purchasing Clerk*	8	41,225	51,500	89,911	42,000	65,000
6.1.5	Human Resources Assistant*	5	45,000	54,540	75,000	-	-
6.1.6	Customer Service Representative*	6	38,000	49,572	89,250	-	-
6.1.15	Payroll Specialist*	5	46,000	49,500	68,000	48,292	70,037
6.2.2	Engineering Technician - Level 2*	5	-	-	-	55,000	74,110
6.2.14	PC Network Support Technician*	7	39,000	55,700	78,400	42,300	70,000
6.3.1	Accountant - Level 1	7	42,000	50,000	82,000	-	-
6.3.2	Accountant - Level 2	15	46,700	65,500	76,375	55,000	78,513
6.3.3	Accountant - Level 3	13	57,769	73,500	93,478	72,671	106,124
6.3.4	Buyer - Level 1	9	42,000	57,750	77,990	50,955	62,398
6.3.5	Buyer - Level 2	11	52,500	58,000	71,050	50,000	72,600
6.3.6	Buyer - Level 3	11	62,200	71,000	84,486.84	-	-
6.3.9	Contracts Administrator - Level 3	5	81,674	99,216	106,050	-	-
6.3.10	HR Specialist/Generalist - Level 1	11	46,250	55,000	74,500	45,000	60,000
6.3.11	HR Specialist/Generalist - Level 2	12	57,641	65,495	73,667	54,699	78,814
6.3.12	HR Specialist/Generalist - Level 3	12	61,500	73,734	90,000	60,600	87,100
6.3.19	Material Planner	11	53,040	71,588	105,200	47,900	80,750
6.3.23	Financial Analyst	8	52,720	83,704	94,441	-	-

6.3.29	Training Coordinator	12	44,000	67,609	90,000	55,494	85,348
6.3.30	Compensation/Benefits Specialist	5	48,621	63,311	98,945	-	-
6.4.1	Mechanical Engineer - Level 1	5	64,750	68,120	90,000	-	-
6.4.2	Mechanical Engineer - Level 2	7	71,500	75,658	85,181	-	-
6.4.3	Mechanical Engineer - Level 3	6	69,644	88,781	108,500	83,000	83,000
6.4.4	Mechanical Engineer - Level 4	5	93,750	130,000	139,815	-	-
6.4.5	Mechanical Engineer - Level 5	6	80,000	140,946	142,000	-	-
6.4.13	Industrial or Manufacturing Engineer - Level 1	5	57,100	70,000	73,000	-	-
6.4.14	Industrial or Manufacturing Engineer - Level 2	7	67,000	77,355	93,606	-	-
6.4.15	Industrial or Manufacturing Engineer - Level 3	10	76,500	88,921	116,916	64,204	98,141
6.4.25	Quality Engineer - Level 1	6	45,926	60,650	127,500	55,000	70,000
6.4.26	Quality Engineer - Level 2	5	68,850	71,016	87,200	62,800	80,000
6.4.27	Quality Engineer - Level 3	9	57,334	81,600	95,795	69,000	89,000
6.4.51	Project Manager - Level 3	6	56,244	105,000	120,100	-	-
6.4.57	Safety Engineer	7	63,000	83,200	122,595	57,636	108,250
6.4.67	System Admin/Network Analyst	6	65,540	89,825	115,723	-	-
6.5.18	Production Scheduler*	7	48,000	60,440	82,000	47,140	69,460
6.9.1	Accounting Supervisor	11	62,400	75,000	110,000	66,560	97,864
6.9.2	Production Supervisor*	35	46,157	68,000	102,000	54,109	85,000
6.9.3	Senior Production Supervisor	11	65,420	80,000	113,796	65,000	109,100
6.9.4	Quality Assurance Supervisor	14	57,334	79,262	104,000	60,000	90,263
6.9.5	Customer Service Supervisor	5	42,500	61,800	88,649	-	-
6.9.6	Shipping and Receiving Supervisor*	20	47,351	62,250	90,380	55,500	80,000
6.9.7	Maintenance Supervisor	19	57,273	81,500	98,000	55,404	95,240
6.10.2	Inside Sales Representative	7	46,300	53,414	87,583	45,000	65,000

6.10.4	Outside Sales Rep (commission)	9	35,000	82,558	262,000	50,000	115,000
6.10.7	Sales Manager	11	77,608	98,111	160,320	90,000	112,000
6.10.9	Business Development Manager	8	40,372	120,000	182,879	100,000	150,000
6.10.10	Marketing Manager or Director	7	64,000	95,000	130,000	94,000	95,000
6.11.1	Controller or Accounting Manager	24	83,750	110,000	168,000	94,150	138,000
6.11.2	Maintenance Manager	19	64,912	108,000	133,800	80,000	118,500
6.11.3	Production or Operations Manager	34	70,000	105,500	165,464	86,091	127,519
6.11.4	IT Manager	12	79,000	102,000	158,662	77,000	125,000
6.11.5	Logistics/Materials Manager	22	72,000	100,000	153,025	85,000	117,000
6.11.6	Project or Program Manager	16	65,000	118,470	165,454	93,277	125,538
6.11.7	Project or Program Director	6	77,694	157,190	242,462	-	-
6.11.8	Engineering Manager	19	75,000	130,000	165,000	104,500	149,049
6.11.9	Quality Control Manager	31	70,297	108,150	136,431	79,900	119,800
6.11.10	Human Resources Manager	34	70,000	92,759	140,150	75,000	106,000
6.11.11	Safety/Environmental Manager	18	67,600	108,739	153,000	79,400	125,000
6.11.14	Facilities Manager	8	78,500	93,740	159,000	87,569	128,300
6.11.16	Plant Manager	26	89,107	142,820	207,250	111,051	163,500
6.11.17	Purchasing Manager	16	62,886	89,500	121,000	74,880	124,848
6.12.1	Top Sales/Mktg Exec (CMO/VP Sales/Mktg)	9	100,000	150,000	360,000	135,000	188,800
6.12.4	Top Programs Exec (VP Programs)	5	115,908	194,688	234,004	-	-
6.12.5	Top Financial Exec (CFO)	12	126,999	183,600	250,000	-	-
6.12.6	Top Manufacturing/Production Exec	14	137,246	175,109	216,250	155,000	181,100
6.12.7	Top HR Exec (CHRO/VP HR)	8	126,000	142,152	214,650	138,450	187,991
6.12.9	Chief Operating Officer (COO)	6	104,090	201,000	250,000	-	-
6.12.11	CEO/President	25	120,000	200,000	412,000	187,500	215,200

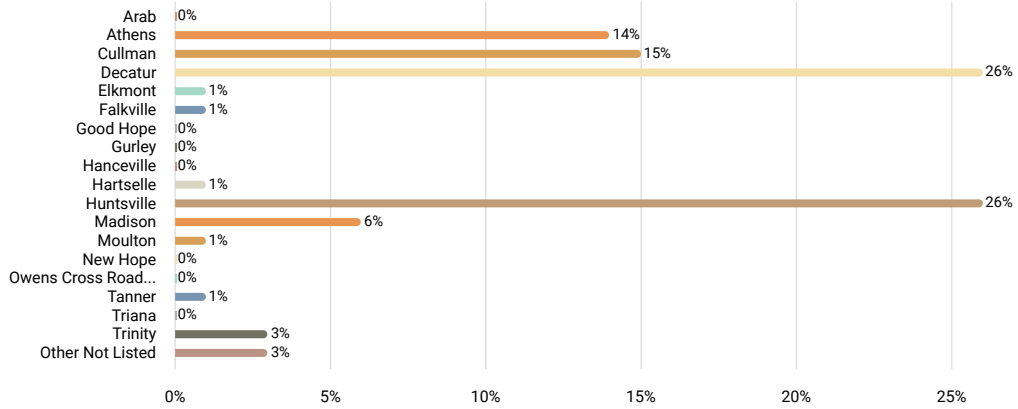
## 2. General Information

### 2.1. Company City

Answered 72 times

Skipped 0 times

Select one answer (drop down)



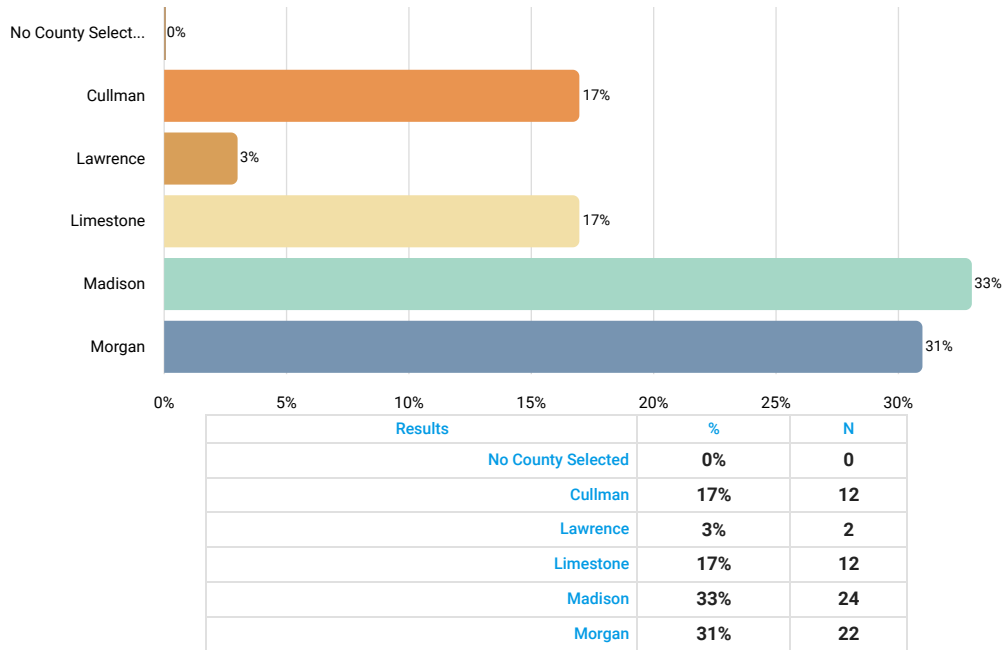
Results	%	N
Arab	0%	0
Athens	14%	10
Cullman	15%	11
Decatur	26%	19
Elkmont	1%	1
Falkville	1%	1
Good Hope	0%	0
Gurley	0%	0
Hanceville	0%	0
Hartselle	1%	1
Huntsville	26%	19
Madison	6%	4
Moulton	1%	1
New Hope	0%	0
Owens Cross Roads	0%	0
Tanner	1%	1
Triana	0%	0
Trinity	3%	2
Other Not Listed	3%	2

### 2.2. In which county is your company located?

Answered 72 times

Skipped 0 times

Select one answer (drop down)

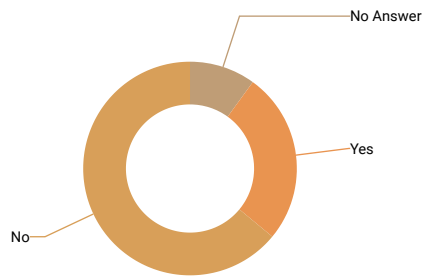


### 2.3. Is your organization a government contractor?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



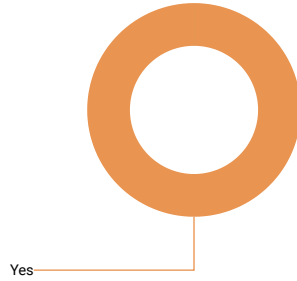
Results	%	N
No Answer	10%	7
Yes	26%	19
No	64%	46

### 2.4. Is your organization a manufacturer?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



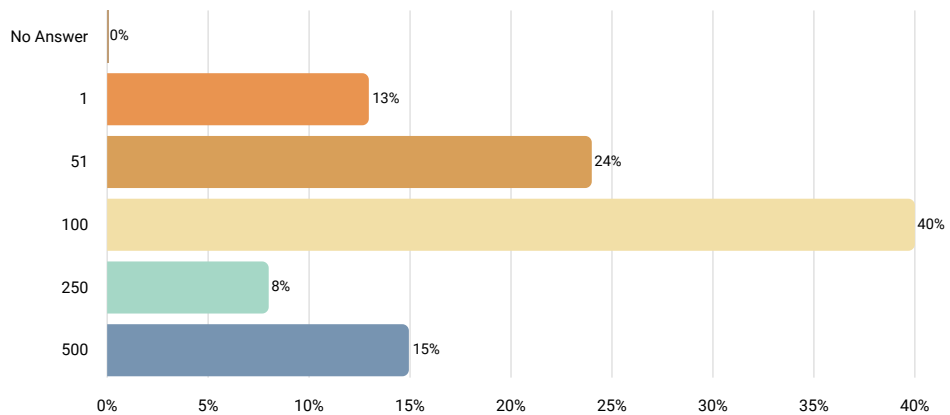
Results	%	N
No Answer	0%	0
Yes	100%	72
No	0%	0

### 2.5. Company Size

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	13%	9
51-99 Employees	24%	17
100-249 Employees	40%	29
250-499 Employees	8%	6
500+ Employees	15%	11

# 3. Company and HR Data

## 3.1. Total Gross Revenue in 2020

Answered 39 times

Skipped 33 times

Number input



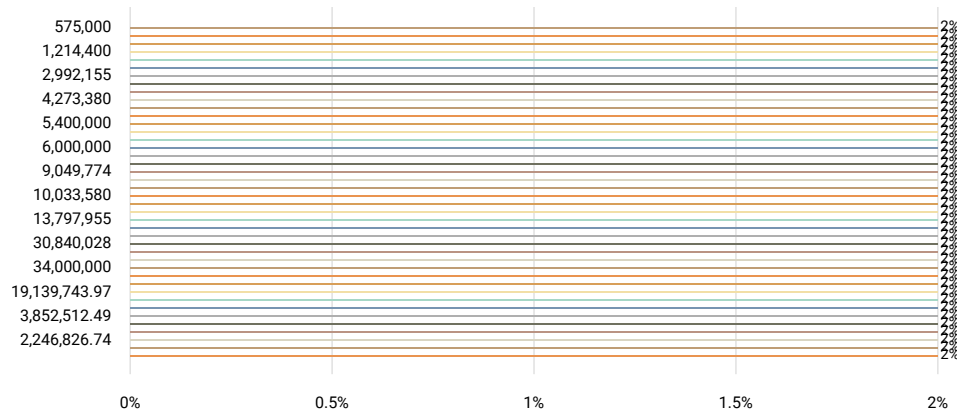
Statistics	
10th percentile	4,950,174
25th percentile	21,085,477
50th percentile	50,067,593
75th percentile	169,700,000
90th percentile	416,663,000
Mean	301,037,684
Median	50,067,593
Standard deviation	1,147,332,179

### 3.2. Total Gross Payroll in 2020

Answered 42 times

Skipped 30 times

Number input



Statistics	
10th percentile	1,214,400
25th percentile	2,992,155
50th percentile	5,959,769
75th percentile	13,623,804
90th percentile	31,321,000
Mean	12,446,941
Median	5,959,769
Standard deviation	17,572,758

### 3.3. Total Budgeted Payroll for 2020

Answered 30 times

Skipped 42 times

Number input



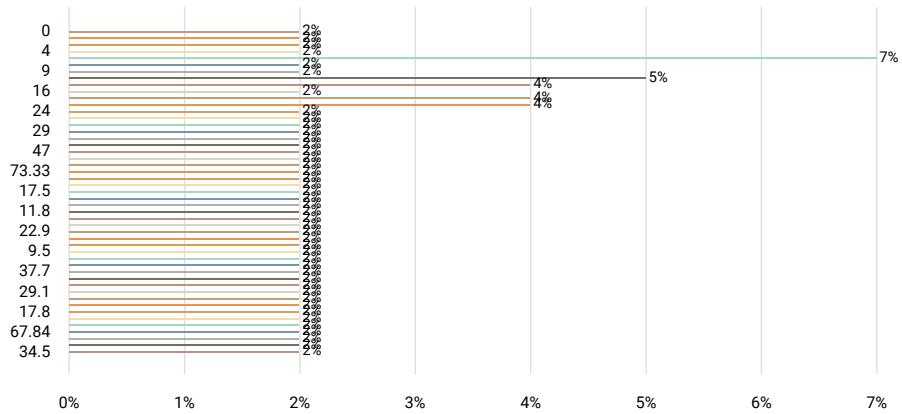
Statistics	
10th percentile	1,066,100
25th percentile	2,687,374
50th percentile	5,237,431
75th percentile	14,553,251
90th percentile	32,246,000
Mean	12,900,384
Median	5,237,431
Standard deviation	20,252,270

### 3.4. Overall Turnover Rate

Answered 57 times

Skipped 15 times

Number input



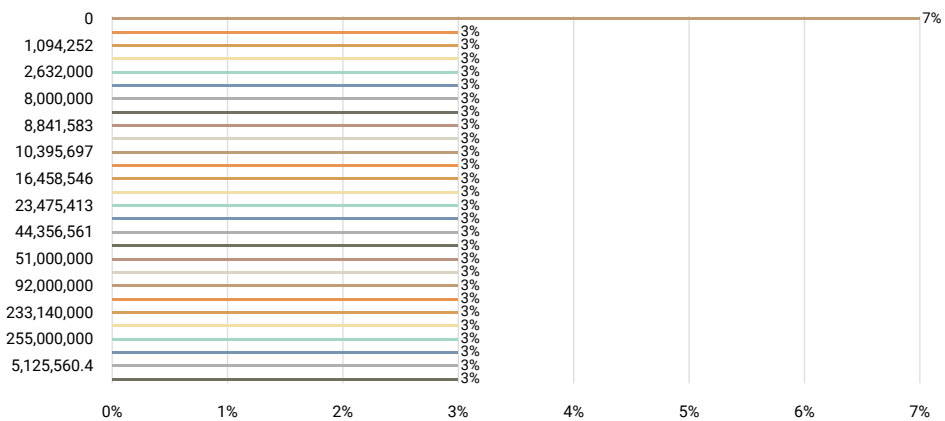
Statistics	
10th percentile	3.4
25th percentile	7
50th percentile	16
75th percentile	29.1
90th percentile	47
Mean	21
Median	16
Standard deviation	18

### 3.5. Total Operating Budget

Answered 29 times

Skipped 43 times

Number input



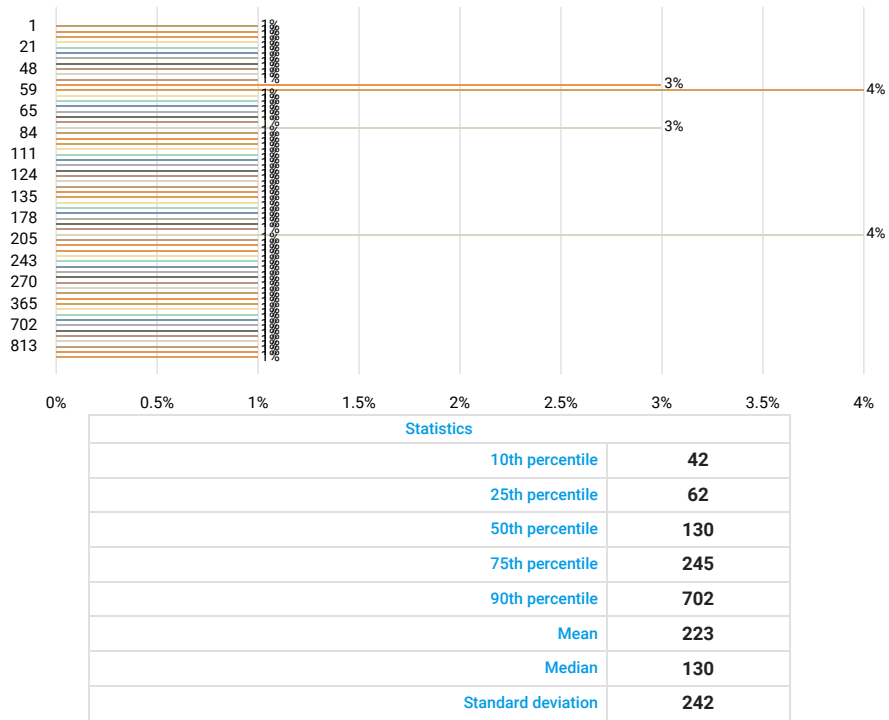
Statistics	
10th percentile	635,743.3
25th percentile	5,125,560.4
50th percentile	13,000,000
75th percentile	51,000,000
90th percentile	249,562,759
Mean	62,195,971
Median	13,000,000
Standard deviation	102,479,359

### 3.6. Number of Full-Time Employees (FTEs)

Answered 69 times

Skipped 3 times

Number input

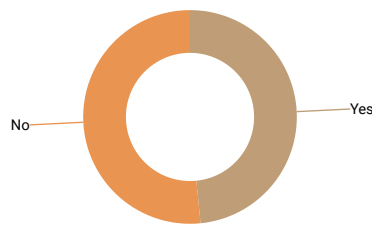


### 3.7. Are you planning a hiring campaign this year?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	46%	33
No	49%	35

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

Answered 25 times

Skipped 8 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"

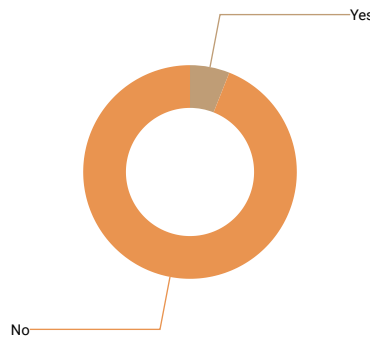
Results		
job fairs, employment web sites, job search firms		1
planning expansion of 10-15		1
we will expand our production on ppe and will hire additional staff for that production line.		1
job fairs		1
adding jobs due to new business		1
continue with the same practice of last year, indeed, facebook, local high school and college campaigns, career fairs, etc.		1
continue posting jobs on local and national job boards through our application system success factors; use linkedin recruiter application to source those passive candidates for difficult to fill positions; coordinate with aidt and calhoun community college's to access their talent pool.		1
we hire through a hiring pool. we completed assessments in april and will be hiring from that pool for 2021.		1
goal is to grow the company in sales and manpower. as of 5/26/21 we have 84 mii employees.		1
hiring for quite a few administrative/management positions		1
increase business in all departments		1
operator, engineering and it		1
na		1
25 fte additions		1
staff 2 maintenance positions and 7 operator positions		1
new contracts will result in the need to hire an additional 30 people in the fall. currently 20 people short of personnel plan. scheduled interviews to actual interview ratio is about 2:1 since about 50% don't show up for their interview.		1
we have ran radio ad, had a job fair, posted signs on main road, posted on indeed, linked in etc...		1
marketing, community involvement, college recruiting		1
fill open positions		1
we aim to recruit and hire 20 employees per week to assist with turnover, the total need for employees is roughly 55 full time.		1
we forecast a requirement of 20 additional fte's for 2021		1
potential to hire production to replace exiting hourly employees - no plans for additional hourly employees.		1
job fairs, referral bonus		1
standard recruiting methods		1
we have been approved to open a new facility and we will be gradually adding staff as this venture advances.		1

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	6%	4
No	94%	68

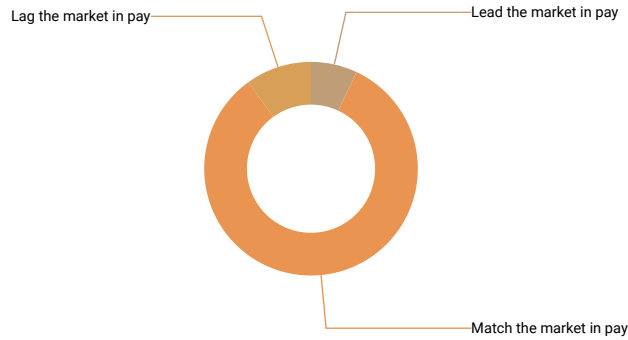
# 4. Pay Practices

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



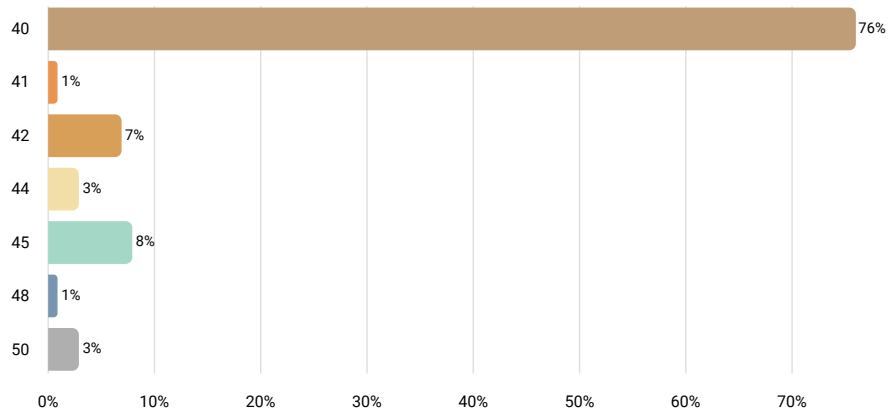
Results	%	N
Lead the market in pay	7%	5
Match the market in pay	83%	60
Lag the market in pay	10%	7

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

Answered 71 times

Skipped 1 times

Number input



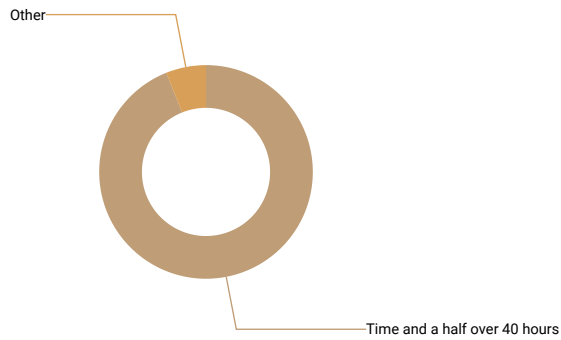
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	45
Mean	41
Median	40
Standard deviation	2

### 4.3. How do you calculate overtime hours?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Time and a half over 40 hours	93%	67
Time and a half over 80 hours	0%	0
Other	6%	4

### 4.4. Describe how you calculate overtime hours.

Answered 4 times

Skipped 0 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 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	47%	34
No	50%	36

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

Answered 31 times

Skipped 3 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"

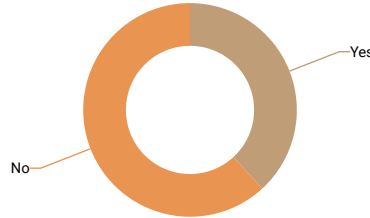
Results	
quarterly attendance bonus	1
annual discretionary bonus.	1
performance premium	1
based on company profitability - same quarterly bonus for everyone in the company.	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number of hours that the employee worked in the time during that quarter - this is for all employees.	1
quarterly bonus based on production, quality, attendance	1
percentage based on employee level and the overall company and individual performance	1
we offer bonus pay based on production. we also have a profit share.	1
profit share	1
annual bonus paid based on overall company performance	1
double time for 7th day worked.	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
air products has a variable pay bonus which is a wage percentage based on the performance of your region.	1
monthly pay for performance program based on efficiency, productivity, and core values	1
bonuses are based on company profit.	1
percentage of profits for the saint-gobain group as a whole along with 50% up to 10% total for site objectives. bonus is the percentage times the regular and overtime earnings.	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years	1
bonus based on meeting production targets	1
eligible for company profit sharing bonus after 2 years of employment.	1
\$1000 profit sharing bonus if we meet our sales projection, paid out 2x/year.	1
bi-weekly incentive plan based on customer delivery and annual bonus plan	1
attendance bonus up to \$1000 a year for hourly employees - profit sharing for all employees - semi annually when certain gross margins are met	1
we receive 2 bonuses a year.	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
return on profit made in the year	1
year-end bonus based on profitability	1
quarterly bonus	1
quarterly bonus: 10% target based on plant kpis.	1
15% profit sharing target for all hourly employees	1
annual percentage bonuses based on income, performance and attendance.	1

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	29%	21
No	47%	34

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

Answered 19 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"

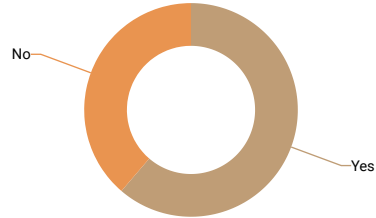
Results	
percentage of profit	1
yearly bonus based on company performance	1
annual discretionary bonus.	1
performance premium	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number of hours that the employee worked in the time during that quarter - this is for all employees.	1
percentage based on employee level and the overall company and individual performance	1
annual bonus paid based on overall company performance	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	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
percentage of profits for the saint-gobain group as a whole along with 50% up to 10% total for site objectives. bonus is the percentage times the regular and overtime earnings.	1
production bonus based on meeting production targets	1
incentive compensation based on company financial performance and personal performance.	1
\$2000 performance bonus, profit sharing bonus if we meet our sales projections, commissions based on sales, paid 2x/year.	1
bi-weekly incentive plan based on customer delivery and annual bonus plan	1
end of the year bonus	1
some manager-based objectives	1
quarterly bonus	1
15% profit sharing target for all hourly employees	1

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	57%	41
No	36%	26

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

Answered 36 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"

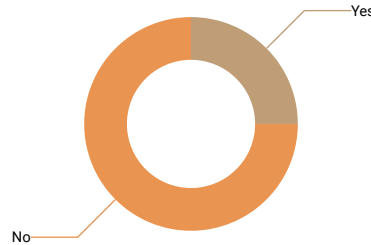
Results	
profit sharing structure where they receive a percentage of the companies year end net income based on performance goals	1
annual discretionary bonus.	1
performance bonus	1
depending upon position and level	1
based on company profitability - same quarterly bonus for everyone in the company.	1
members of our key executive staff have a bonus opportunity based on a combination of the company meeting the financial goals set by the corporate office and the individual achieving their own personal goals. the bonus percentage varies and is based on the position held within the company.	1
bonuses are based on the profit of the company, the tenure of the employee, the position that the employee holds, and the number of hours that the employee worked in the time during that quarter - this is for all employees.	1
annual performance-based bonus up to a percentage of their annual salary; percent is determined by the position	1
percentage based on employee level and the overall company and individual performance	1
bonus for executives	1
annual bonus paid based on overall company and individual performance	1
executive bonus program; serp 401k	1
year end bonus if the site meets our safety, quality and customer complaint benchmarks	1
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
percentage of profits for the saint-gobain group as a whole along with 50% up to 10% total for site objectives. bonus is the percentage times the regular and overtime earnings.	1
holiday bonus: 2.08% 0-4 years, 3.12% 5 years. short term incentives and long term incentives	1
bonus based on meeting set objectives	1
eligible for company profit sharing bonus after 2 years of employment.	1
incentive compensation based on company financial and personal performance and a long term incentive plan	1
each participant in the manager / professional incentive plan is assigned a group of bonus scales called "value centers". value centers are created as a scale, a means to measure the actual results of the business against expectations, with the result expressed as a percentage. the more the actual results exceed expectations, the greater the value center percentage. value centers are based on either sva or net sales. each value center is weighted such that the combination, called a "grouping", of value centers must always total 100%. further breakdown of the grouping between the sva value centers and the net sales value centers total 75% and 25%, respectively. the result of the weighted scales is applied to a participant's bonus level to determine the amount of bonus earned in a given year	1
profit sharing semi-monthly when certain profit is met. annual bonus based on performance.	1
we receive 2 bonuses a year.	1
annual bonus (lump-sum award), based upon meeting (or exceeding) company goals.	1
percentage of annual base pay	1
end of the yea bonus	1
management incentive plan for managers is 12.5%. management incentive plan for supervisors and senior level positions is 7.5%.	1
manager-based objectives	1
we provide bonus	1
quarterly bonus: 10% target based on plant kpis.	1
15% profit sharing target for all hourly employees	1
annual bonus	1
bonuses based on performance and typically a percentage of salary	1
annual percentage bonuses based on income, performance and established profit sharing percentages.	1
executives participate in the parent company bonus plan at targets ranging from 10% to 40% of base compensation.	1

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	24%	17
No	72%	52

### 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 15 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"

Results	
there are add-ons to the base rate of pay for certifications. ex: inspector, welder, trainer, production tech, offline, team lead, tech staff, tech support. the pay increases range from \$0.25 to \$2.00 per hour.	1
all positions	1
6 month assessments are done for technicians and they have the potential for a pay increase based on demonstrated proficiency of skills on our skills matrix	1
operations and maintenance positions are eligible for skill based increases. the increases are 7%, 4%, 6%, 8% and 10%. increases are based on both a written test and observation of acquired skill.	1
progression systems for all hourly employee departments. pay increases are different for each department and progression level. the skills needed to acquire increases are pre-determined in each department and are not based on time in the position.	1
maintenance and semi-skilled can earn higher hourly rates depending on education, training, and assessment tests	1
packaging operator 1-4 levels	1
tier based	1
technicians (operators, mechanics, instrument, electrical, etc.) have technical competency grades. increases vary depending on discipline. technicians need to complete check sheets and pass a review to achieve the next level.	1
production helper increases are based on learning and passing off different jobs up to 5 levels	1
experience based	1
the positions that are eligible are: operator in machining, forklift, heat treatment, die cast, inspector, machine straightener, tooling technician, maintenance tech, cnc technician, tool setter, cmm/metrology tech, facilities maintenance tech, process technician, melt technician, quality tech, cmm operator, smed technician, tooling apprentice, maintenance apprentice, melt operator.	1
hourly increase upon completion of sti training; qa inspectors have tiered job structure with pay increases based on certifications and years of experience	1
each level in production, shipping & maintenance have defined skills that must be obtained before a person can advance in level/pay.	1
maintenance positions are paid based on skill set. the can increase their compensation up to \$1.50 per hour at each level.	1

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

Answered 31 times

Skipped 41 times

Text area input

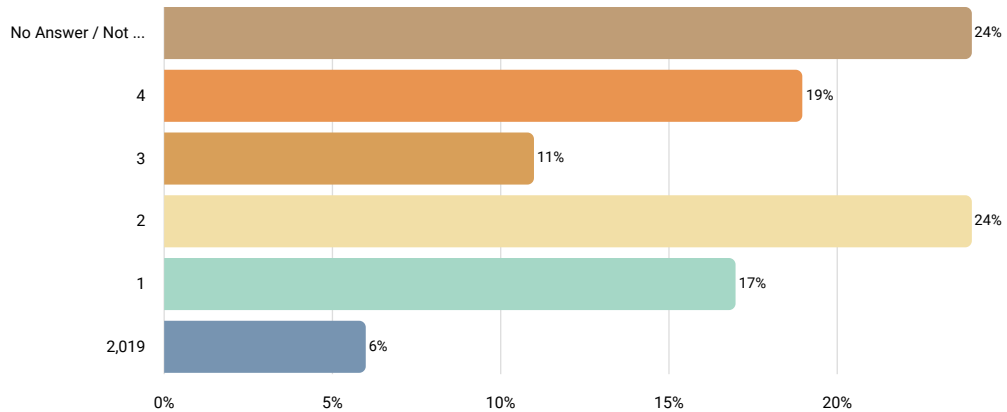
Results	
grades	4
grades. each job title has a pay grade associated with it. once a rate of pay increases out of that pay grade the job title would also need to change to stay aligned with the correct pay grade.	1
we do not have strict pay classes but is generally based on job tasks.	1
pay scale based on production/performance/attendance standards and number of job certifications within the plant. eligible for \$.50 increase every six months based on qualifications.	1
tiers	1
exempt, non-exempt, hourly	1
grades based on type of job. ie operators are level 2, supervisors are level 4	1
hourly positions are classified in different wage schedules.	1
na	1
assemblers and semi-skilled operators are reviewed every 90 days until they top out on the tier. skilled employees movement is based on merit. typically, if we adjust our wage scale, all tiers are adjusted.	1
different levels in maintenance based on education and skill	1
levels	1
production employees are in different job grades according to where they work. some job grades are tiered.	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
classification of employees will be by position. there is no tiers or levels to the operators	1
op tech 1 (entry level), op tech 2, op tech 3 maintenance tech 4, maintenance tech 5, maintenance tech 6	1
production helper, machine operators, leadmen	1
time employed, wage based on time in job for hourly production employees, increased for skilled trades are based on job classification (skill set)	1
senior, intermediate, beginner. beginner's are new employees and they get the starting base pay rate. as they advance, their classification changes and their pay is increased.	1
tier 1 - employees hired prior to 2002 tier 2 - employees hires after 2002 wages are based on levels 1-3	1
we utilize 'employee band levels' to classify employees for bonuses, employer benefit contribution amounts - owner; chief; director; manager; technical; and associate	1
experience based	1
we are working on this.	1
there are 5 levels for the operators, the inspectors and the melt operators and 6 levels for all other positions. the operators, inspectors, machine straighteners and melt operators get 50 cents increase every 3 months if they have a good performance review. all other positions get \$1 increase every 3 months if they have a good performance review.	1
grade with step structure	1
hourly and salary. hourly receives increases annually based on market review. salaried employees receive increases annually based on performance and market review	1
grades - based on job requirements, education and experience	1
grades are established based on the complexity of machines being operated.	1

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

Answered 72 times

Skipped 0 times

Select one answer (drop down)



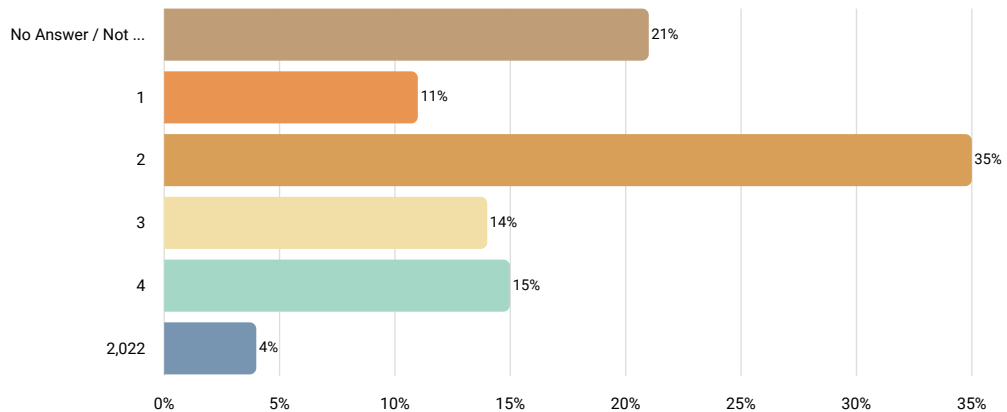
Results	%	N
No Answer / Not Applicable	24%	17
4th Quarter 2020 (Oct,Nov,Dec)	19%	14
3rd Quarter 2020 (Jul,Aug,Sep)	11%	8
2nd Quarter 2020 (Apr,May,Jun)	24%	17
1st Quarter 2020 (Jan,Feb,Mar)	17%	12
2019 or Earlier	6%	4

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

Answered 72 times

Skipped 0 times

Select one answer (drop down)



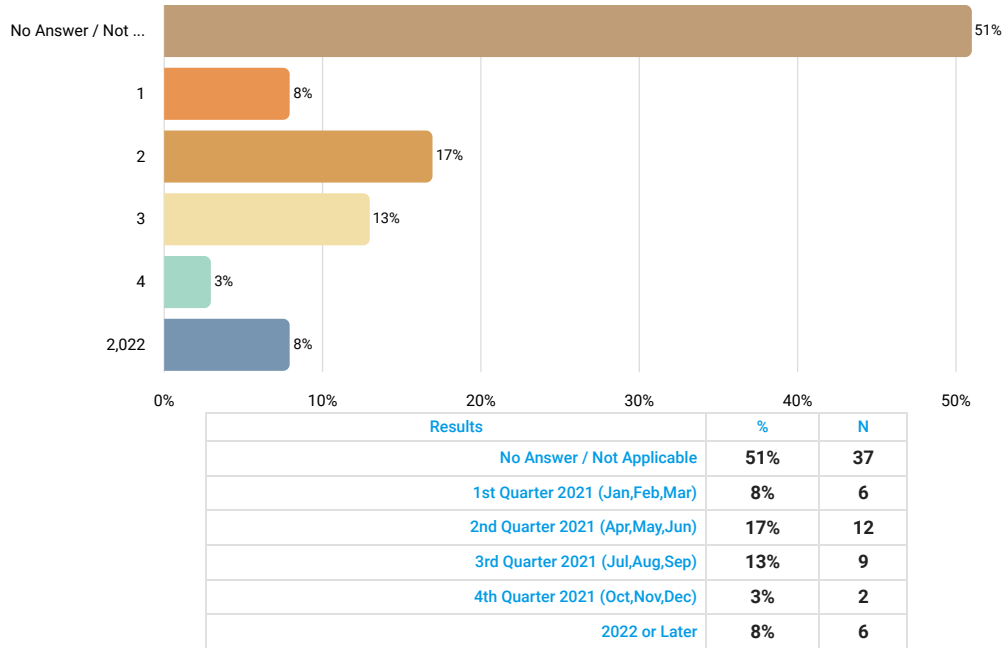
Results	%	N
No Answer / Not Applicable	21%	15
1st Quarter 2021 (Jan,Feb,Mar)	11%	8
2nd Quarter 2021 (Apr,May,Jun)	35%	25
3rd Quarter 2021 (Jul,Aug,Sep)	14%	10
4th Quarter 2021 (Oct,Nov,Dec)	15%	11
2022 or Later	4%	3

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

Answered 72 times

Skipped 0 times

Select one answer (drop down)

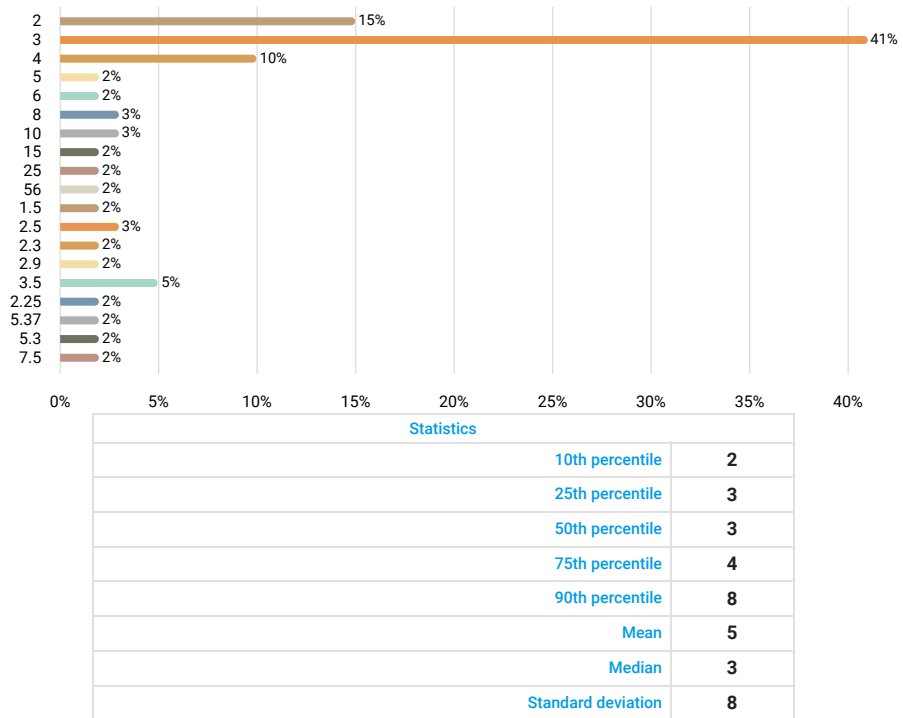


### 4.17. What was the average amount of your last pay increase as a percentage of base rates?

Answered 61 times

Skipped 11 times

Number input

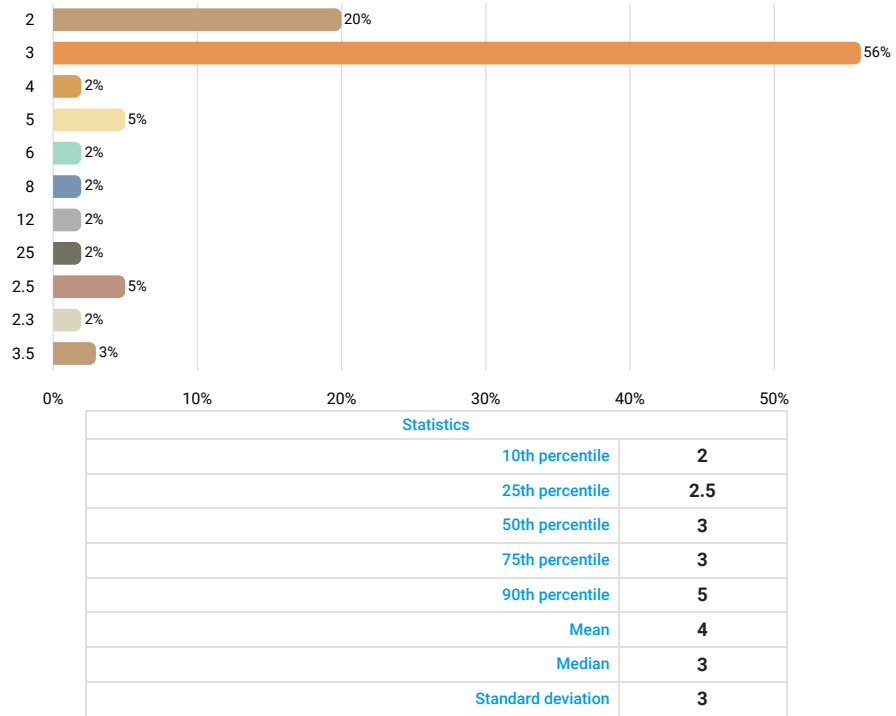


**4.18. What is your estimate of the average amount of the next pay increase, as a percentage of base rates?**

Answered 59 times

Skipped 13 times

Number input

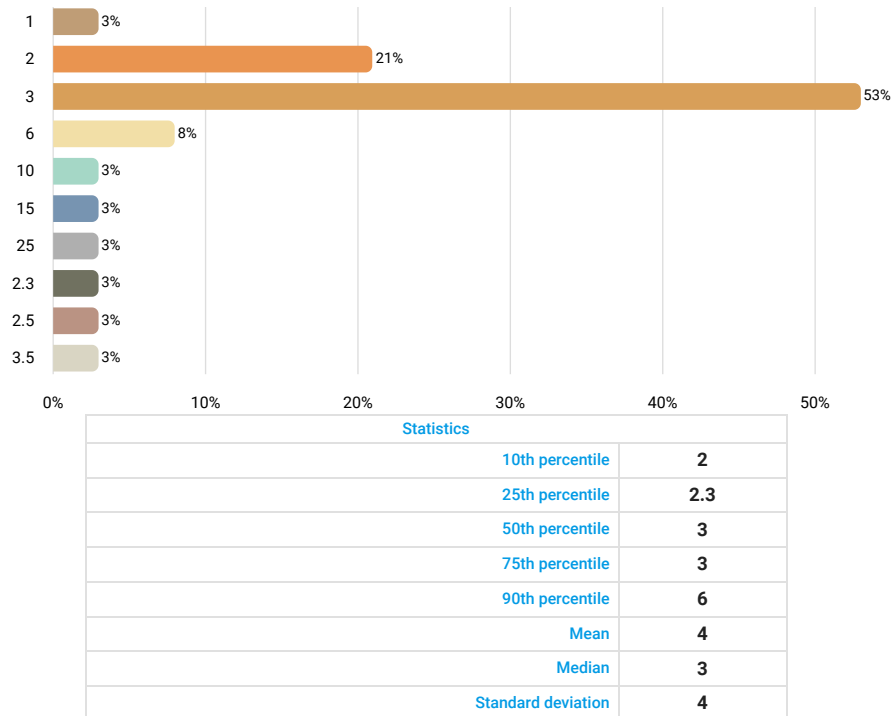


**4.19. If applicable, what is your estimate of percentage change in next the pay RANGE increase?**

Answered 38 times

Skipped 34 times

Number input



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

Answered 72 times

Skipped 0 times

Select multiple answers (checkboxes)

Results	N
1 Shift	22
2 Shifts	23
3 Shifts	23
10 Hour Shifts	18
12 Hour Shifts	25
Rotating Shifts	16
Swing Shifts	7
Other	11

**4.21. Describe your shift pattern.**

Answered 11 times

Skipped 0 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	
for our textile manufacturing, we offer a 9.5-10 hour shift with some weekend work based on need. this is all day shift and no rotation. for ppe, we offer four rotating 12 hour shifts. however, the rotation does not change employees from day shift to night shift, but does change days of week worked.	1
1st shift only, some monday - thursday 8.75 hr and fridays 5 hours, some monday - thursday 10 hrs	1
day shift only - mfg. four 9 hour days and one 4 hour day = 40 hour week; distribution five 8 hour days	1
4 on/3 off (12 hr), 3 on/4 off (12 hr), and also reg 5x a week (8 hr)	1
2 on 2 off 3 on 3 off every other weekend and swing from days to nights every two weeks & day shift	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
36 hour maintenance preventative team friday - sunday	1
one shift - normalized 8/9 hour shift	1
9/80 work week, 1 shift	1
9/80 schedule	1

**4.22. Describe your swing shift pattern.**

Answered 5 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

Results	
sunday, wednesday, thursday or monday, tuesday, friday, saturday	1
2 weeks days, 2 weeks nights	1
2-2-3 day/night	1
swing days to nights every two weeks	1
3 days on, 3 days off, 6 week swing from days to nights and vise versa	1

### 4.23. Describe your rotating shift pattern.

Answered 12 times

Skipped 4 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

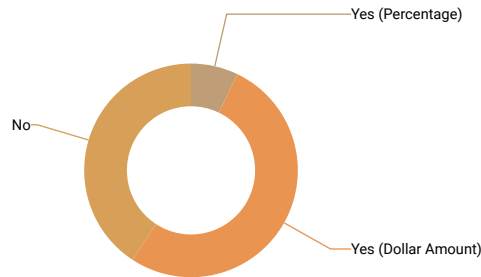
Results	
fixed dupont schedule with no rotation between day and night shift.	1
12 shift 5 days one week, 2 days the other week	1
we have 4 crews who work rotating 12 hour shifts (2 crews work 7 am - 7 pm and 2 crews work 7 pm - 7 am). day crews - they'll work sunday, wednesday and thursday one week and the next week, they'll work monday, tuesday, friday, and saturday. one night crew works every sunday, monday, tuesday, and every other saturday. the other night crew works every wednesday, thursday, friday, and every other saturday.	1
2-2-3	1
operations works dupont schedule, warehouse rotate from days to nights.	1
4 on - 4 off rotating shifts	1
within a two week pay period, the first week is 36 hours rotation, the second week is a 48hours	1
24/7 rotating from days to nights every two weeks. m/t/f/s/su/w/th - the rotate to another night/day pattern	1
2 weeks days 2 weeks nights	1
1 week days 1 week nights	1
shift moves from 1st to 2nd every 4 weeks	1
employees work 12 hours shifts; two days on two days off; with permanent night and day shifts.	1

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	7%	5
Yes (Dollar Amount)	51%	37
No	40%	29

### 4.25. Enter your 2nd shift premium percentage.

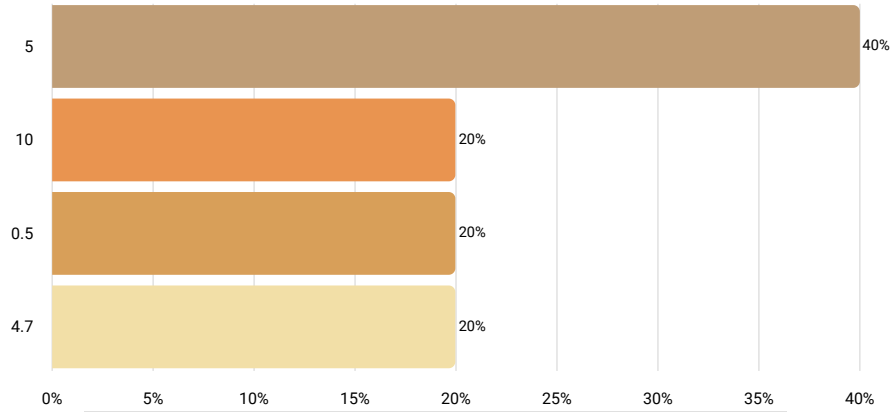
Answered 5 times

Skipped 0 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)"



Statistics	
10th percentile	0.5
25th percentile	4.7
50th percentile	5
75th percentile	5
90th percentile	10
Mean	5
Median	5
Standard deviation	3

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

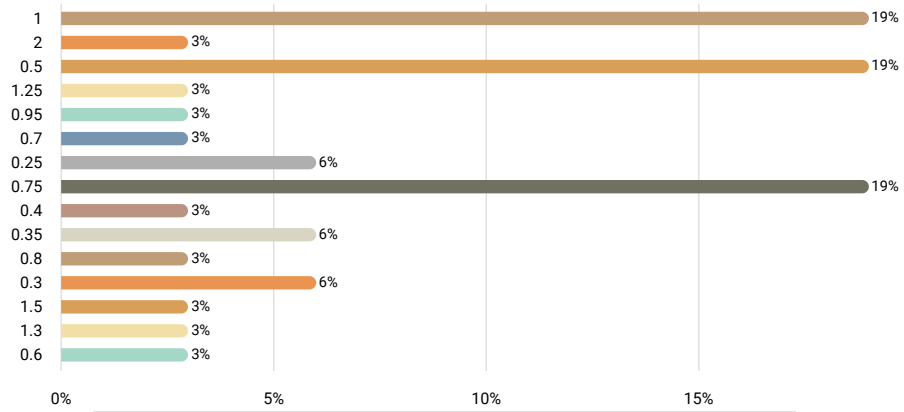
Answered 36 times

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)"



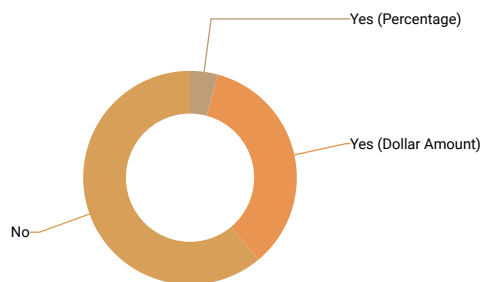
Statistics	
10th percentile	0.3
25th percentile	0.5
50th percentile	0.75
75th percentile	1
90th percentile	1.25
Mean	1
Median	1
Standard deviation	0

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	4%	3
Yes (Dollar Amount)	33%	24
No	58%	42

**4.28. Enter your 3rd shift premium percentage here.**

Answered 3 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your company pay a 3rd shift premium?" has Selected button "Yes (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.**

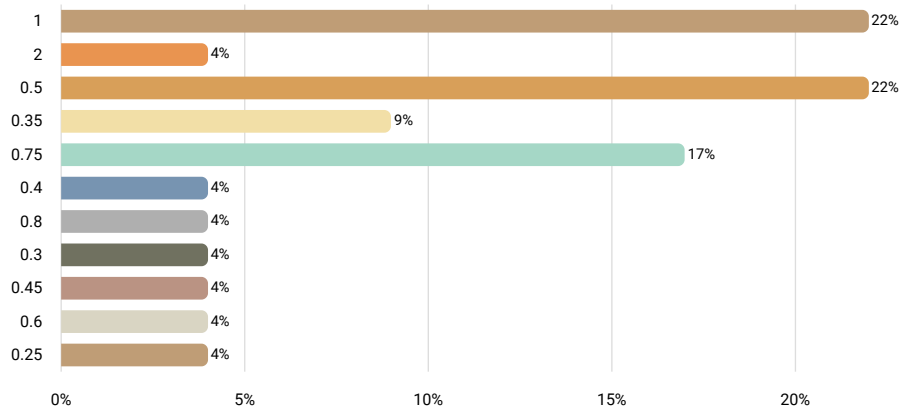
Answered 23 times

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)"



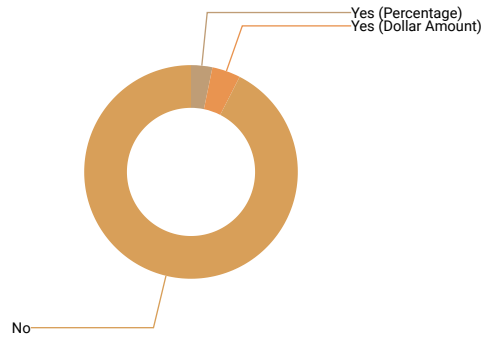
Statistics	
10th percentile	0.35
25th percentile	0.45
50th percentile	0.6
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes (Percentage)	3%	2
Yes (Dollar Amount)	4%	3
No	86%	62

### 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 3 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)"



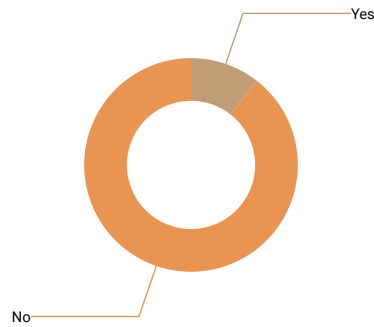
We are sorry but the collected data is not sufficient to render an accurate res

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	10%	7
No	85%	61

### 4.34. Please describe your additional shift differentials.

Answered 7 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"

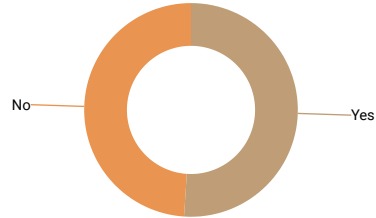
Results	
sunday pay is paid at double the rate of pay.	1
supervisors and maintenance receive \$1.25 instead of the \$0.75 shift differential	1
overtime rate	1
40 hours pay for 36 hours worked for friday - sunday maintenance pm team	1
time and a half for work on sunday's	1
weekend differential of \$.50	1
weekend shift premium of \$2.00	1

### 4.35. Does your company have positions that are leveled?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	49%	35
No	47%	34

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

Answered 30 times

Skipped 5 times

Text input

*This question is applicable when the following conditions are met:*

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

Results	
3	4
2	1
5	1
6	1
7	1
3 to 4 levels	1
engineer - 3 levels	1
multicraft levels 1 - 5	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
engineering tends to have 5 levels, production generally has 3 levels and most professional positions have 4 levels.	1
3 levels	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 professional positions have 4 levels	1
2 levels for herbicide applicator (based on certification)	1
specialist level 1-3	1
5 levels	1
engineering - 2	1
specialist a, specialist b	1
1-6 based on experience/responsibility	1
usually about 3 levels, some associate-level positions have fewer levels	1
engineers have 2 levels. there is a 10% pay difference in the 2 levels. maintenance technicians have 3 levels.these levels are based on skill and experience.	1
quality inspectors have 3 levels	1
there are four levels for our hourly employees	1
maintenance 5 levels / shipping 3 levels / production 3 levels	1

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

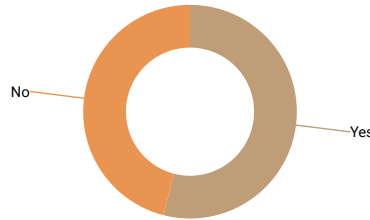
Answered 35 times

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"



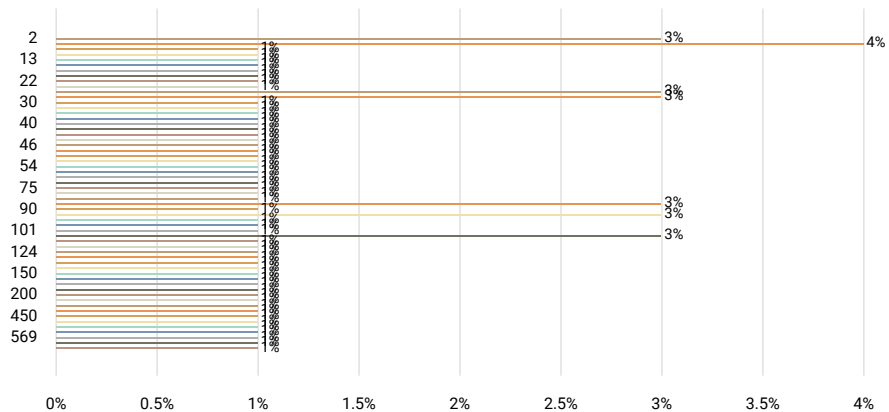
Results	%	N
Yes	54%	19
No	46%	16

### 4.38. Number of employees in production

Answered 67 times

Skipped 5 times

Number input



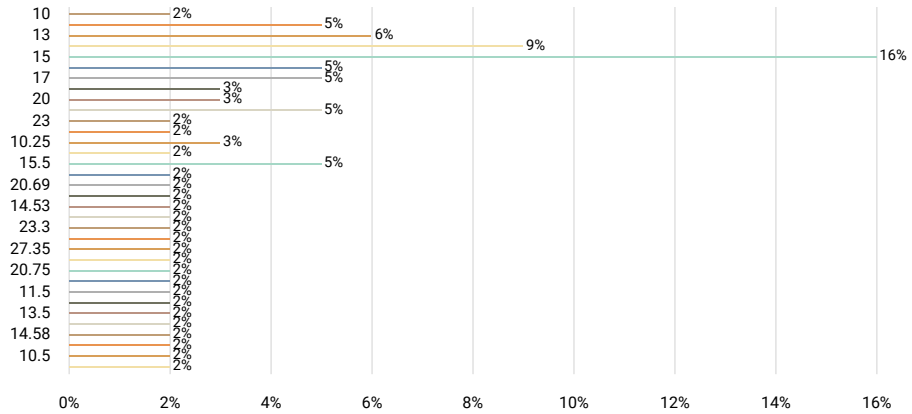
Statistics	
10th percentile	10
25th percentile	29
50th percentile	75
75th percentile	133
90th percentile	450
Mean	139
Median	75
Standard deviation	226

### 4.39. Average entry/hire hourly rate for production employees

Answered 64 times

Skipped 8 times

Number input



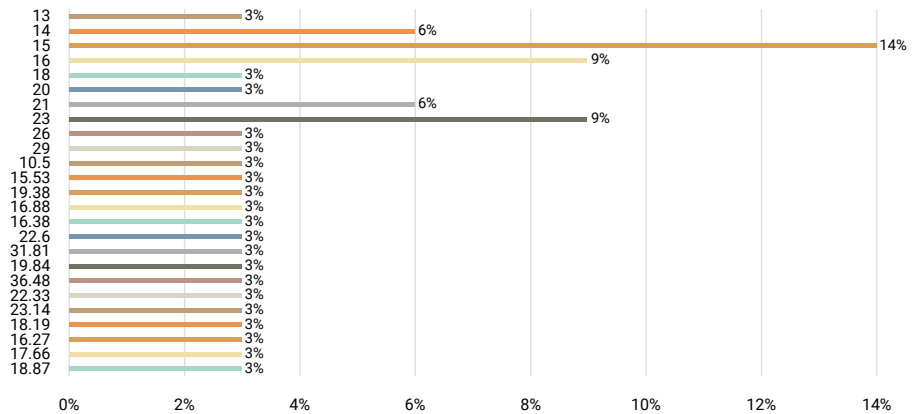
Statistics	
10th percentile	12
25th percentile	13.75
50th percentile	15
75th percentile	17.405
90th percentile	21
Mean	16
Median	15
Standard deviation	4

### 4.40. Average actual base rate for production employees

Answered 35 times

Skipped 37 times

Number input



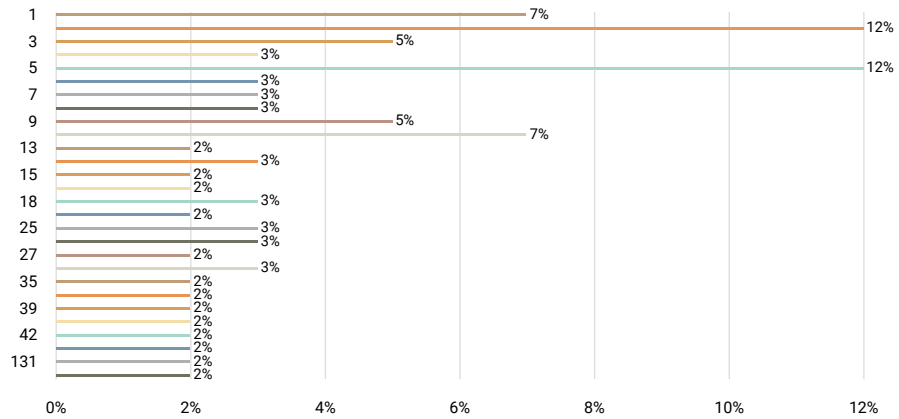
Statistics	
10th percentile	14
25th percentile	15
50th percentile	18
75th percentile	22.6
90th percentile	26
Mean	19
Median	18
Standard deviation	5

### 4.41. Number of employees in maintenance

Answered 59 times

Skipped 13 times

Number input



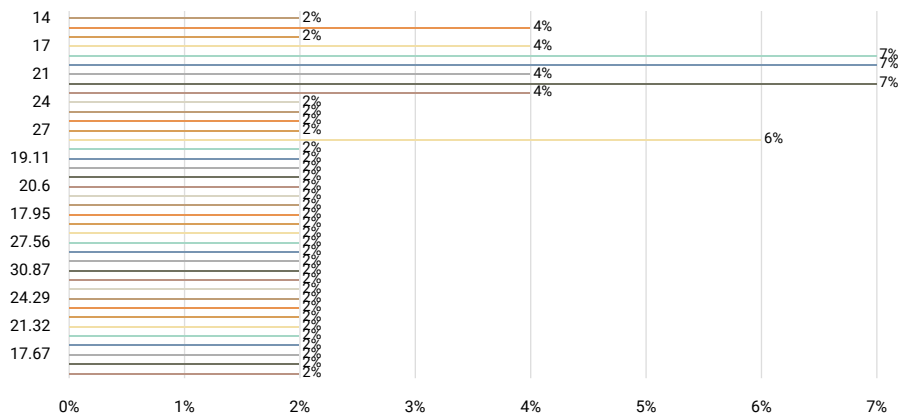
Statistics	
10th percentile	2
25th percentile	4
50th percentile	9
75th percentile	25
90th percentile	39
Mean	18
Median	9
Standard deviation	29

### 4.42. Average entry/hire hourly rate for maintenance employees

Answered 54 times

Skipped 18 times

Number input



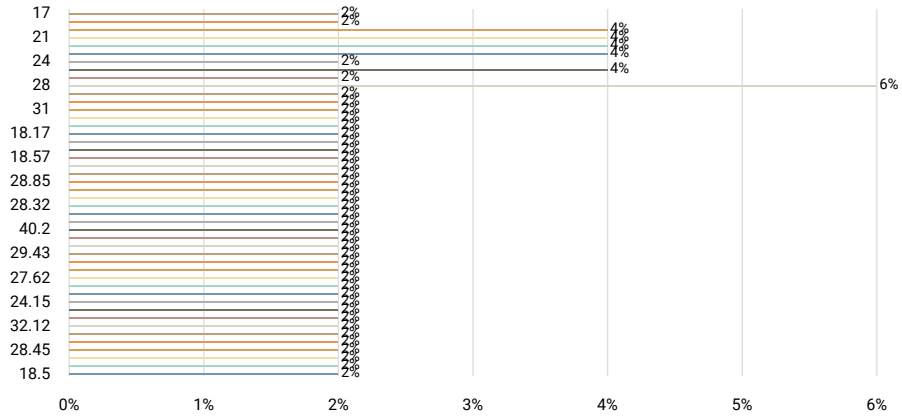
Statistics	
10th percentile	16.4
25th percentile	18
50th percentile	21.91
75th percentile	26
90th percentile	28
Mean	22
Median	22
Standard deviation	5

### 4.43. Average actual base rate for maintenance employees

Answered 53 times

Skipped 19 times

Number input



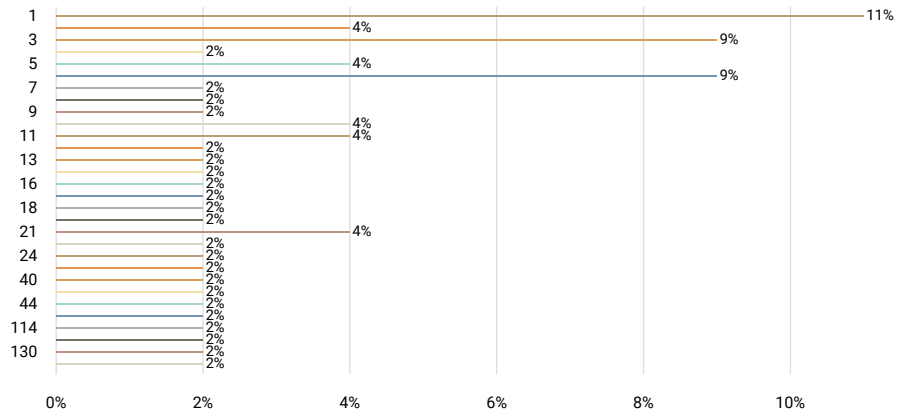
Statistics	
10th percentile	19.51
25th percentile	22
50th percentile	26.6
75th percentile	29
90th percentile	32.15
Mean	26
Median	27
Standard deviation	5

### 4.44. Number of employees in warehouse

Answered 45 times

Skipped 27 times

Number input



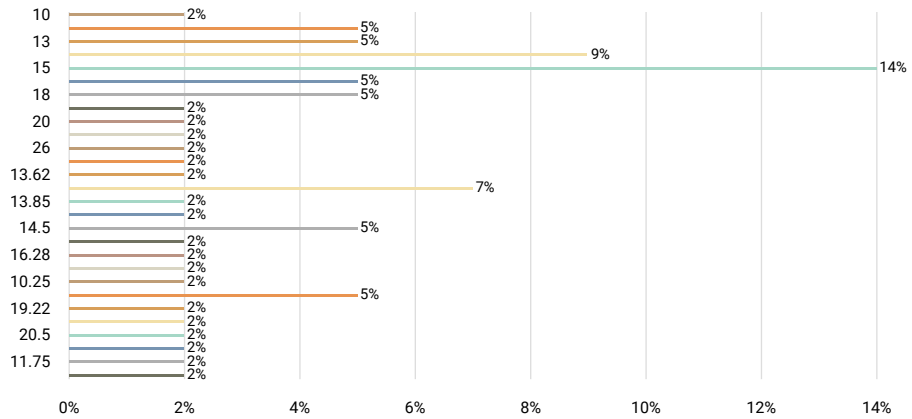
Statistics	
10th percentile	1
25th percentile	4
50th percentile	10
75th percentile	21
90th percentile	78
Mean	24
Median	10
Standard deviation	36

### 4.45. Average entry/hire hourly rate for warehouse employees

Answered 44 times

Skipped 28 times

Number input



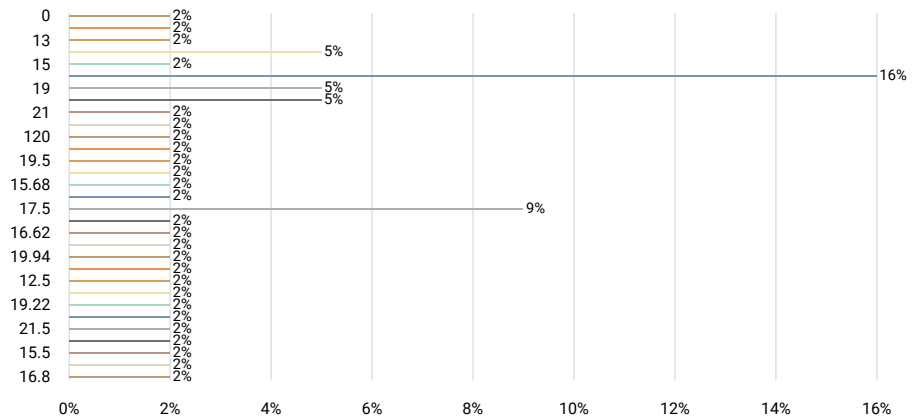
Statistics	
10th percentile	12
25th percentile	14
50th percentile	15.45
75th percentile	18.02
90th percentile	20.5
Mean	17
Median	15
Standard deviation	7

### 4.46. Average base rate for warehouse employees

Answered 43 times

Skipped 29 times

Number input



Statistics	
10th percentile	14
25th percentile	16.5
50th percentile	17.5
75th percentile	20
90th percentile	23.5
Mean	20
Median	18
Standard deviation	16

## 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  
Purchasing Clerk  
Human Resources Assistant  
Customer Service Representative  
Telephone Operator/Receptionist  
Document Control Specialist  
Payroll Specialist  
Clerk, General

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

Secretary  
Benefits Clerk  
Collections Clerk  
Contracts Assistant  
Dispatcher  
Expeditor  
Messenger/Courier  
Security Assistant

## 6.1.1 Accounting Clerk

### Job description

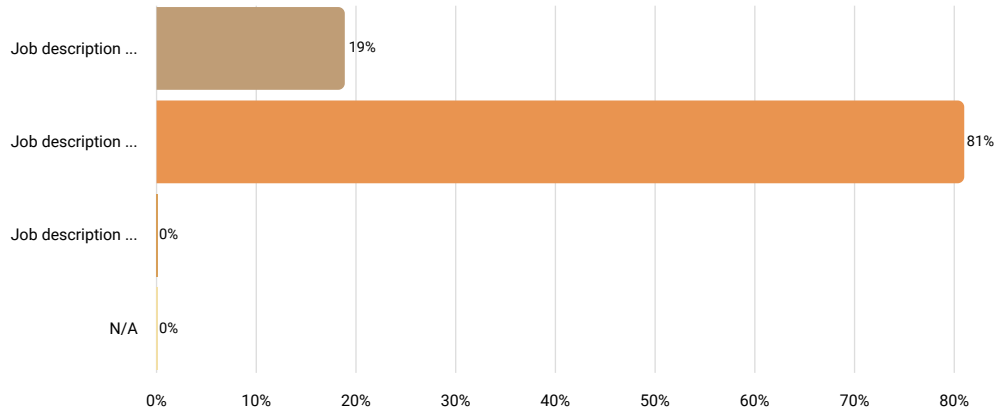
Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business 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 27 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	19%	5
Job description matches the position at your company very well	81%	22
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 17 times

Text input

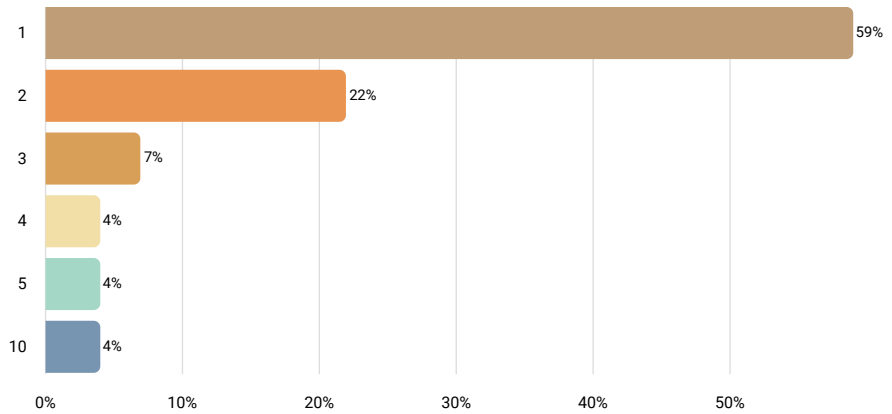
Results	
accounts payable clerk	2
accounts payable, accounts receivable	2
accounts payable specialist	1
accounting tech i & ii	1
accounts payable/receivable	1
accounting assistant	1
accounts payable assistant / receptionist	1
accounts payable/receivable clerk	1

### Number of Employees Currently in This Position

Answered 27 times

Skipped 0 times

Number input



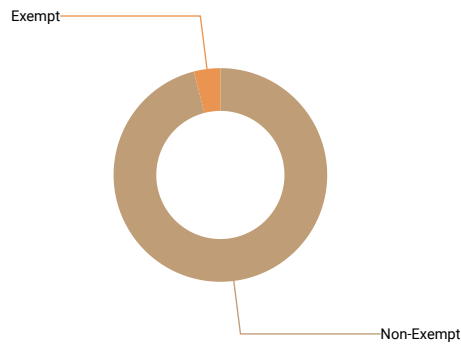
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 27 times

Skipped 0 times

Select one answer (radio button)



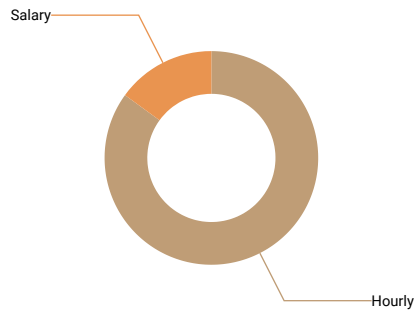
Results	%	N
Non-Exempt	96%	26
Exempt	4%	1

### Is this position paid an hourly rate or annual salary?

Answered 27 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	85%	23
Salary	15%	4

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	16	14.97	15	15.91	18.925	19.95	17	16
Pay Range Maximum Rate	16	18	19.105	22.79	26.5	29.86	23	23
Actual Lowest Base Rate	20	15.75	17.71	19.25	22.25	24.48	20	19
Actual Average Base Rate	22	17.42	18.53	20.19	23.15	23.5	21	20
Actual Highest Base Rate	20	17.71	18.505	22.335	24.03	26.27	22	22
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	1	2	3	3	4	3	3
Average Incentive Bonus or Other Cash Bonus (Annual)	5	0	5	200	1,500	5,000	1,341	200
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

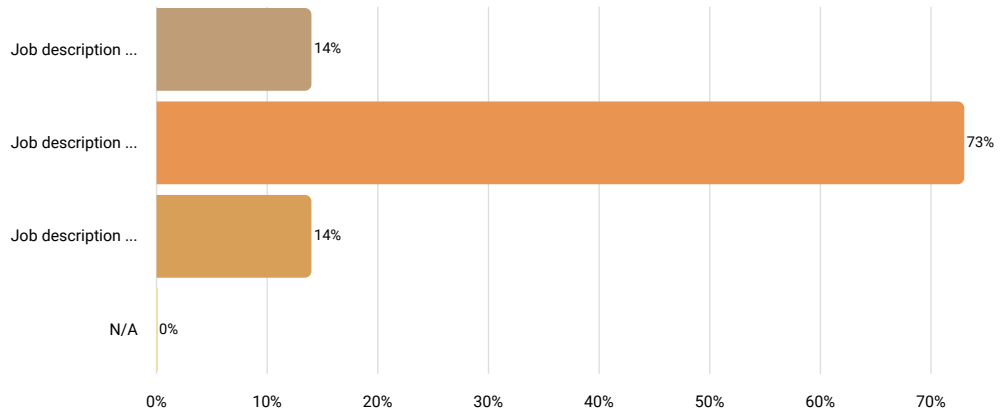
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical fun preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	14%	3
Job description matches the position at your company very well	73%	16
Job description is perceptibly stronger than the position at your company	14%	3
N/A	0%	0

#### Job Title (if different than above)

Answered 9 times

Skipped 13 times

Text input

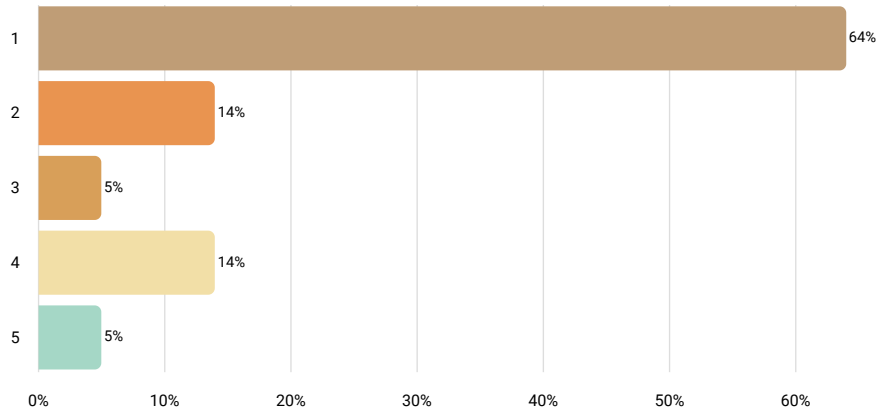
Results	
administrative assistant	2
guest service specialist	1
administrative clerk	1
administration assistant i, administrative assistant i - quality, & admin/facility assistant ii	1
administrative assistance/front desk receptionist/executive assistant	1
administrative specialist	1
executive assistant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

### Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



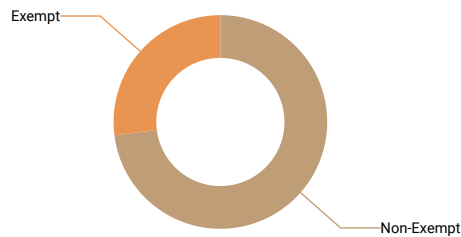
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



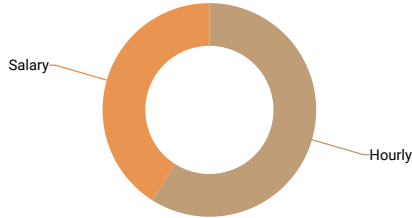
Results	%	N
Non-Exempt	73%	16
Exempt	27%	6

### Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	59%	13
Salary	41%	9

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	14	15	16.5	18.965	32.11	18	17
Pay Range Maximum Rate	8	17	20	21.695	24.37	32.11	23	22
Actual Lowest Base Rate	12	15	16.91	19.445	21.53	32.11	21	19
Actual Average Base Rate	13	17	19	20	21.12	32.11	22	20
Actual Highest Base Rate	12	19	19.445	20.345	27.3	36.42	30	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)	5	0	500	1,246	4,500	6,000	2,449	1,246
Pay Range Minimum Salary	6	26,950	31,200	37,638.5	43,786	55,000	38,702	37,639
Pay Range Maximum Salary	6	33,685	50,000	61,620	74,125	76,225	59,546	61,620
Actual Lowest Base Salary	7	26,950	31,200	51,996	60,000	65,520	47,889	51,996
Actual Average Base Salary	8	26,950	42,833.5	58,129.05	61,500	65,520	52,174	58,129
Actual Highest Base Salary	6	32,000	50,000	54,979.05	60,000	65,520	52,913	54,979
Average Incentive or Other Cash Bonus (Annual)								

## 6.1.4 Purchasing Clerk

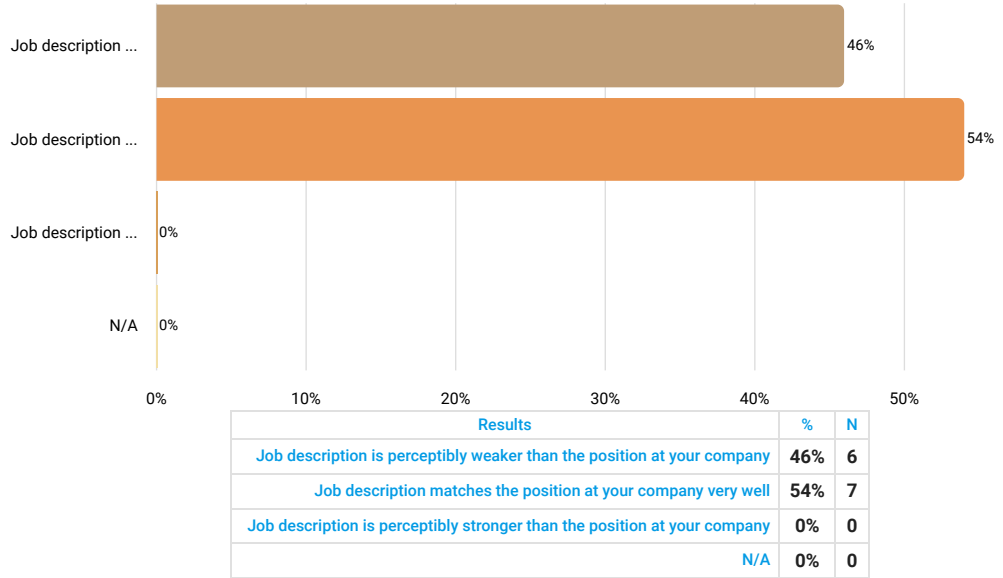
**Job description** Compile information and records to draw up purchase orders for procurement of materials and services.

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

Answered 13 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 10 times

Skipped 3 times

Text input

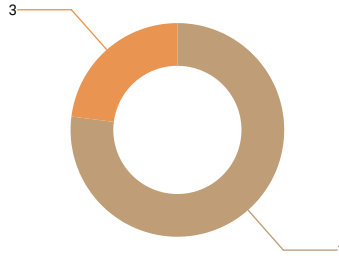
Results	
buyer	1
purchasing	1
procurement specialist	1
supply chain clerk	1
inventory specialist	1
procurement coordinator	1
junior procurement specialist	1
purchasing assistant	1
inventory clerk (manufacturing - assistant quality control)	1
purchasing specialist	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



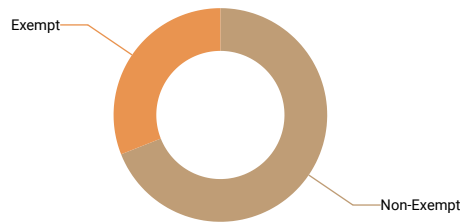
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



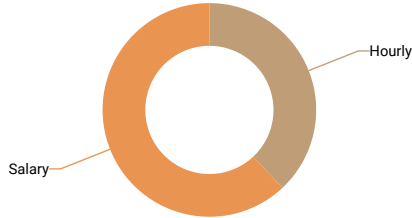
Results	%	N
Non-Exempt	69%	9
Exempt	31%	4

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	5
Salary	62%	8

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	12	16	16.46	20	21.28	17	16
Pay Range Maximum Rate	5	17	18	22	24.54	27.42	22	22
Actual Lowest Base Rate	5	0	13.56	20	21.92	25.54	16	20
Actual Average Base Rate	5	13.56	17	20.5	21.92	26.21	20	21
Actual Highest Base Rate	5	13.56	19	21	21.92	26.54	20	21
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	35,990	40,000	42,000	60,000	75,715	48,293	42,000
Pay Range Maximum Salary	7	42,000	44,985	65,000	75,000	132,501	69,927	65,000
Actual Lowest Base Salary	8	41,225	43,500	45,500	65,975	89,911	55,136	45,500
Actual Average Base Salary	8	41,225	43,500	51,500	65,975	89,911	56,636	51,500
Actual Highest Base Salary	8	41,225	43,500	55,000	71,475	89,911	58,886	55,000
Average Incentive or Other Cash Bonus (Annual)								

## 6.1.5 Human Resources Assistant

### Job description

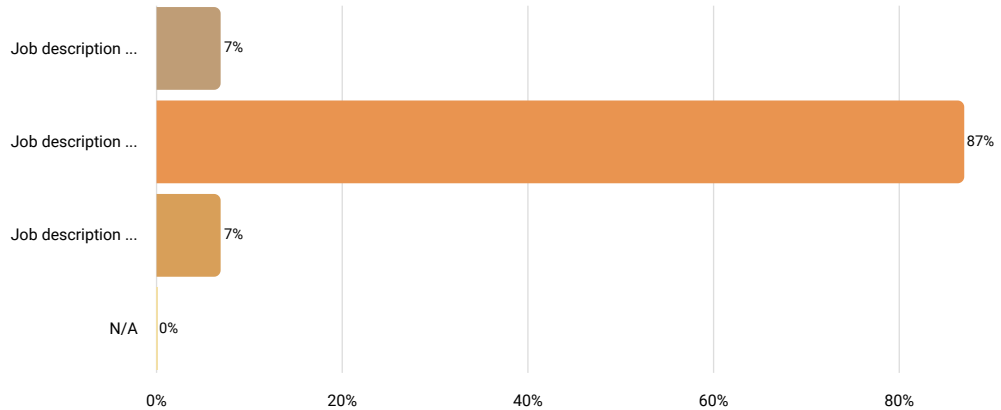
Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervision ability, and date of and reason for termination. Compile and type reports from employment records. File employment records. Search employee files a 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 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	87%	13
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

### Job Title (if different than above)

Answered 9 times

Skipped 6 times

Text input

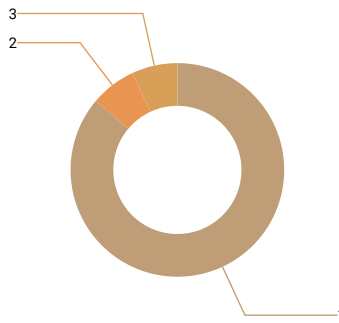
Results	
human resources coordinator	3
human resources specialist	1
hr clerk	1
n/a	1
human resources assistant	1
hr assistant/payroll administrator	1
hr generalist	1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



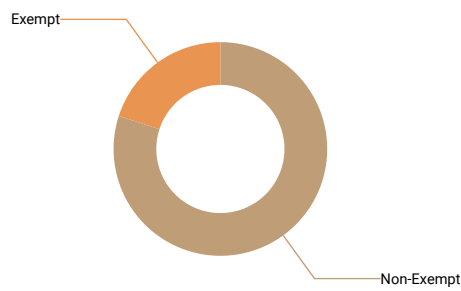
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



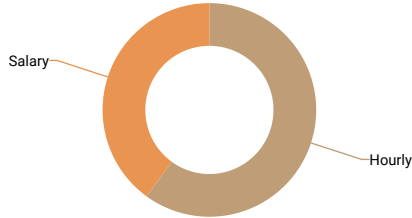
Results	%	N
Non-Exempt	80%	12
Exempt	20%	3

### Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	60%	9
Salary	40%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	13.5	15	17	18.7	19	17	17
Pay Range Maximum Rate	8	13.5	19.5	23.35	26.105	32.53	23	23
Actual Lowest Base Rate	8	13	14.57	17.265	19.375	24.25	17	17
Actual Average Base Rate	8	13.25	16.06	19.875	23.255	26.19	20	20
Actual Highest Base Rate	8	13.5	16.57	20.375	25.005	36.54	22	20
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	5	45,000	46,000	54,540	57,622	75,000	55,632	54,540
Actual Highest Base Salary								
Average Incentive or Other Cash Bonus (Annual)								

## 6.1.6 Customer Service Representative

### Job description

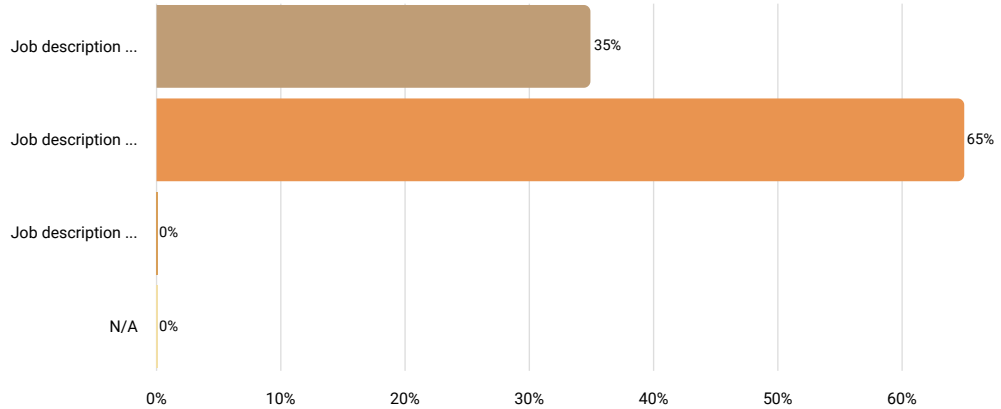
Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. Exclude individuals whose primary duties are primarily sales or repair

#### 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	35%	6
Job description matches the position at your company very well	65%	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 3 times

Skipped 14 times

Text input



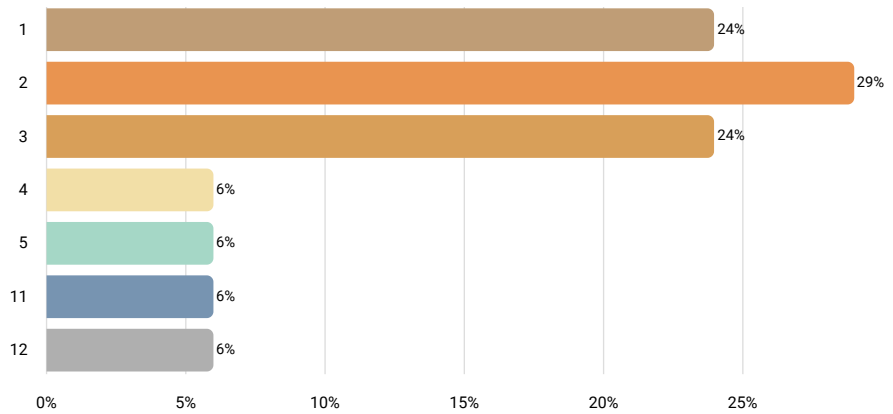
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



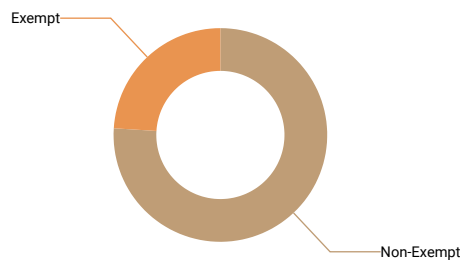
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	3
90th percentile	11
Mean	3
Median	2
Standard deviation	3

### FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



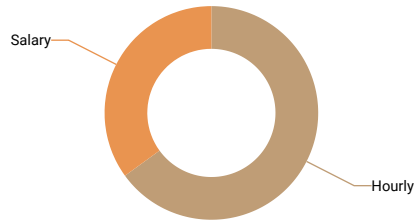
Results	%	N
Non-Exempt	76%	13
Exempt	24%	4

### Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	65%	11
Salary	35%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	7	11.5	14	16	18.85	22.73	17	16
Pay Range Maximum Rate	7	15	21.5	24	25.7	27.87	23	24
Actual Lowest Base Rate	11	15.29	15.5	17.5	19.65	21	17	18
Actual Average Base Rate	11	16.6	17.5	19.65	20.76	22.72	19	20
Actual Highest Base Rate	11	17.43	17.5	21.5	24	24.43	21	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)								
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Lowest Base Salary	5	32,000	34,000	45,000	46,372	89,250	49,324	45,000
Actual Average Base Salary	6	38,000	47,250	49,572.5	54,170	89,250	54,636	49,573
Actual Highest Base Salary	5	42,000	48,391	58,425	72,000	89,250	62,013	58,425
Average Incentive or Other Cash Bonus (Annual)								

## 6.1.7 Telephone Operator/Receptionist

### Job description

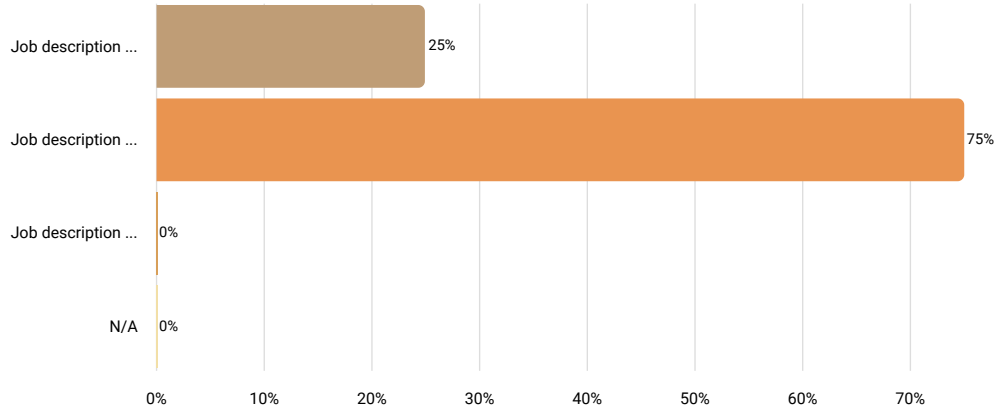
Answer inquiries and obtain information for the general public, customers, visitors, and other interested parties. Provide information regarding activities c establishment; location of departments, offices, and employees within organization. May operate a switchboard to direct calls.

### 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 1 times

Skipped 7 times

Text input



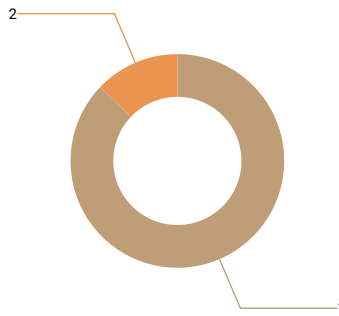
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



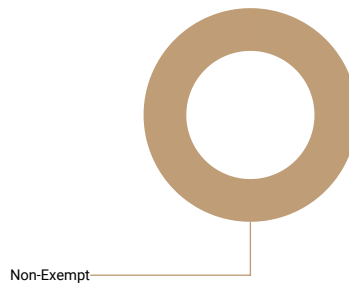
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



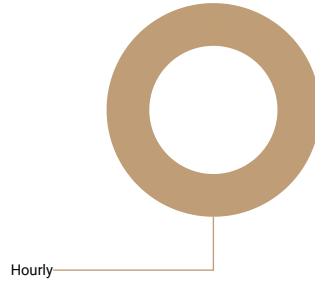
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	5	13	15	15	15	16.46	15	15
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	13	16.16	17.405	20	25.54	18	17
Actual Average Base Rate	8	14	15.655	16.75	19.155	25.54	18	17
Actual Highest Base Rate	6	16	16.5	17.27	18.31	25.54	18	17
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)								

## 6.1.12 Document Control Specialist

### Job description

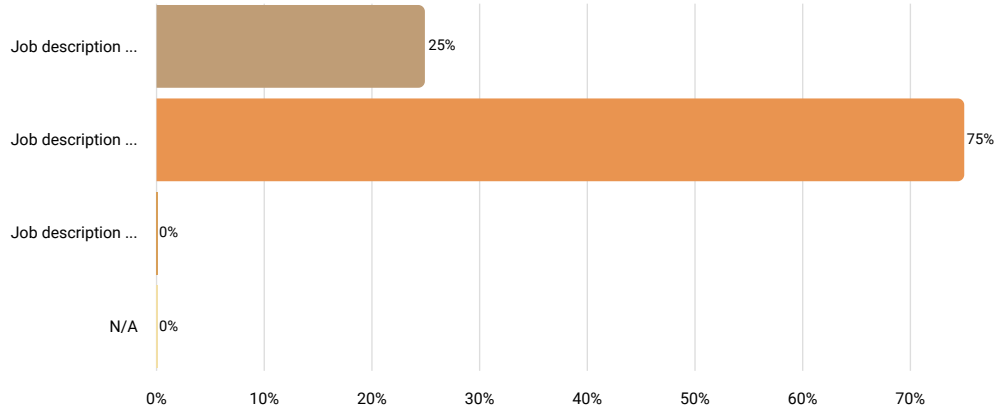
Assist with file migrations and audits, and perform administrative tasks as needed. Periodically responsible for training employees on records management and policies, which include documentation, retention, retrieval, destruction, and disaster recovery.

#### 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



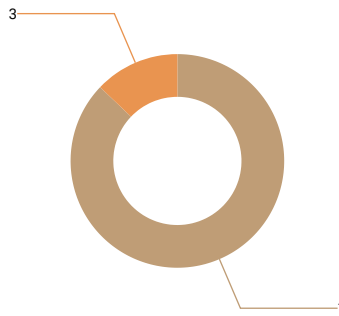
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



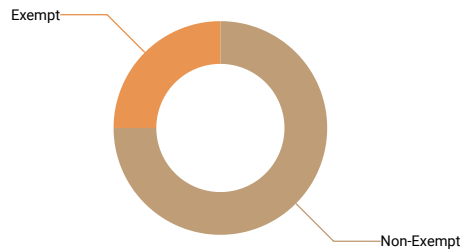
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



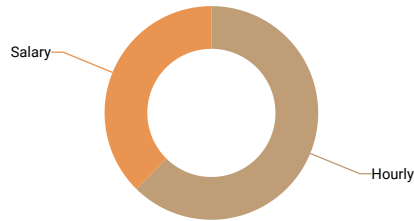
Results	%	N
Non-Exempt	75%	6
Exempt	25%	2

### Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	63%	5
Salary	38%	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								
Actual Average Base Rate	5	19	20.12	20.77	21.21	25	21	21
Actual Highest Base Rate	5	19	20.12	21.21	25	26.12	22	21
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)								

## 6.1.15 Payroll Specialist

### Job description

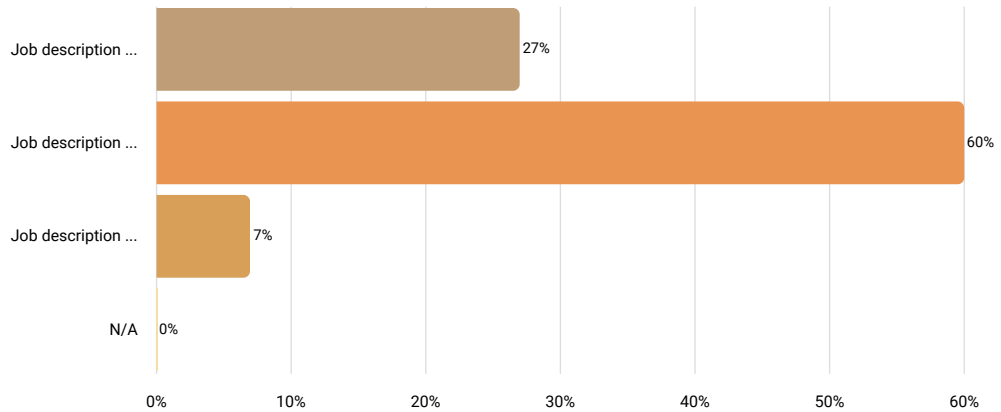
Responsible for gathering information on hours worked for each employee. Calculates the correct amount incorporating overtime, deductions, bonuses and assistance of a computer system.

#### 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	27%	4
Job description matches the position at your company very well	60%	9
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

### Job Title (if different than above)

Answered 6 times

Skipped 9 times

Text input

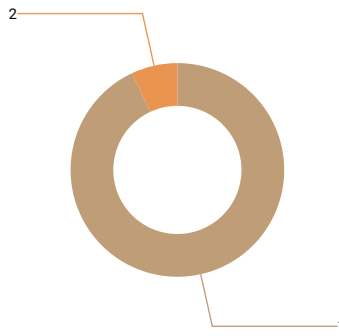
Results	
payroll and benefits specialist	1
payroll coordinator	1
payroll clerk iii	1
payroll/human resources specialist	1
accountant/payroll specialist	1
payroll assistant	1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



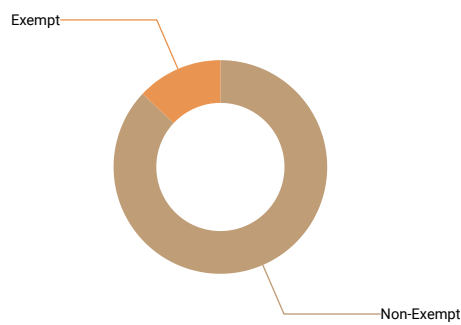
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 15 times

Skipped 0 times

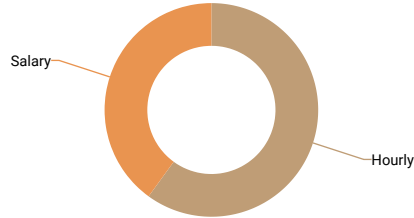
Select one answer (radio button)



Results	%	N
Non-Exempt	87%	13
Exempt	13%	2

### Is this position paid an hourly rate or annual salary?

Answered 15 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Hourly	60%	9
Salary	40%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	15	15.55	19.5	21.25	23.74	19	20
Pay Range Maximum Rate	8	19	22.25	23.79	26.5	32.57	25	24
Actual Lowest Base Rate	8	17	18.5	20.5	23.5	27.88	21	21
Actual Average Base Rate	8	17	17.75	20.75	23.815	29.33	21	21
Actual Highest Base Rate	8	17	18.5	20.75	24.365	30.77	22	21
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	6	35,360	45,000	48,292	49,500	50,000	46,074	48,292
Pay Range Maximum Salary	6	49,500	58,240	70,037.5	80,000	84,916	68,789	70,038
Actual Lowest Base Salary	6	46,000	49,157.68	49,750	57,000	57,622	51,547	49,750
Actual Average Base Salary	5	46,000	49,157.68	49,500	57,000	68,000	53,932	49,500
Actual Highest Base Salary	5	46,000	49,157.68	49,500	57,000	80,000	56,332	49,500
Average Incentive or Other Cash Bonus (Annual)								

### 6.1.17 Clerk, General

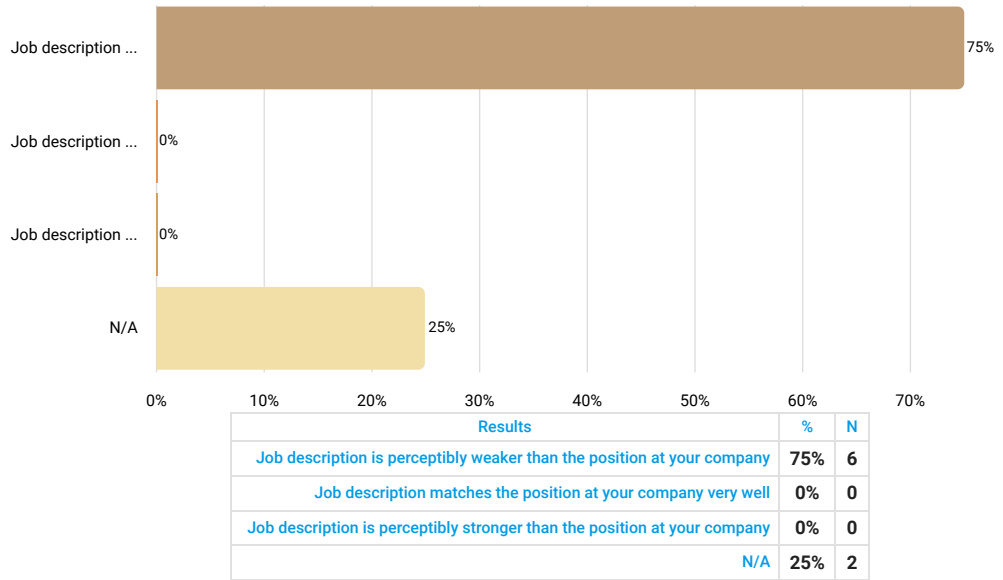
**Job description** Clerk positions who perform support/office work here that have not already been classified in an above category.

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

Answered 8 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 5 times

Skipped 3 times

Text input

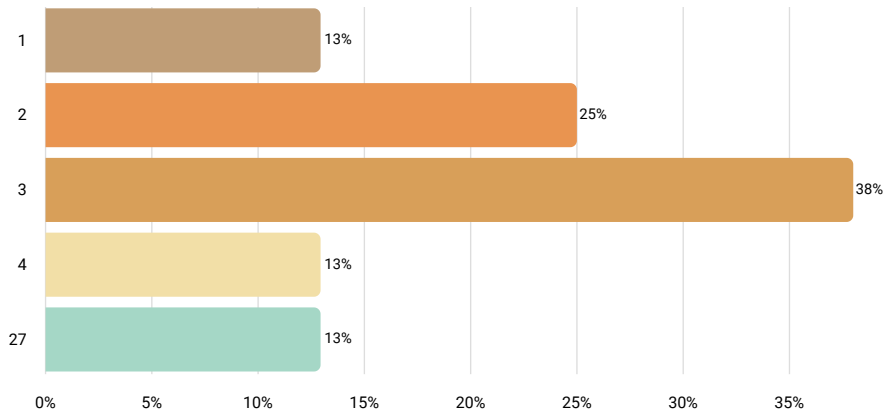
Results	
rga clerk, rga coordinator	1
sales support associate; it assistant; engineering clerk	1
logistic clerk	1
outside sales coordinator	1
flight ops/alse tech, compliance specialist ii, special process technician	1

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



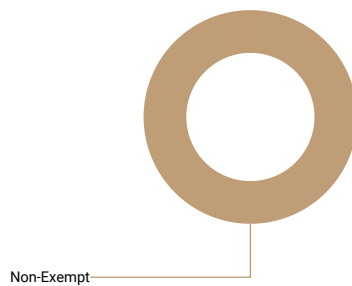
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	3.5
90th percentile	27
Mean	6
Median	3
Standard deviation	9

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



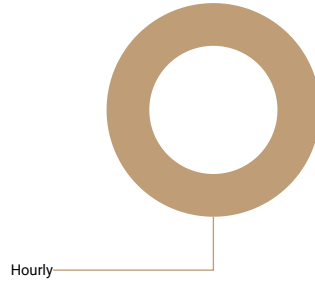
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	13	15	15	16.4	18.85	16	15
Pay Range Maximum Rate	5	22	22	24	25.7	42.51	27	24
Actual Lowest Base Rate	7	13.5	15.5	16.4	19.6	19.65	17	16
Actual Average Base Rate	7	17.17	20	20.3	22	27.72	21	20
Actual Highest Base Rate	7	19	20.61	24	29.22	34.11	25	24
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)								

## 6.2 Technician Positions

**The survey received sufficient data for the following job titles:**

Engineering Technician - Level 1, Level 2  
Quality Control Technician - Level 1, Level 2, Level 3  
Electronics Technician - Level 2  
Drafter - CAD  
PC Network Support Technician  
Lab Technician  
Data Entry Operator

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

Engineering Technician - Level 3  
Electronics Technician - Level 1,3  
Computer Operator  
Drafter - Manual  
Field Services Engineer  
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.

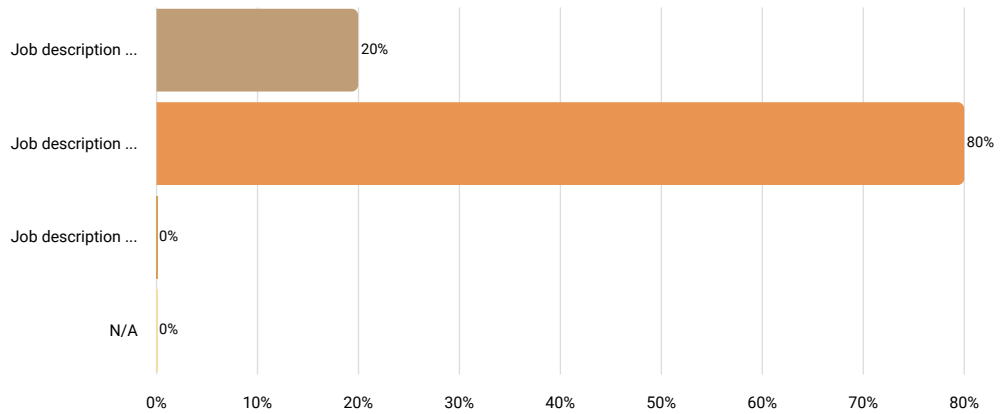
*Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.*

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

Answered 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 1 times

Skipped 4 times

Text input



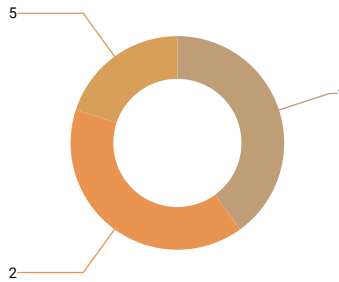
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



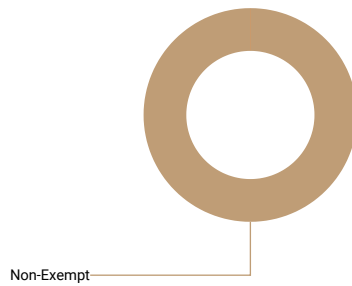
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	5
Mean	2
Median	2
Standard deviation	2

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



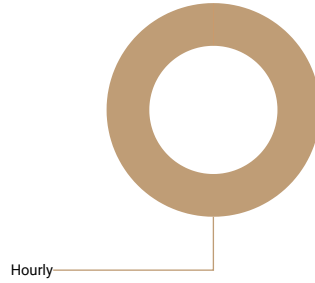
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	St de
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate	5	17.25	17.99	20	21.49	23.32	20	20	
Actual Average Base Rate	5	18.12	20	21.49	23.32	23.5	21	21	
Actual Highest Base Rate	5	19	21.49	23.32	24	27	23	23	
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 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.

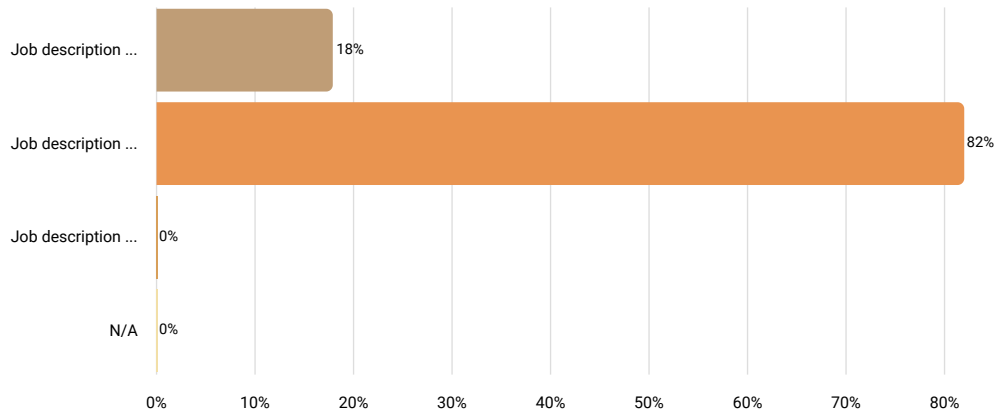
*Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign*

### 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	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 4 times

Skipped 7 times

Text input



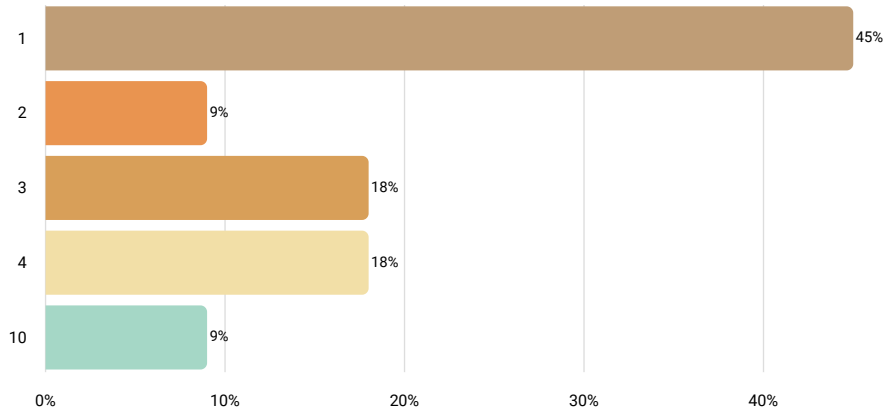
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



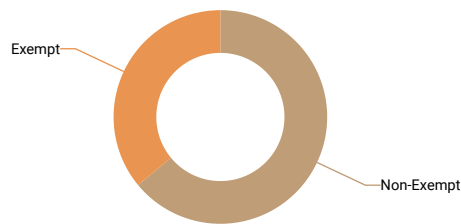
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	4
Mean	3
Median	2
Standard deviation	3

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Non-Exempt	64%	7
Exempt	36%	4

### Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	55%	6
Salary	45%	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	6	18.29	18.46	20.095	23.55	30	22	20
Actual Average Base Rate	6	19.18	25.57	26.64	28.15	30	26	27
Actual Highest Base Rate	6	21	27.17	30.91	32.25	35	30	31
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	5	37,500	50,000	55,000	60,000	74,110.4	55,322	55,000
Pay Range Maximum Salary	5	57,000	62,000	74,110.4	74,250	95,000	72,472	74,110
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								
Average Incentive or Other Cash Bonus (Annual)								

## 6.2.4 Quality Control Technician - Level 1

**Job description** Examine and inspect parts, components or systems for quality measures.

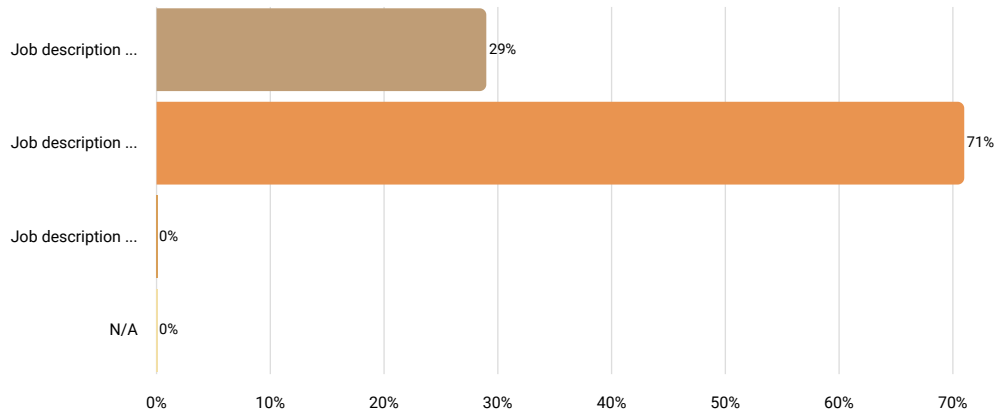
*Level 1: Entry Level, 0-1 years experience; performs routine tasks with supervision; assignments require little judgement.*

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

Answered 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 6 times

Skipped 8 times

Text input

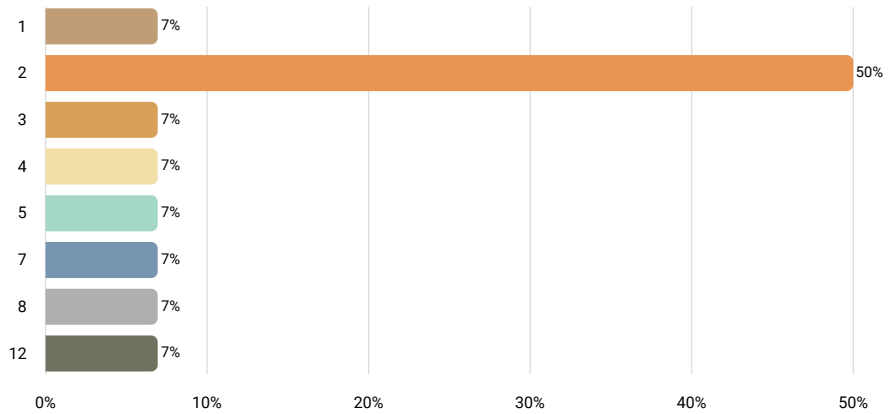
Results	
si - quality	1
quality technician	1
quality & ts technician	1
lab tech	1
quality assurance technicians	1
electrical quality inspector i and mechanical quality inspector i	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



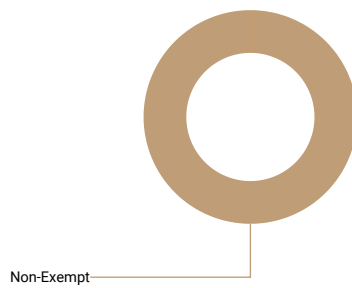
Statistics	
10th percentile	2
25th percentile	2
50th percentile	2
75th percentile	5
90th percentile	8
Mean	4
Median	2
Standard deviation	3

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



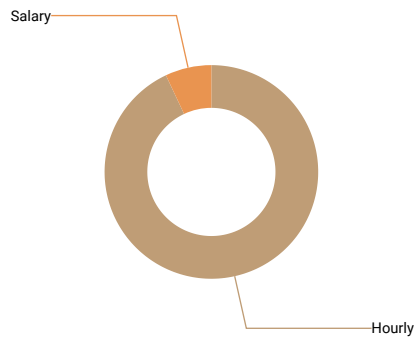
Results	%	N
Non-Exempt	100%	14
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	13
Salary	7%	1

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	12.55	14	15.25	16	22.25	16	15
Pay Range Maximum Rate	10	16.205	17.83	18.955	28	31.52	22	19
Actual Lowest Base Rate	12	12.75	15.58	16.875	18.49	25	18	17
Actual Average Base Rate	13	14.56	16.5	17	20.98	25.25	19	17
Actual Highest Base Rate	12	15.66	16.685	17.79	23.81	25.5	20	18
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)								

## 6.2.5 Quality Control Technician - Level 2

### Job description

Examine and inspect parts, components or systems for quality measures.

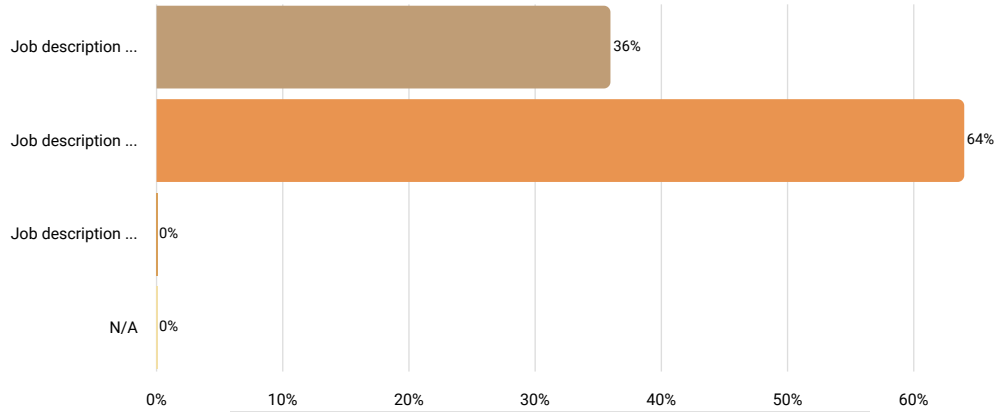
*Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign*

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	36%	5
Job description matches the position at your company very well	64%	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 7 times

Skipped 7 times

Text input

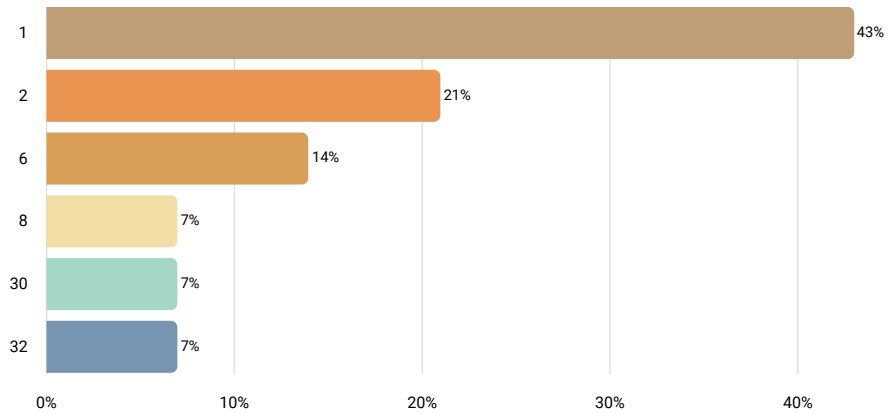
Results	
auditor	1
quality technician	1
electrical quality inspector ii & mechanical quality inspector ii	1
inspector ii quality	1
qa technician	1
tech, quality assurance ii	1
qa inspector ii	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



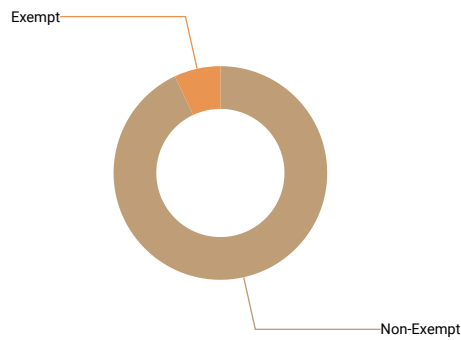
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	6
90th percentile	30
Mean	7
Median	2
Standard deviation	11

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



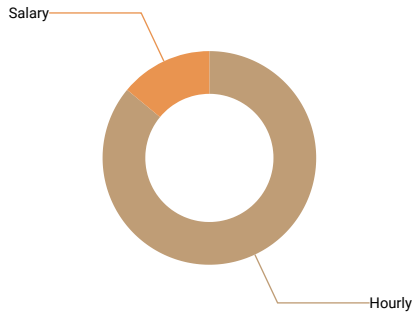
Results	%	N
Non-Exempt	93%	13
Exempt	7%	1

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	12
Salary	14%	2

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	12.425	15	16.335	19.45	21.475	17	16
Pay Range Maximum Rate	10	17.4	20.03	22.375	28	33.655	24	22
Actual Lowest Base Rate	10	12.425	15.33	18.33	19.85	23.5	18	18
Actual Average Base Rate	10	14.34	15.33	19.845	21.71	24.855	19	20
Actual Highest Base Rate	10	15.415	18	21.215	24.47	29.145	22	21
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)								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

## 6.2.6 Quality Control Technician - Level 3

### Job description

Examine and inspect parts, components or systems for quality measures.

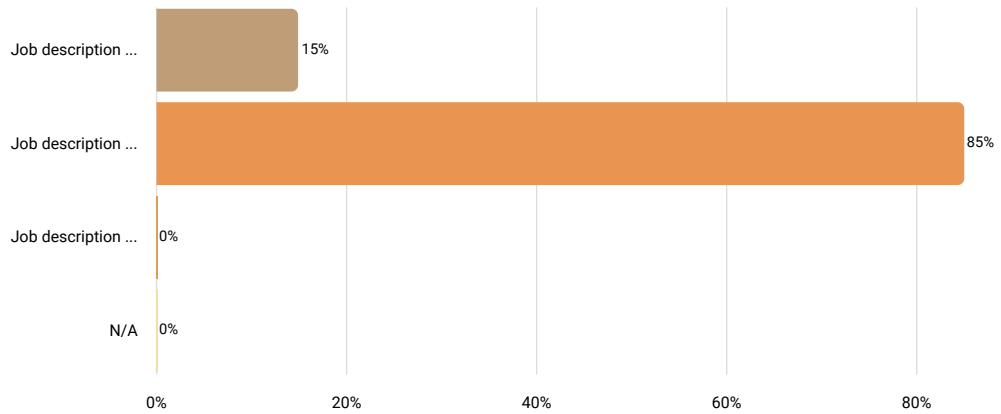
*Level 3: Approximately 6 years of experience or more; very little guidance is needed in performing both routine and non-routine tasks and has a strong un the policies and procedures of all work performed.*

### 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	15%	2
Job description matches the position at your company very well	85%	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 8 times

Skipped 5 times

Text input

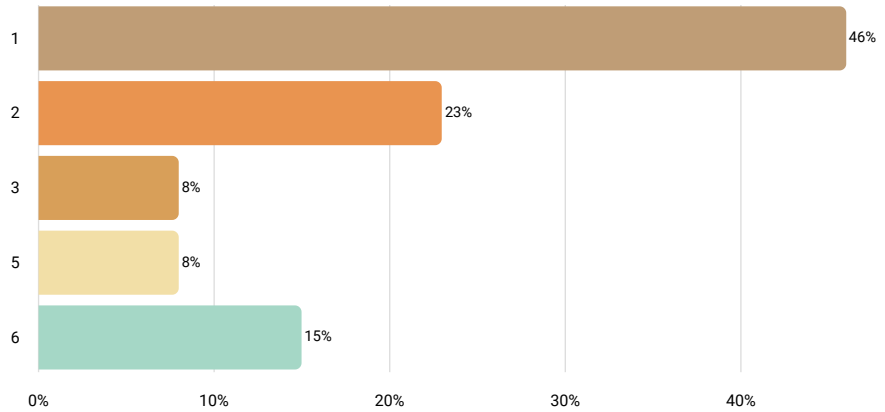
Results	
quality resource	1
quality team lead	1
electrical quality inspector iii, mechanical quality inspector iii, & ac quality control inspector	1
quality control technician	1
iso coordinator and qc technician	1
quality lead	1
qa technician	1
tech, quality assurance iii	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



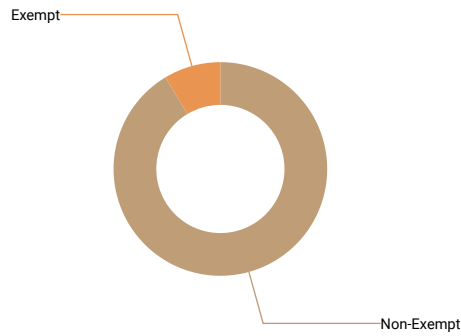
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	6
Mean	2
Median	2
Standard deviation	2

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



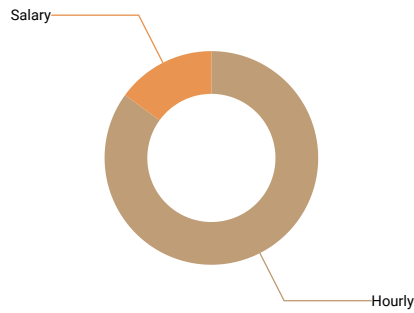
Results	%	N
Non-Exempt	85%	11
Exempt	8%	1

### 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	10	14.5	15.52	19.65	25	25.385	20	20
Pay Range Maximum Rate	10	19	21.57	26.64	31.72	37.41	27	27
Actual Lowest Base Rate	10	15.18	16.5	19.43	27.31	28.63	21	19
Actual Average Base Rate	10	18	19	19.865	28.85	29.865	23	20
Actual Highest Base Rate	10	18	19.17	22.085	28.85	32.32	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)								
Actual Lowest Base Salary								
Actual Average Base Salary								
Actual Highest Base Salary								

## 6.2.8 Electronics Technician - Level 2

### Job description

Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, calibrate, and modify components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions.

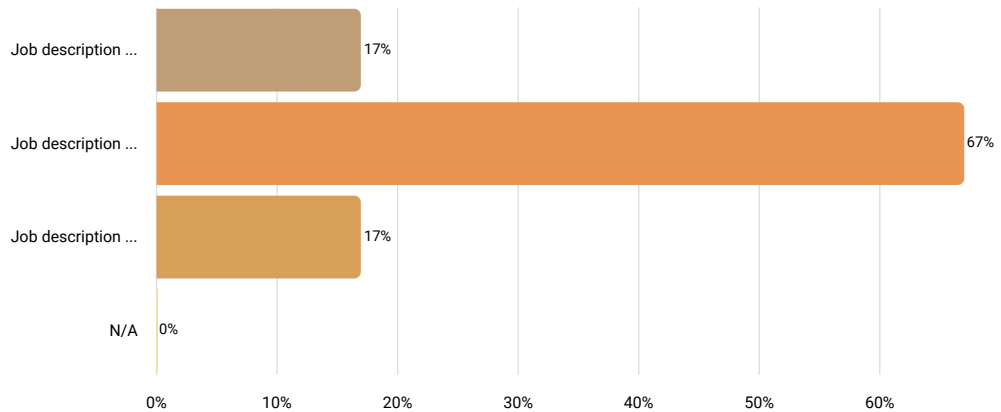
*Level 2: Approximately 3 years of experience; performs some routine and non-routine tasks; may occasionally need assistance in some aspects of assign*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



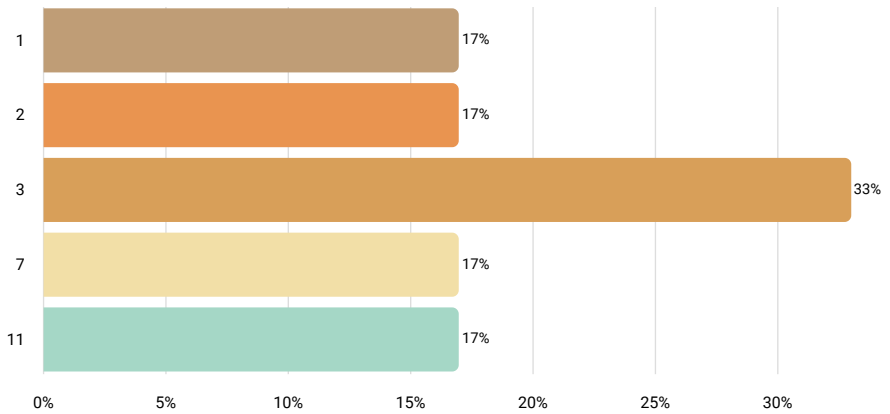
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



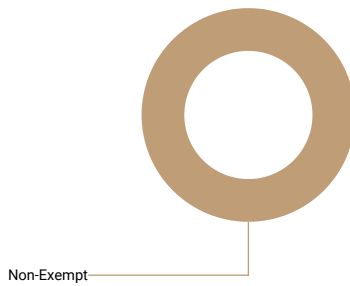
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	7
90th percentile	11
Mean	5
Median	3
Standard deviation	4

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



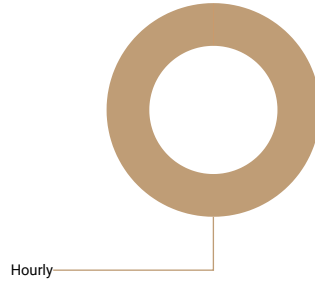
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	15	22.8	23.81	24	28	23	24
Pay Range Maximum Rate	5	22	30.65	31.72	35	37.38	31	32
Actual Lowest Base Rate	5	19.29	23.81	24	24	27.31	24	24
Actual Average Base Rate	5	22	24.12	28	28.5	33	27	28
Actual Highest Base Rate	5	24.5	26.93	31.95	32	37.38	31	32
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)								

## 6.2.11 Drafter - CAD

### Job description

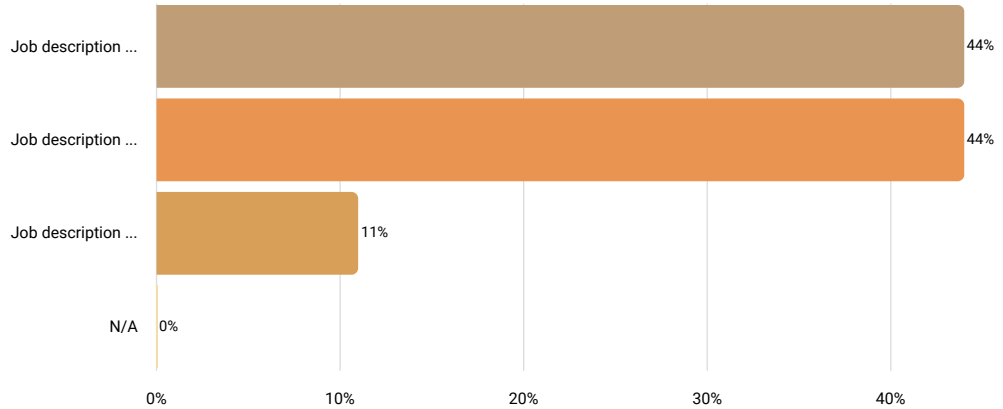
Prepare detailed working diagrams of machinery and mechanical devices and/or electrical parts, including dimensions, fastening methods, and other engineering information with CAD equipment.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	44%	4
Job description matches the position at your company very well	44%	4
Job description is perceptibly stronger than the position at your company	11%	1
N/A	0%	0

#### Job Title (if different than above)

Answered 6 times

Skipped 3 times

Text input

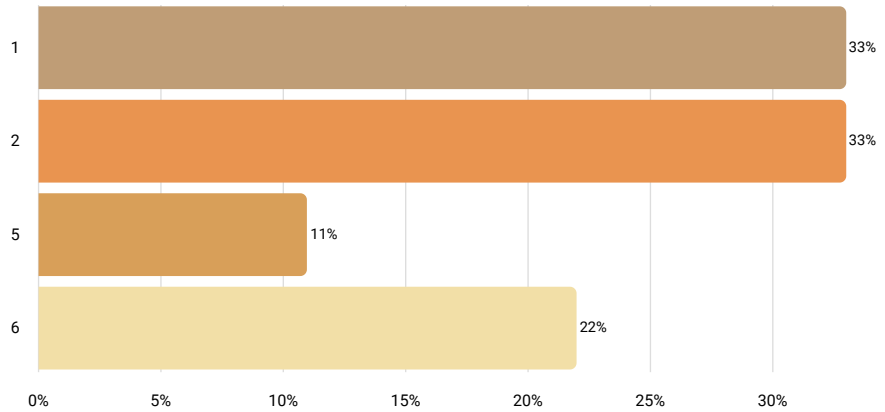
Results	
design drafter	1
cad designer	1
draftsman	1
designer	1
drafter	1
cad designer iii	1

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



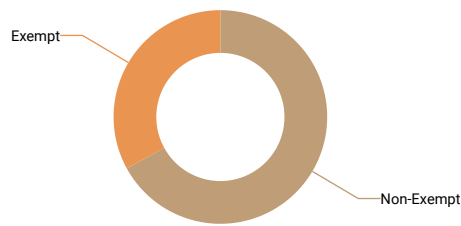
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3
Median	2
Standard deviation	2

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



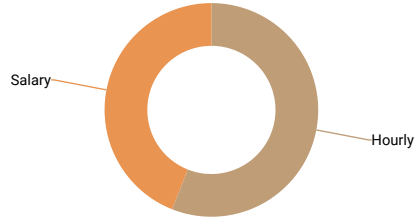
Results	%	N
Non-Exempt	67%	6
Exempt	33%	3

### Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	56%	5
Salary	44%	4

### Compensation data

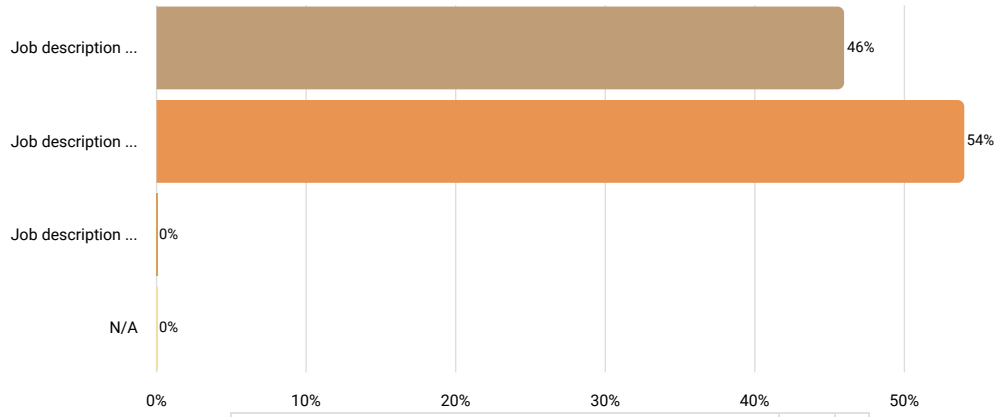
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	15	21.18	25	25.61	35.33	24	25
Actual Average Base Rate								
Actual Highest Base Rate	5	23.08	23.25	25	31.13	35.33	28	25
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)								

## 6.2.14 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 13 times  
 Skipped 0 times  
 Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	46%	6
Job description matches the position at your company very well	54%	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 11 times  
 Skipped 2 times  
 Text input

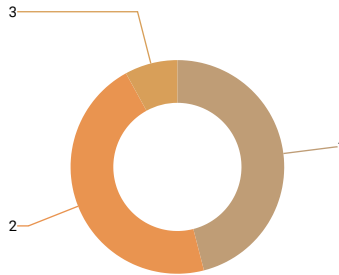
Results	
computer technician	1
it support specialist	1
it system analyst	1
pc technician	1
desktop support technician	1
it coordinator	1
systems specialist ii	1
it support technician	1
it analyst	1
it administrator	1
it technician	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



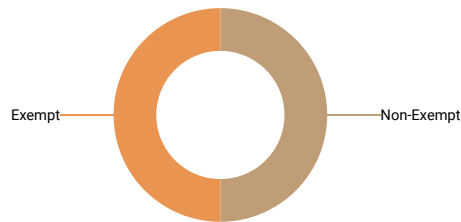
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	2
90th percentile	2
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



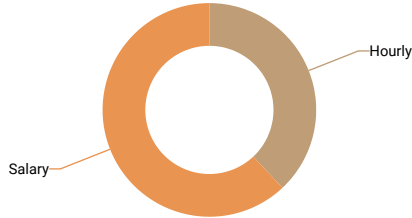
Results	%	N
Non-Exempt	46%	6
Exempt	46%	6

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	38%	5
Salary	62%	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	5	17.96	19	22.34	28.64	29.97	24	22
Actual Average Base Rate								
Actual Highest Base Rate	5	17.96	22	29.93	29.97	30.5	26	30
If there is a step progression in place, enter the number of steps. If not, leave blank.								
Pay Range Minimum Salary	7	38,000	40,000	42,300	55,000	71,500	48,114	42,300
Pay Range Maximum Salary	7	40,500	50,000	70,000	107,250	111,500	77,050	70,000
Actual Lowest Base Salary	7	39,000	42,000	55,700	60,000	78,400	54,550	55,700
Actual Average Base Salary	7	39,000	45,000	55,700	60,900	78,400	55,464	55,700
Actual Highest Base Salary	7	39,000	48,000	55,700	61,008	78,400	56,265	55,700
Average Incentive or Other Cash Bonus (Annual)	5	1,000	1,200	4,000	4,900	8,900	4,000	4,000

## 6.2.15 Lab Technician

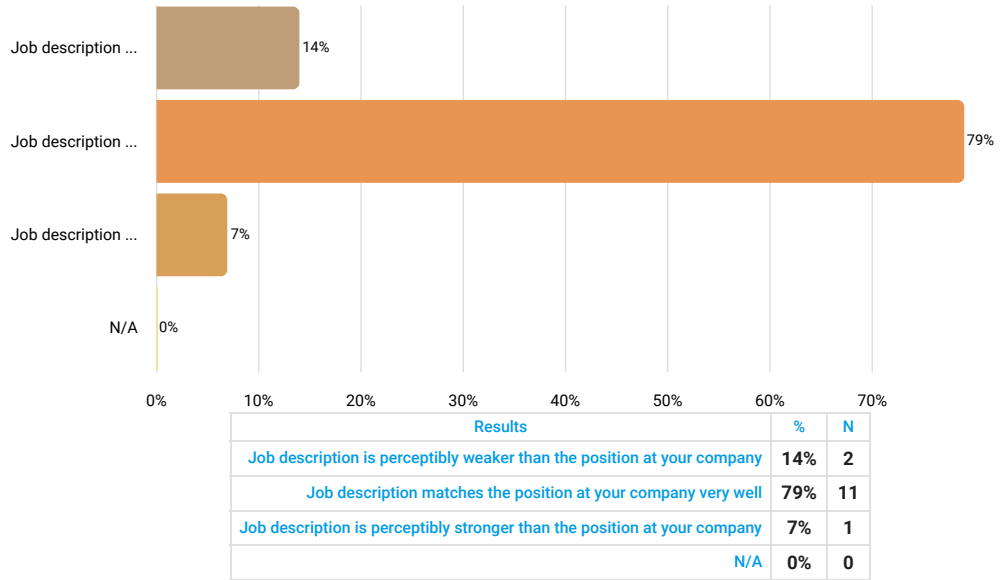
**Job description** Perform chemical and/or physical analysis for quality control, research and/or development. Assists in compiling and analyzing r

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

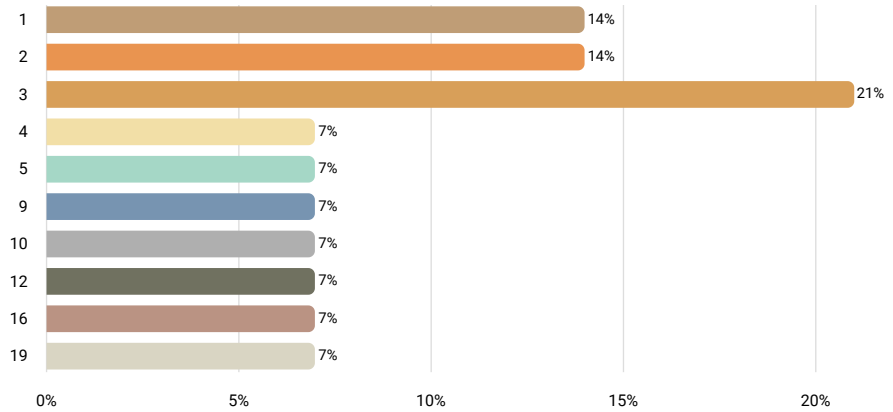
Results	
qa technician	1
lab analyst	1
quality associates/quality specialist	1
cmm	1
quality technician	1
quality chem lab technician or met lab technician	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



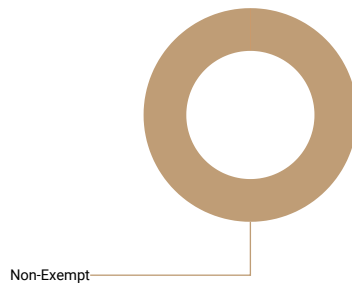
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3.5
75th percentile	10
90th percentile	16
Mean	6
Median	4
Standard deviation	6

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



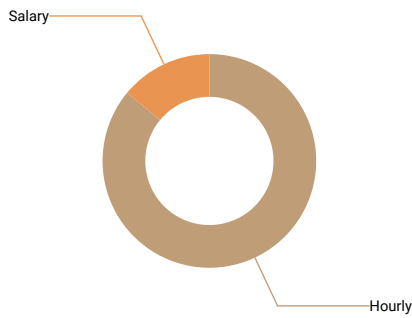
Results	%	N
Non-Exempt	93%	13
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	12
Salary	14%	2

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	13.375	15	19.405	24.15	26.99	20	19
Pay Range Maximum Rate	10	9	21.2	27.225	33.18	37.095	26	27
Actual Lowest Base Rate	11	14	18	21.06	27.21	30.81	22	21
Actual Average Base Rate	11	15.5	18	22.96	28.5	31.79	24	23
Actual Highest Base Rate	11	16	18	26.93	33.18	35.34	26	27
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	0	1	4.5	8	9	5	5
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)								

## 6.2.16 Data Entry Operator

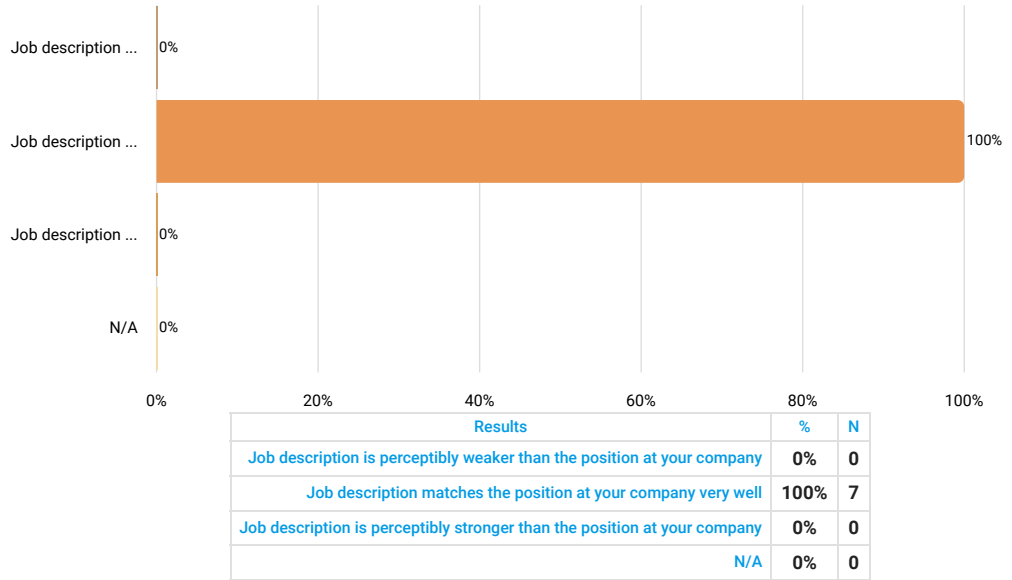
**Job description** Responsible for data entry of material from documents into the computer. Checks for accuracy and completeness of data entered

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 2 times

Skipped 5 times

Text input



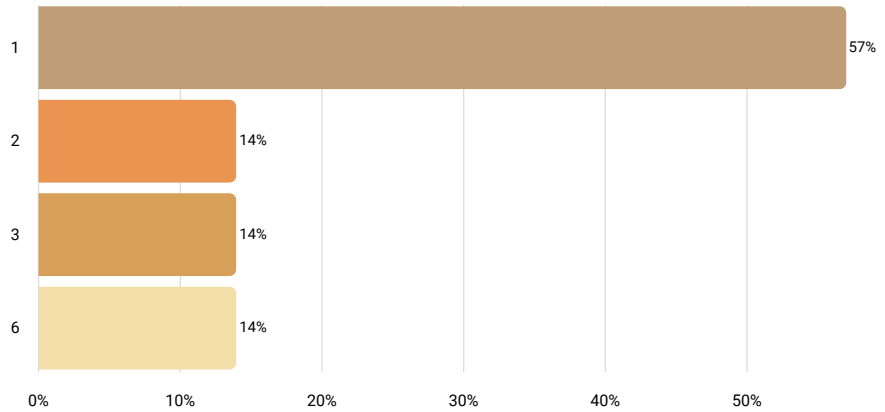
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



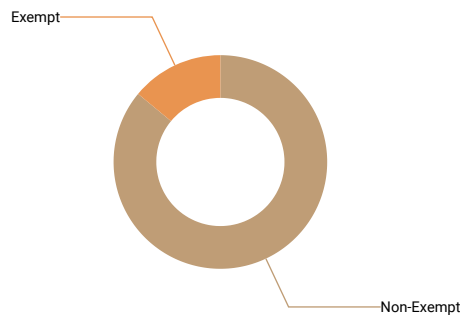
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	6
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



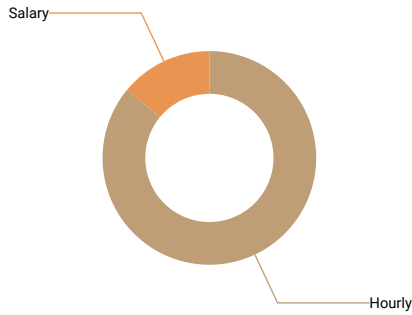
Results	%	N
Non-Exempt	86%	6
Exempt	14%	1

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	86%	6
Salary	14%	1

### 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	6	11	13	17	17.33	19	16	17	
Actual Average Base Rate	6	11	16.7	17.245	19	21.46	17	17	
Actual Highest Base Rate	6	11	17	17.99	19	23.88	18	18	
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  
Buyer - Level 2  
Buyer - Level 3  
Contracts Administrator - Level 3  
Human Resources Specialist/Generalist - Level 1  
Human Resources Specialist/Generalist - Level 2  
Human Resources Specialist/Generalist - Level 3  
Material Planner  
Financial Analyst  
Training Coordinator  
Compensation/Benefits Specialist

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

Security Administrator/FSO - Level 1  
Security Administrator/FSO - Level 2  
Security Administrator/FSO - Level 3  
Technical Writer/Editor - Level 1  
Technical Writer/Editor - Level 2  
Technical Writer/Editor - Level 3  
Staff Assistant  
Office Manager  
Configuration Management Analyst  
Legal Counsel  
Military Analyst  
PR/Public Affairs Representative  
Property Management Specialist  
Recruiter

### 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.

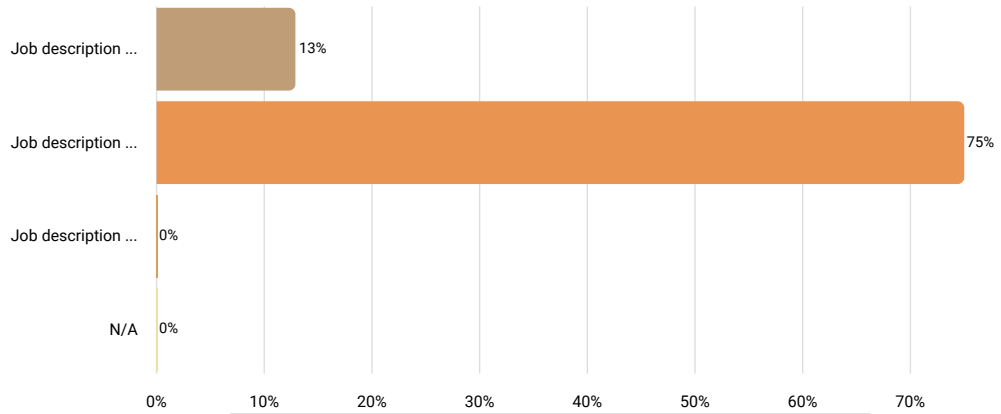
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the v and is given direction on most tasks assigned.*

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

Answered 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

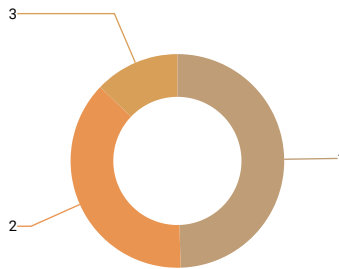
Results	
accountant	1
accounts payable; accounts receivable	1
accountant; cost accountant; associate accountant	1
staff accountant	1
ar/ap specialist, fixed asset management specialist	1

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



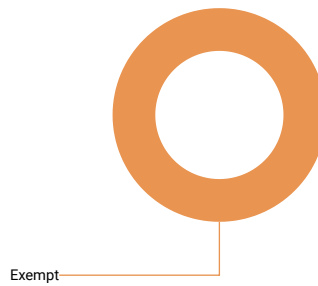
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	3
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



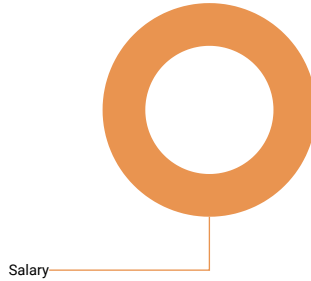
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

### Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	8

### 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	7	45,000	45,000	50,000	56,500	72,000	52,773	50,000	9,900
Actual Average Base Salary	7	42,000	45,749.99	50,000	56,742	82,000	53,802	50,000	10,000
Actual Highest Base Salary	7	46,500	47,120	56,985	68,640	93,000	61,178	56,985	10,000
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.

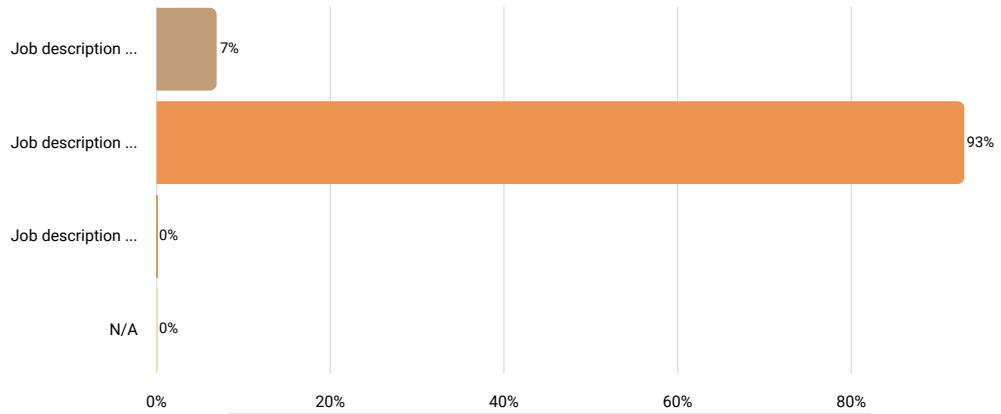
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.*

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

Answered 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 7 times

Skipped 8 times

Text input

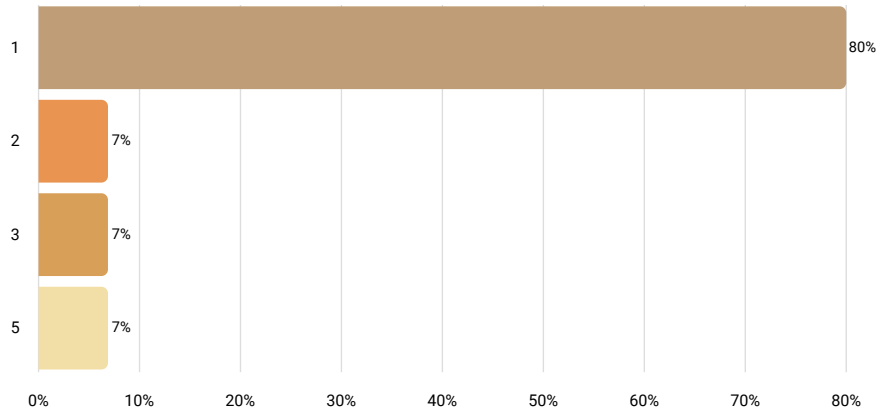
Results		
staff accountant		2
accountant		1
accountant ii		1
payroll/accounts payable administrator		1
accounting specialist b		1
finance analyst		1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



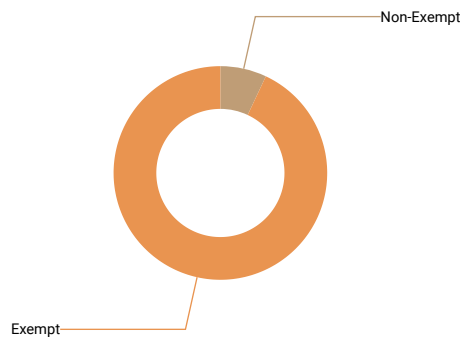
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



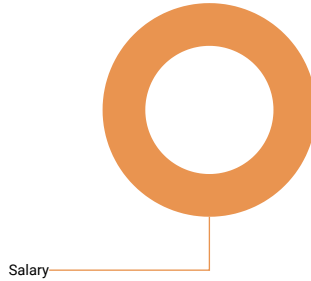
Results	%	N
Non-Exempt	7%	1
Exempt	93%	14

### Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	15

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	12	45,000	45,078	55,000	58,466	65,800	53,137	55,000	8
Pay Range Maximum Salary	12	60,075	66,653.5	78,513	80,000	85,000	75,650	78,513	1
Actual Lowest Base Salary	14	46,700	54,085.52	65,000	68,000	71,000	60,935	65,000	9
Actual Average Base Salary	15	46,700	59,419	65,500	70,000	76,375	65,080	65,500	1
Actual Highest Base Salary	14	46,700	65,000	66,694.26	72,010	80,000	65,871	66,694	1
Average Incentive or Other Cash Bonus (Annual)	5	500	2,800	3,500	3,500	6,110	3,282	3,500	2

### 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.

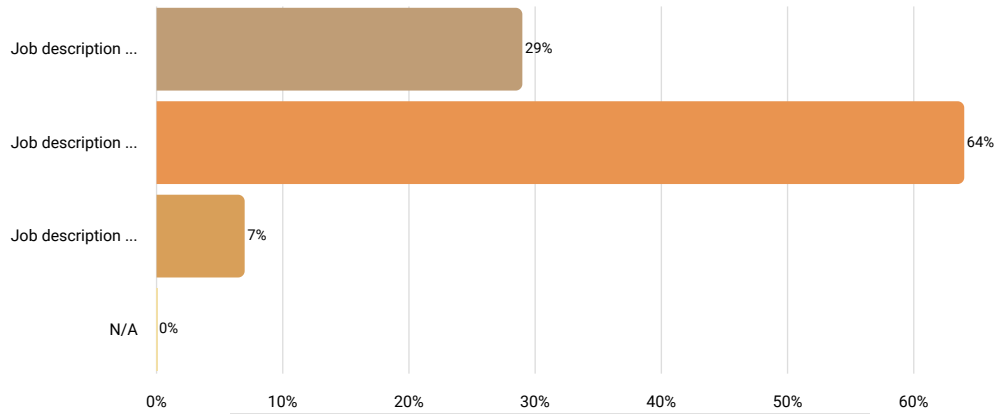
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.*

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

Answered 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	64%	9
Job description is perceptibly stronger than the position at your company	7%	1
N/A	0%	0

#### Job Title (if different than above)

Answered 9 times

Skipped 5 times

Text input

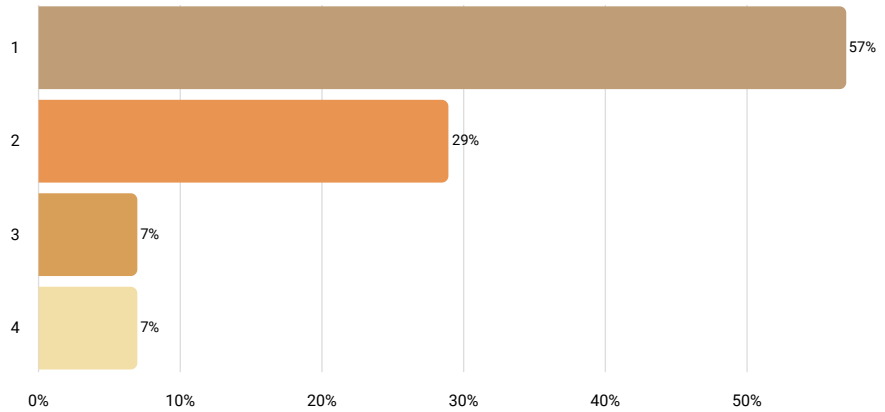
Results	
senior accountant	2
sr. staff accountant	1
controller	1
accountant iii	1
financial analyst	1
plant accountant	1
senior accountant/it supervisor	1
senior corporate accountant	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



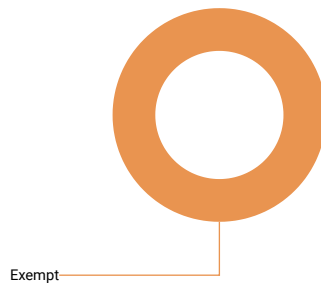
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



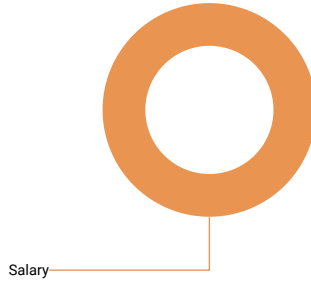
Results	%	N
Non-Exempt	0%	0
Exempt	93%	13

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	14

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	10	42,500	60,000	72,671.5	83,200	96,960.5	70,746	72,672	2
Pay Range Maximum Salary	10	62,500	67,000	106,124.5	120,000	148,227	101,420	106,125	3
Actual Lowest Base Salary	12	50,000	58,884.5	70,547.5	76,800.5	87,000	70,149	70,548	2
Actual Average Base Salary	13	57,769	60,000	73,500	88,464	93,478	76,652	73,500	1
Actual Highest Base Salary	12	57,769	62,000	72,100	92,750.1	122,200	80,814	72,100	2
Average Incentive or Other Cash Bonus (Annual)	6	0	2,000	6,000	10,000	19,900	7,317	6,000	1

### 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.

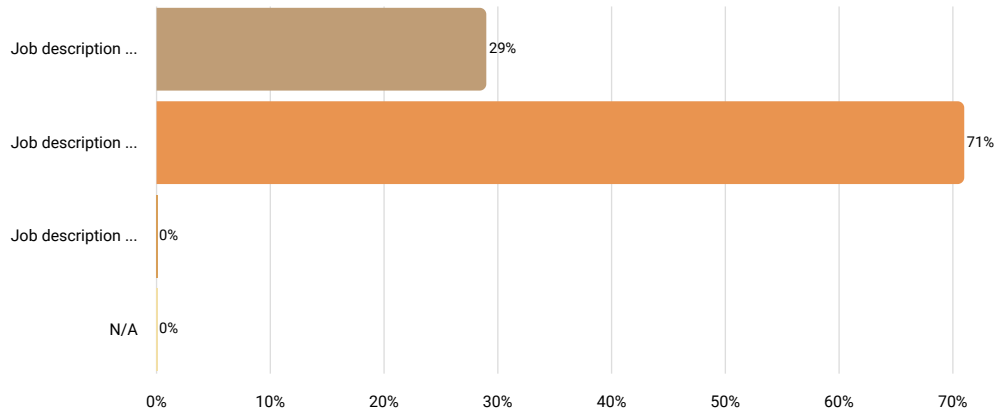
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.*

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

Answered 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 8 times

Skipped 6 times

Text input

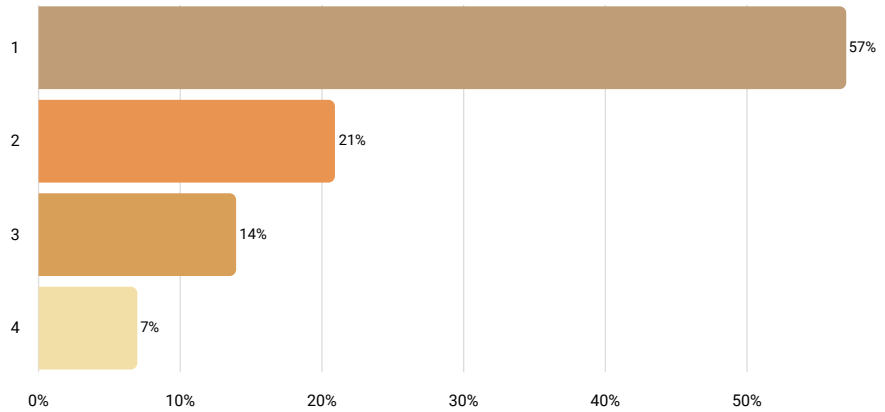
Results	
buyer	2
associate procurement specialist	1
purchasing agen	1
purchasing agent/buyer	1
procurement specialist i	1
junior procurement specailist	1
production control specialist a	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



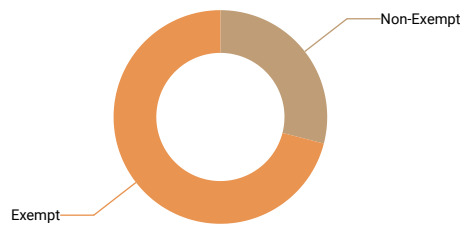
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 14 times

Skipped 0 times

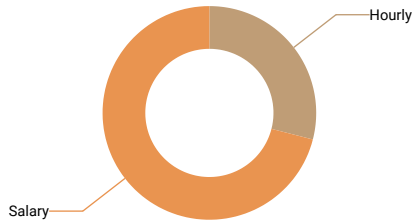
Select one answer (radio button)



Results	%	N
Non-Exempt	29%	4
Exempt	71%	10

### 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.								
Pay Range Minimum Salary	6	40,000	42,000	50,955	54,109	55,000	48,837	50,955
Pay Range Maximum Salary	6	42,000	45,000	62,398	66,000	100,480	63,046	62,398
Actual Lowest Base Salary	8	42,000	46,865.2	54,545.06	56,704.5	72,922.69	53,894	54,545
Actual Average Base Salary	9	42,000	54,590.12	57,750	59,000	77,990	58,166	57,750
Actual Highest Base Salary	8	42,000	49,795.06	58,854.9	60,000	72,922.69	56,528	58,855
Average Incentive or Other Cash Bonus (Annual)								

### 6.3.5 Buyer - Level 2

#### 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.

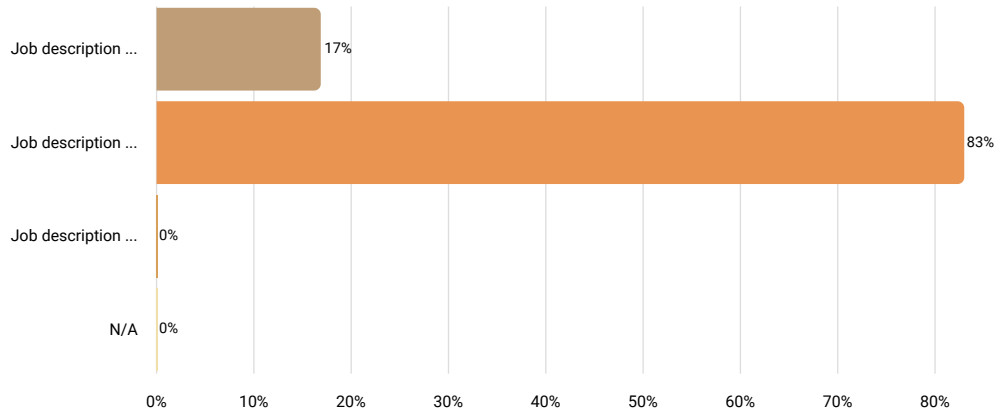
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on non-routine assignments.*

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

Answered 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 6 times

Skipped 6 times

Text input

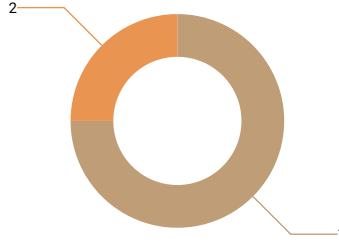
Results	
mro buyer	1
procurement specialist	1
purchasing agent/buyer	1
aviation procurement specialist ii	1
purchasing associate	1
purchasing specialist	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



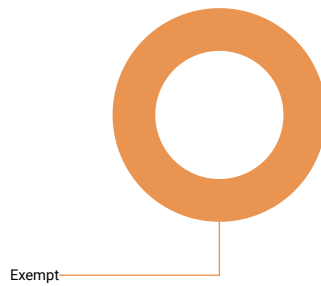
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



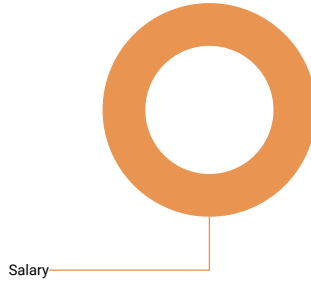
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	8	40,000	46,000	50,000	55,880	72,259.2	52,002	50,000	1
Pay Range Maximum Salary	8	60,000	66,000	72,600.5	79,006.4	86,000	72,652	72,601	9
Actual Lowest Base Salary	9	50,000	50,000	57,000	62,833	72,259.2	57,899	57,000	8
Actual Average Base Salary	11	52,500	55,000	58,000	70,000	71,050	60,786	58,000	7
Actual Highest Base Salary	9	50,000	57,000	62,000	70,000	72,259.2	62,021	62,000	8
Average Incentive or Other Cash Bonus (Annual)									

### 6.3.6 Buyer - Level 3

#### 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.

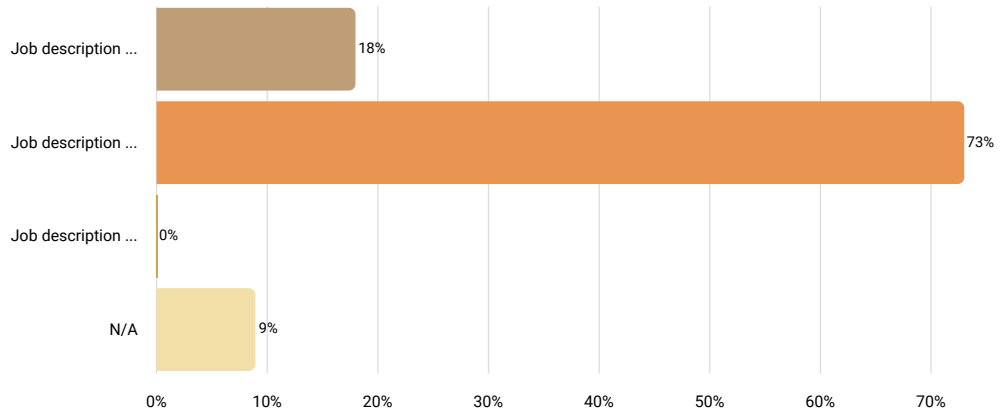
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.*

#### 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	18%	2
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	9%	1

#### Job Title (if different than above)

Answered 3 times

Skipped 8 times

Text input



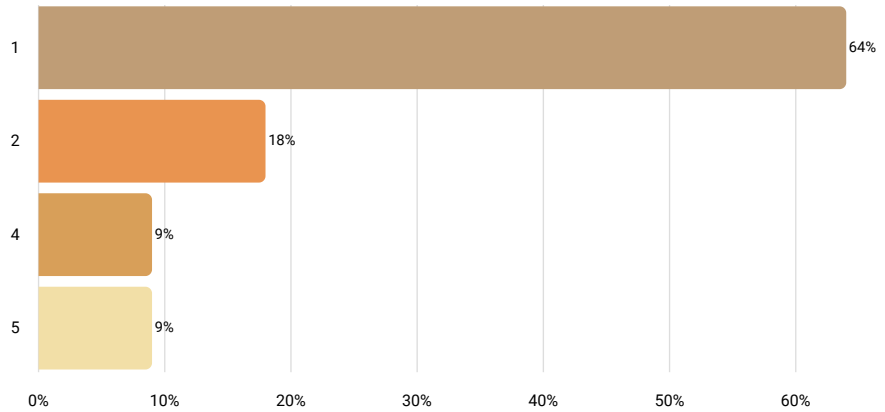
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



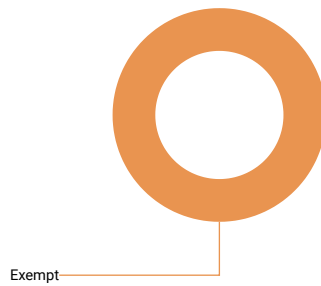
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



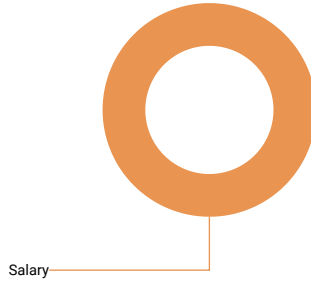
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

### 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	St de
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	9	52,624	60,000	71,000	74,672	92,655	69,260	71,000	1
Actual Average Base Salary	11	62,200	62,514.4	71,000	84,204.36	84,486.84	72,503	71,000	1
Actual Highest Base Salary	9	62,200	71,000	74,672	90,834.44	101,429.36	79,577	74,672	1
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.

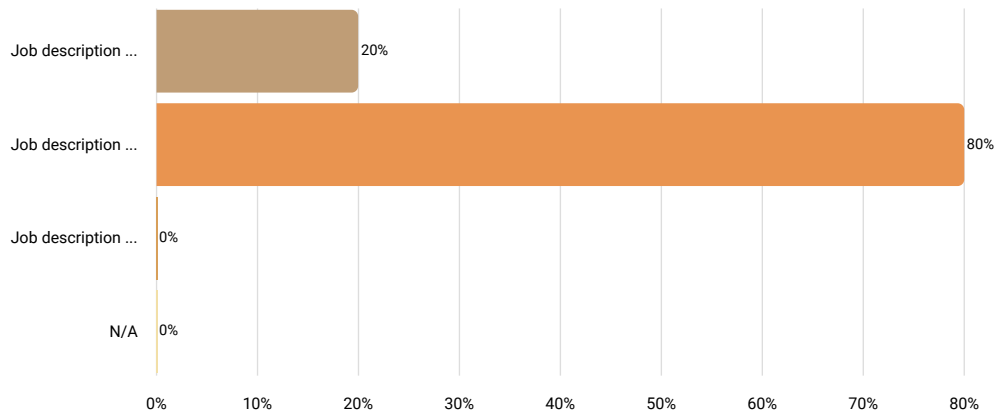
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Performs routine and non-routine assignments with little direction.*

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

Answered 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 3 times

Skipped 2 times

Text input



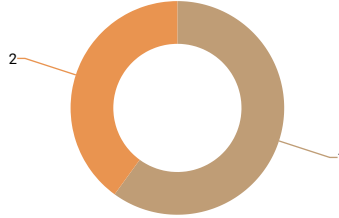
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



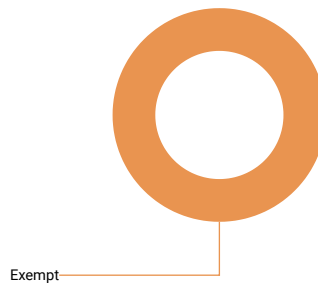
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



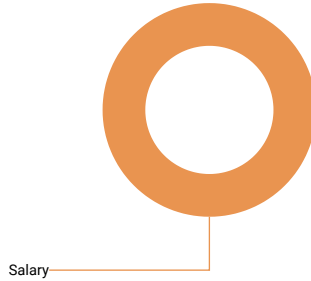
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	77,833.6	80,000.18	90,000	103,930.53	106,050.1	91,563	90,000	1
Actual Average Base Salary	5	81,674.9	90,000	99,216	103,930.53	106,050.1	96,174	99,216	1
Actual Highest Base Salary	5	83,349.61	90,000	103,930.53	106,050.1	122,803.2	101,227	103,931	1
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 development, transfer programs and safety. Typically has a B.S. degree or equivalent experience.

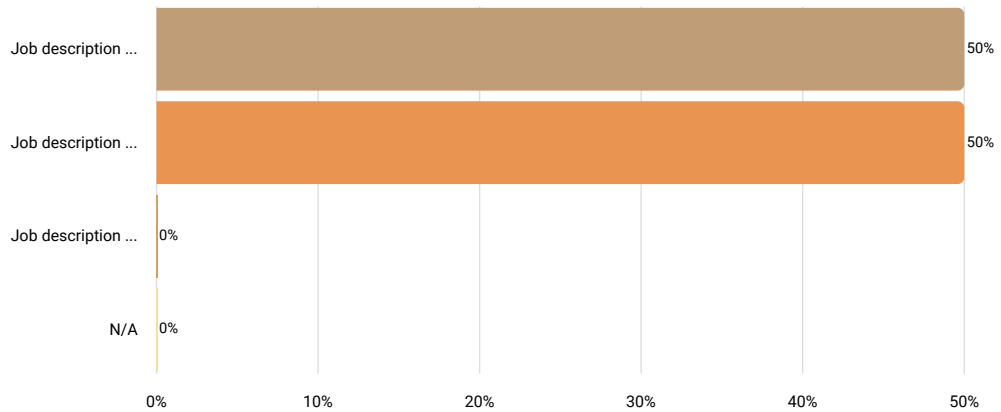
*Level 1: Entry 0-3 years experience. Has little experience with work at the exempt level. Has basic understanding of the principles needed to perform the job and is given direction on most tasks assigned.*

#### 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		50%	6
Job description matches the position at your company very well		50%	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 9 times

Text input



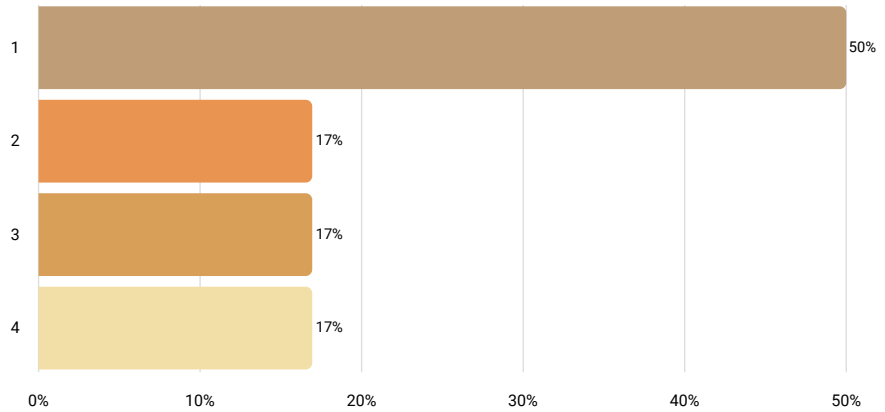
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



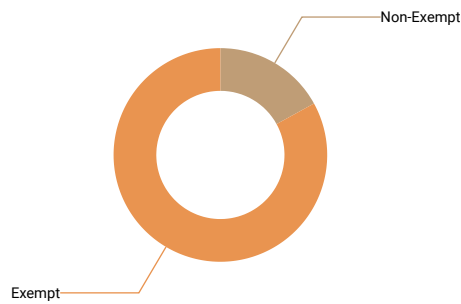
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



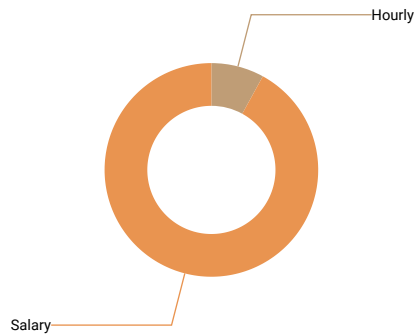
Results	%	N
Non-Exempt	17%	2
Exempt	83%	10

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	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									
Pay Range Minimum Salary	9	35,000	42,500	45,000	47,840	59,600	45,348	45,000	6,000
Pay Range Maximum Salary	9	45,000	50,000	60,000	79,040	89,400	63,644	60,000	13,000
Actual Lowest Base Salary	11	42,500	46,271	50,645	57,000	59,600	53,365	50,645	1,000
Actual Average Base Salary	11	46,250	46,531	55,000	57,036	74,500	57,423	55,000	1,000
Actual Highest Base Salary	11	46,790	50,000	55,000	60,000	89,400	60,563	55,000	1,000
Average Incentive or Other Cash Bonus (Annual)	5	500	2,000	2,766	3,000	9,200	3,493	2,766	3,000

### 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.

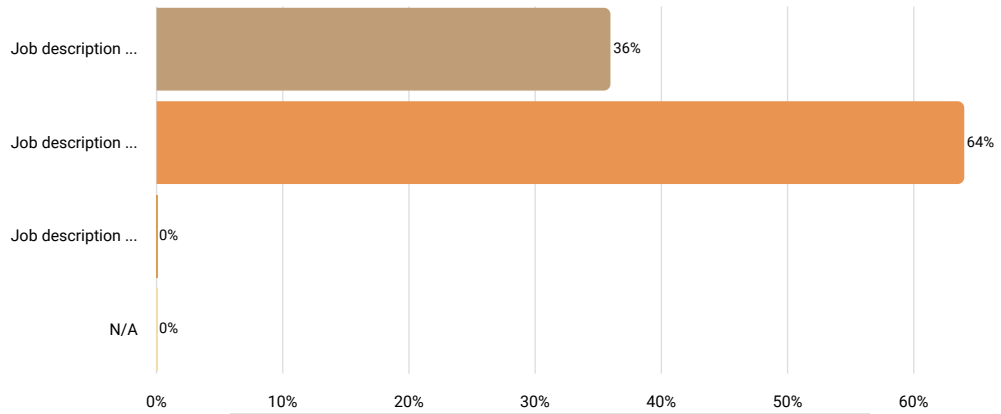
*Level 2: Intermediate- At least 4 years experience. Understands policies and procedures and takes initiative on most routine work. Seeks assistance on n assignments.*

#### 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	36%	5
Job description matches the position at your company very well	64%	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 6 times

Skipped 8 times

Text input

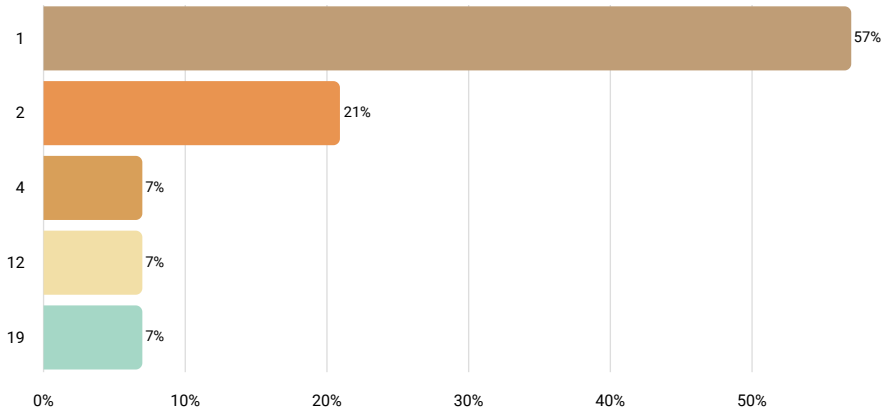
Results	
hr generalist	1
hr & accounting analyst	1
hr generalist ii	1
human resource generalist	1
human resourcesspecialist (intermediate)	1
human resource specialist b	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



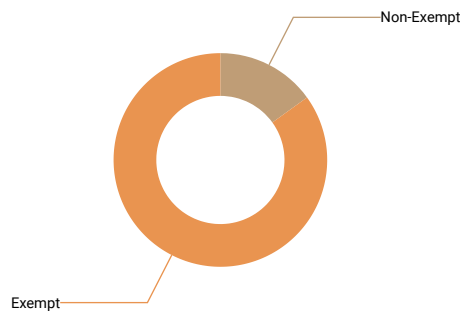
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	12
Mean	4
Median	1
Standard deviation	5

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



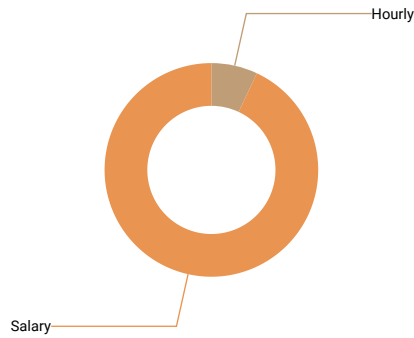
Results	%	N
Non-Exempt	14%	2
Exempt	79%	11

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	13

### 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	12	40,000	45,000	54,699.5	61,000	63,776	53,603	54,700	9
Pay Range Maximum Salary	12	64,580	69,562.5	78,814	81,250	94,000	79,075	78,814	1
Actual Lowest Base Salary	12	50,000	56,820	64,358	65,995.66	66,500	61,509	64,358	8
Actual Average Base Salary	12	57,641	59,908.8	65,495.66	69,633.75	73,667	64,636	65,496	8
Actual Highest Base Salary	12	57,641	59,908.8	65,947.16	74,651.5	82,500	67,263	65,947	1
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.

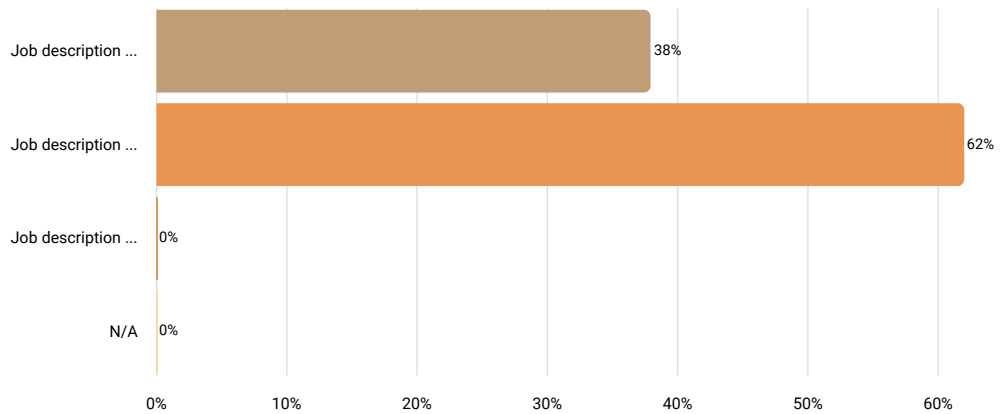
*Level 3: Senior- 8+ years experience. Is considered an experienced professional that can provide guidance to less senior colleagues with assignments. Pe routine and non-routine assignments with little direction.*

#### 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 5 times

Skipped 8 times

Text input

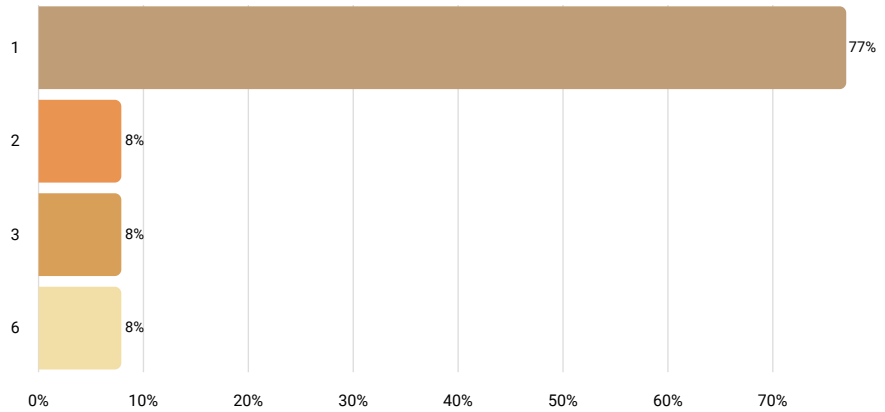
Results	
payroll & benefits specialist and human resources coordinator	1
hr generalist iii	1
human resource specialist/analyst (advanced)	1
payroll/hr specialist	1
senior hr generalist	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



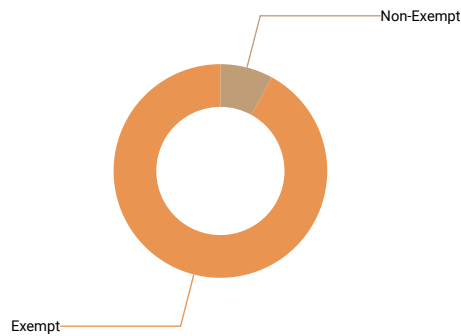
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



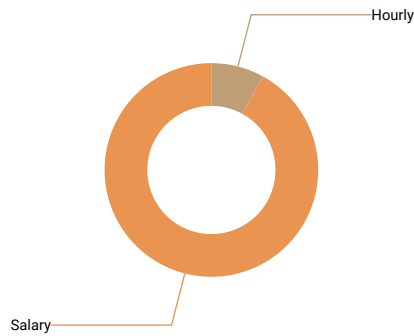
Results	%	N
Non-Exempt	8%	1
Exempt	92%	12

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	8%	1
Salary	92%	12

### 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	9	49,500	55,000	60,600	74,276.8	84,999	65,197	60,600	1
Pay Range Maximum Salary	9	49,500	65,000	87,100	128,750	148,400	94,456	87,100	3
Actual Lowest Base Salary	11	60,000	60,000	70,591.5	84,999	85,500	72,014	70,592	1
Actual Average Base Salary	12	61,500	67,500	73,734.15	82,876.755	90,000	75,300	73,734	1
Actual Highest Base Salary	10	56,250	65,000	76,489.6	85,500	109,375	78,498	76,490	2
Average Incentive or Other Cash Bonus (Annual)	5	2,000	7,000	9,000	10,000	15,000	8,600	9,000	4

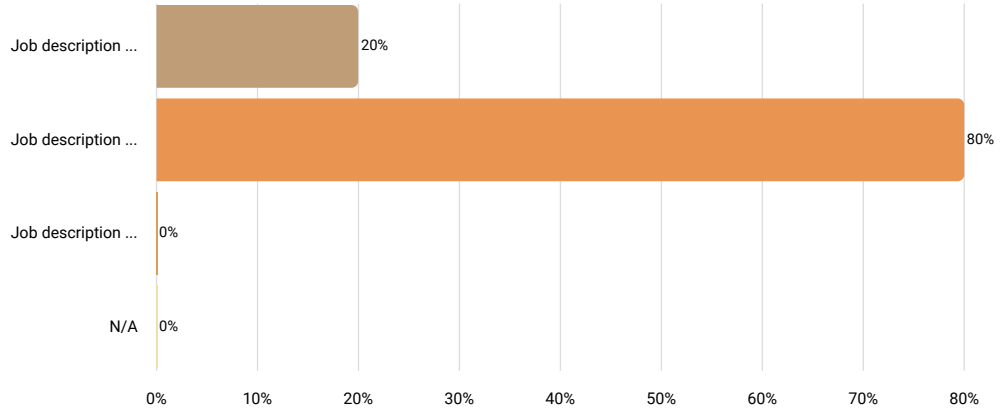
### 6.3.19 Material Planner

#### Job description

Monitor, schedule and coordinate movement of material for production throughout the facility. Coordinates with purchasing, production and other depart efficient movement and delivery of material. Typically has a B.S. degree or equivalent experience.

#### 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	20%	3
Job description matches the position at your company very well	80%	12
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 8 times  
 Text input

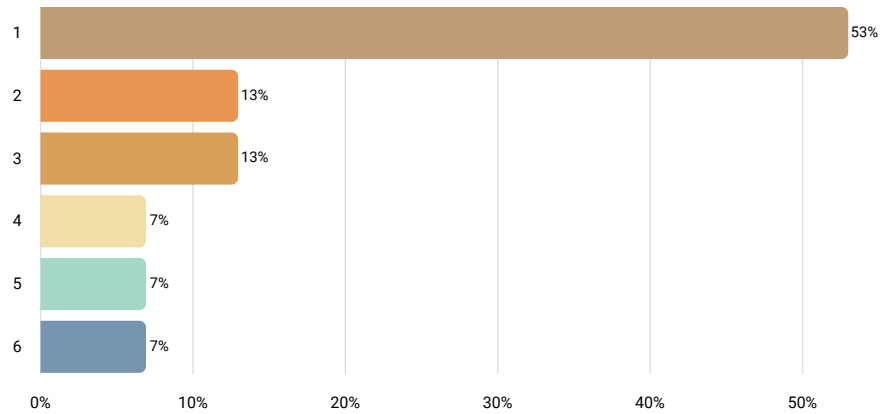
Results	
inventory analyst	1
production planning	1
logistics planner	1
production planner	1
production coordinator i - iii	1
analyst-materials	1
operations planning analyst	1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



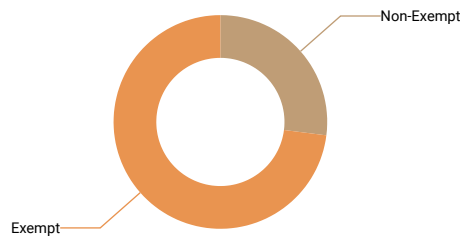
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	5
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



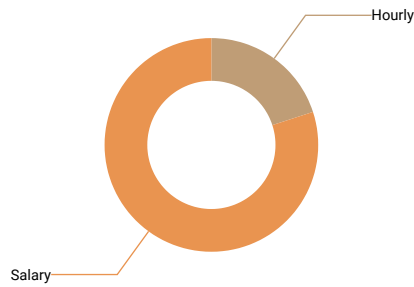
Results	%	N
Non-Exempt	27%	4
Exempt	73%	11

### Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	20%	3
Salary	80%	12

### 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	7	37,500	40,000	47,900	77,000	80,900	53,879	47,900
Pay Range Maximum Salary	7	55,000	65,000	80,750	121,500	126,000	90,486	80,750
Actual Lowest Base Salary	11	53,000	53,040	61,651.35	89,000	105,160	74,101	61,651
Actual Average Base Salary	11	53,040	58,000	71,588.66	92,000	105,200	79,883	71,589
Actual Highest Base Salary	11	53,040	65,000	82,978	105,335	108,000	85,914	82,978
Average Incentive or Other Cash Bonus (Annual)	5	2,000	3,000	5,000	10,100	14,500	6,920	5,000

### 6.3.23 Financial Analyst

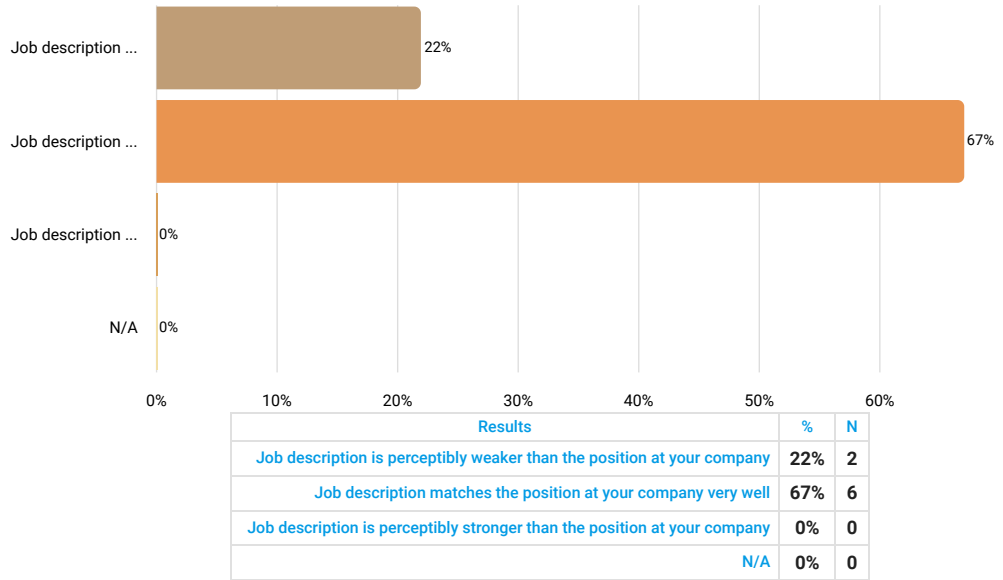
**Job description** Conducts quantitative analyses of information affecting investment programs of public or private institutions.

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 4 times

Skipped 5 times

Text input



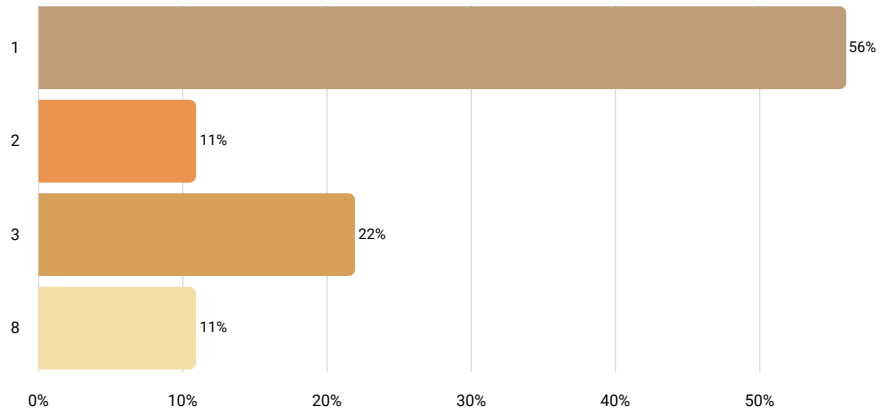
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



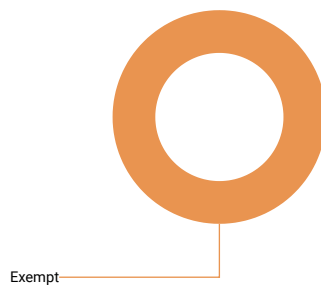
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	3
90th percentile	8
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



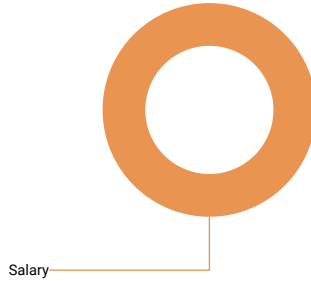
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

### Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	6	50,000	66,625	71,000	79,996.8	91,450	71,679	71,000	10,000
Actual Average Base Salary	8	52,720	70,788.335	83,704	92,850	94,441.2	80,231	83,704	10,000
Actual Highest Base Salary	6	75,245.31	80,000	84,262	91,450	121,908.8	89,521	84,262	10,000
Average Incentive or Other Cash Bonus (Annual)									

### 6.3.29 Training Coordinator

#### Job description

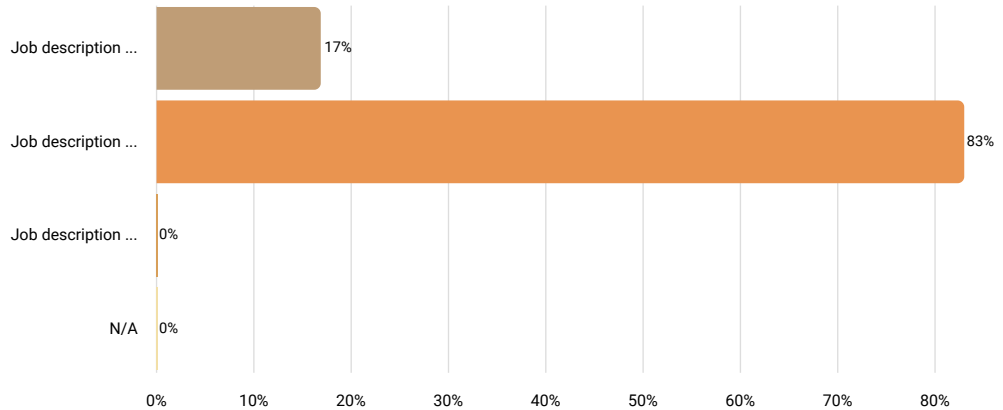
Communicate with managers to identify training needs and map out development plans for teams and individuals. Facilitate training when needed.

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

Answered 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 5 times

Skipped 7 times

Text input

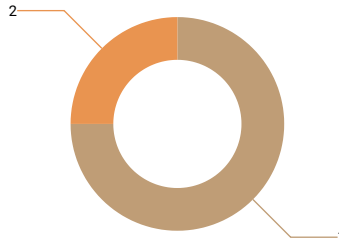
Results	
job is a cross between training coordinator and document control specialist	1
operations training specialist	1
training administrator & training analyst	1
shift supervisor-training	1
training coordinator	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



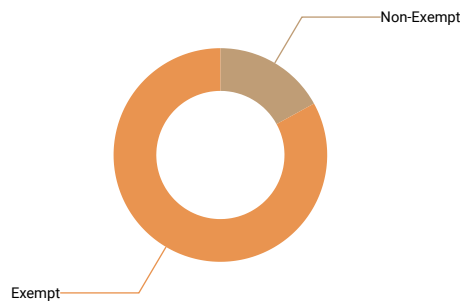
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



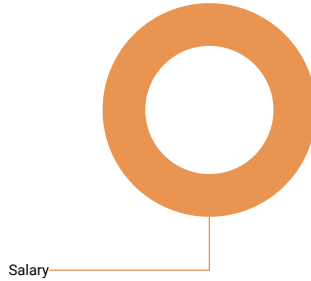
Results	%	N
Non-Exempt	17%	2
Exempt	83%	10

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	8	39,520	40,000	55,494	71,541.5	93,555	58,393	55,494	2
Pay Range Maximum Salary	8	50,000	62,660	85,348	124,111.5	140,332	91,821	85,348	3
Actual Lowest Base Salary	10	40,394	44,000	57,189.2	86,008	103,682.5	64,278	57,189	2
Actual Average Base Salary	12	44,000	55,121.25	67,609	83,204	90,000	69,989	67,609	2
Actual Highest Base Salary	10	42,394	50,242.5	72,498.4	86,008	103,682.5	71,840	72,498	2
Average Incentive or Other Cash Bonus (Annual)	5	1,200	6,500	9,000	13,300	17,500	9,500	9,000	€

### 6.3.30 Compensation/Benefits Specialist

#### Job description

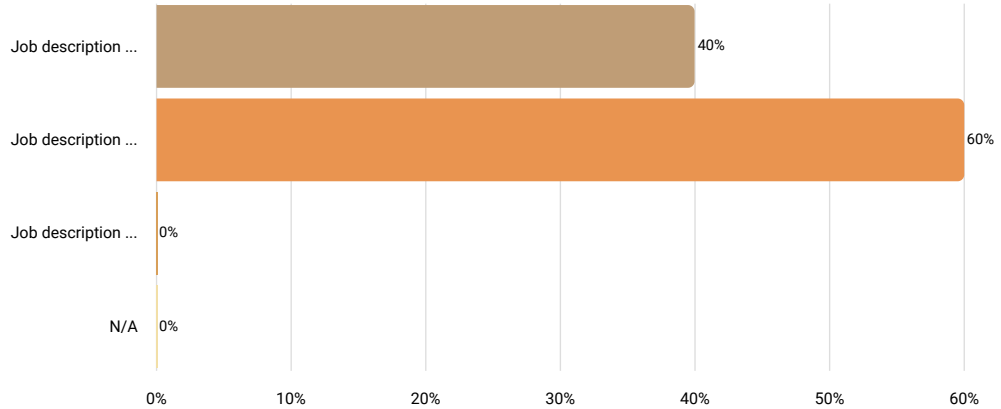
Involved in the design and administration of the company's compensation and benefits plans which includes developing salary ranges and overseeing me and budgets. Communicates with employees regarding company policies and procedures related to compensation and benefits.

#### 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	40%	2
Job description matches the position at your company very well	60%	3
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 2 times

Text input



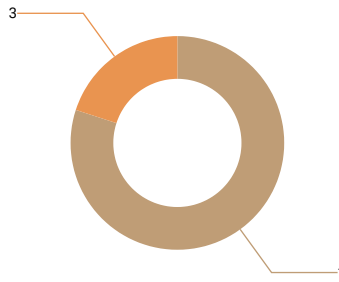
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



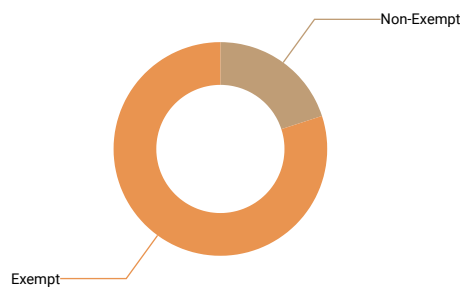
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



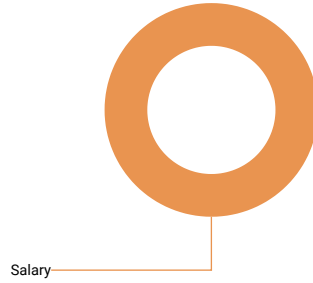
Results	%	N
Non-Exempt	20%	1
Exempt	80%	4

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary									
Actual Average Base Salary	5	48,621	52,020	63,311	95,000	98,945.6	71,580	63,311	20,000
Actual Highest Base Salary									
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 1-5  
Industrial or Manufacturing Engineer - Level 1-3  
Quality Engineer - Level 1-3  
Project Manager - Level 3  
Safety Engineer  
System Administrator or Network Analyst

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

Mechanical Engineer - Level 6  
Electrical Design Engineer - Level 1-6  
Industrial or Manufacturing Engineer - Level 4-6  
Aeronautical Design Engineer - Level 1-6  
Quality Engineer - Level 4-6  
Info Assurance/Security Engineer - Level 1-6  
Software Engineer - Level 1-6  
System Design Engineer - Level 1-6  
Project Manager - Level 1-2,4-6  
Chemist  
Chemical 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.

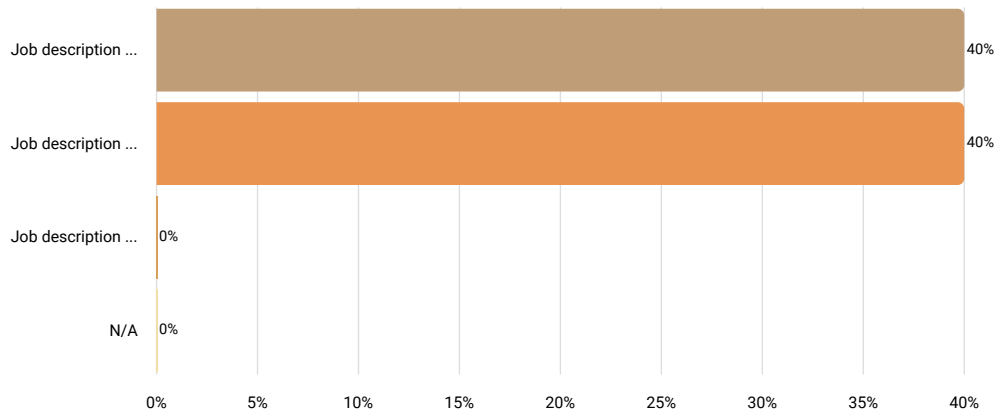
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	40%	2
Job description matches the position at your company very well	40%	2
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

#### Job Title (if different than above)

Text input



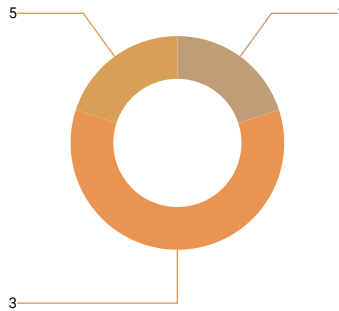
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



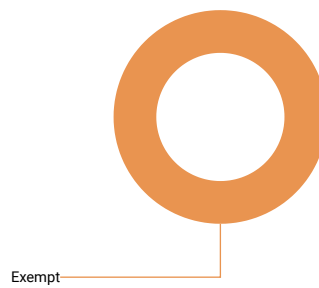
Statistics	
10th percentile	1
25th percentile	3
50th percentile	3
75th percentile	3
90th percentile	5
Mean	3
Median	3
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



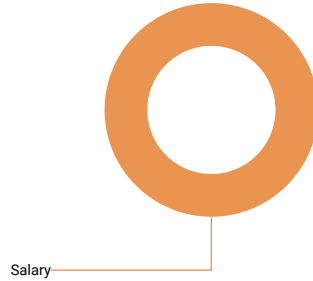
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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	5	64,750	66,353	68,120	68,500	90,000	71,545	68,120	10,425
Actual Highest Base Salary	5	10,000	67,500	71,240	71,400	92,000	62,428	71,240	30,851

## 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.

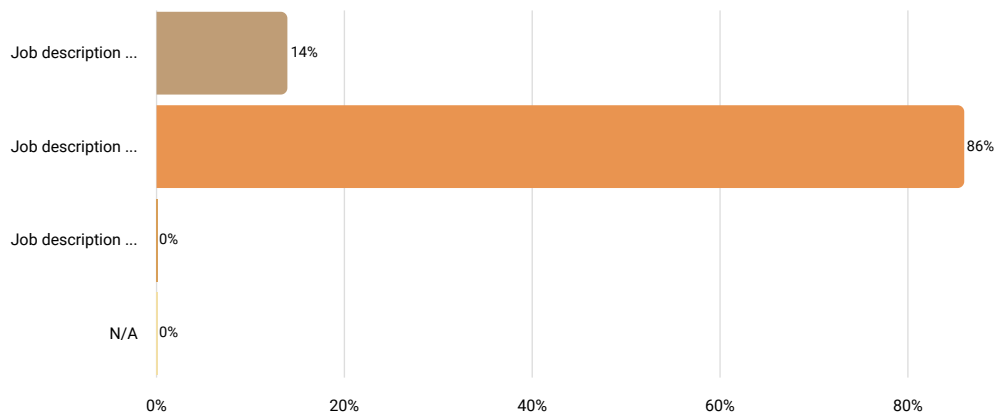
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 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



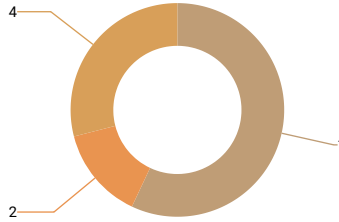
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



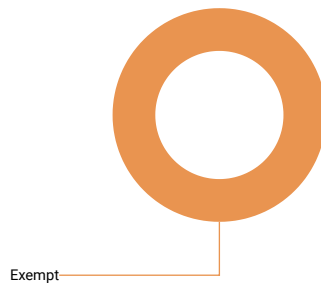
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



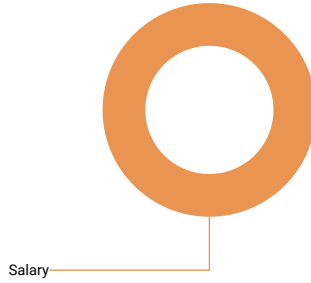
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	Standard Deviation
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	7	70,000	70,095	75,246	85,000	85,181	77,646	75,246	6,000
Actual Average Base Salary	7	71,500	75,000	75,658	85,030	85,181	78,659	75,658	5,000
Actual Highest Base Salary	7	73,000	75,000	81,547	85,181	85,200	79,739	81,547	5,000
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.

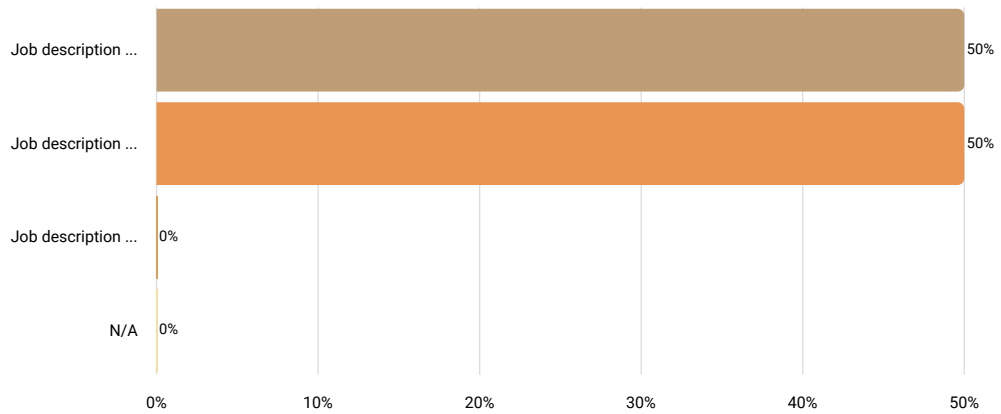
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	50%	3
Job description matches the position at your company very well	50%	3
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 4 times

Text input



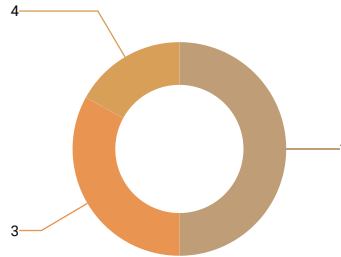
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



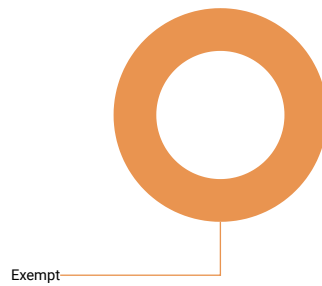
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	4
Mean	2
Median	2
Standard deviation	1

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



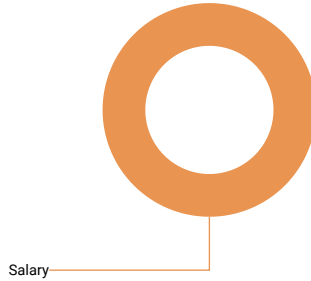
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	5	45,000	81,500	83,000	87,256	92,650	77,881	83,000	1
Pay Range Maximum Salary	5	75,000	81,577	83,000	107,161.6	125,350	94,418	83,000	2
Actual Lowest Base Salary	6	69,644	74,450	82,288.5	94,432	105,000	84,684	82,289	1:
Actual Average Base Salary	6	69,644	81,577	88,781.5	98,924.8	108,500	89,368	88,782	1:
Actual Highest Base Salary	6	69,644	81,577	93,260.8	112,000	123,589	95,555	93,261	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.

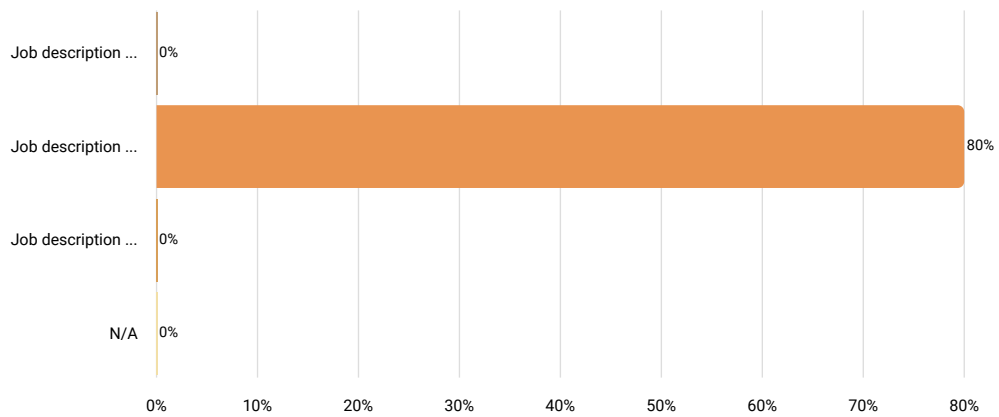
*Level 4: Specialist/Lead: 9 years or more of experience, a fully competent engineer, requires judgment about methods and techniques utilized.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 2 times

Skipped 3 times

Text input



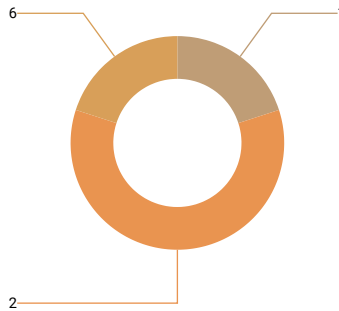
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



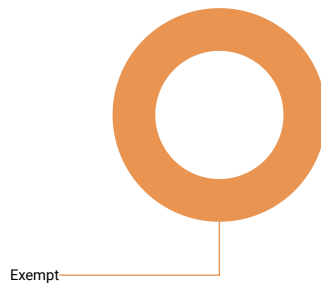
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	2
90th percentile	6
Mean	3
Median	2
Standard deviation	2

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



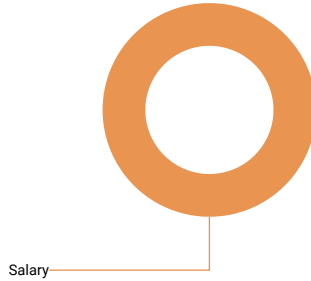
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	5

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	90,000	106,026	124,600	130,000	137,978.3	117,721	124,600	1
Actual Average Base Salary	5	93,750	124,600	130,000	134,487	139,815.97	124,531	130,000	1
Actual Highest Base Salary	5	97,500	124,600	130,000	141,653.64	155,391	129,829	130,000	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.

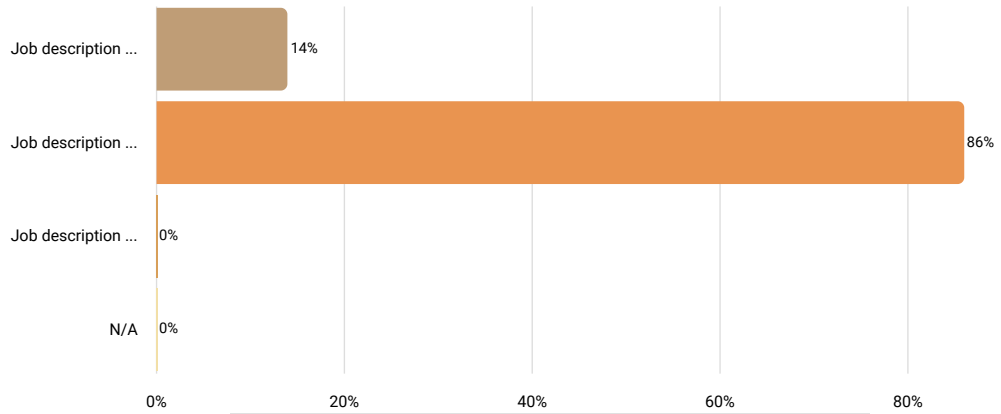
*Level 5: Senior Staff Specialist: 12 years or more of experience, has comprehensive knowledge in area of experience for work on significant assignments holds an advanced degree in area of specialization.*

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

Answered 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 2 times

Skipped 5 times

Text input



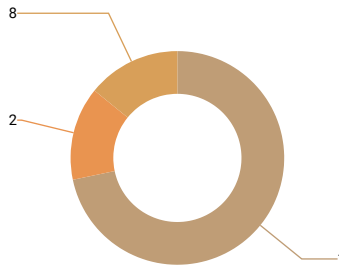
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



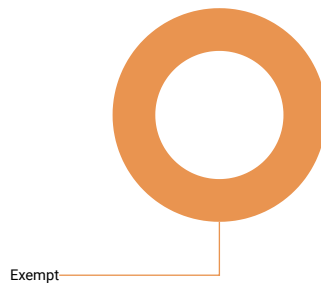
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	8
Mean	2
Median	1
Standard deviation	3

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



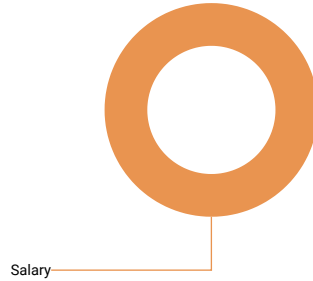
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	6	80,000	113,299.94	133,734.5	141,107.2	142,000	123,979	133,735	2
Actual Average Base Salary	6	80,000	113,299.94	140,946.1	141,640	142,000	126,472	140,946	2
Actual Highest Base Salary	6	80,000	113,299.94	141,553.6	143,000	148,847	128,042	141,554	2
Average Incentive or Other Cash Bonus (Annual)									

### 6.4.13 Industrial or Manufacturing Engineer - Level 1

#### Job description

Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, invent logistics and material flow, cost analysis, and production coordination.

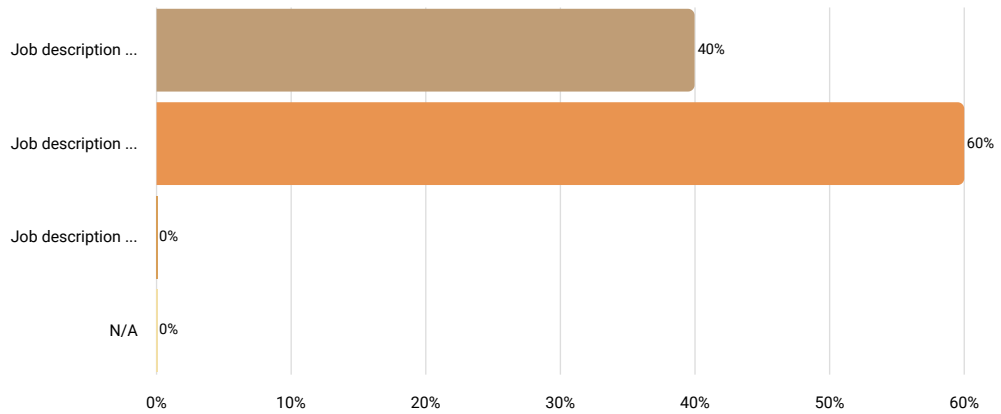
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		40%	2
Job description matches the position at your company very well		60%	3
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 4 times

Text input



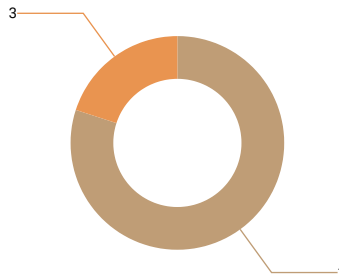
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



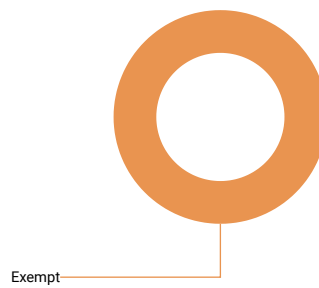
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	3
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



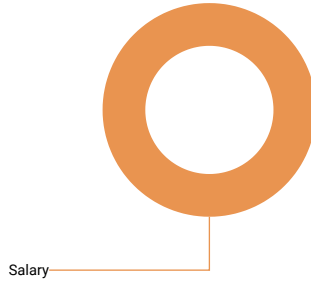
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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	5	57,100	60,000	60,763	70,000	72,500	64,073	60,763	6,673
Actual Average Base Salary	5	57,100	60,763	70,000	72,500	73,000	66,673	70,000	7,000
Actual Highest Base Salary	5	57,100	60,763	70,000	72,500	75,000	67,073	70,000	7,000
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.14 Industrial or Manufacturing Engineer - Level 2

### Job description

Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, invent logistics and material flow, cost analysis, and production coordination.

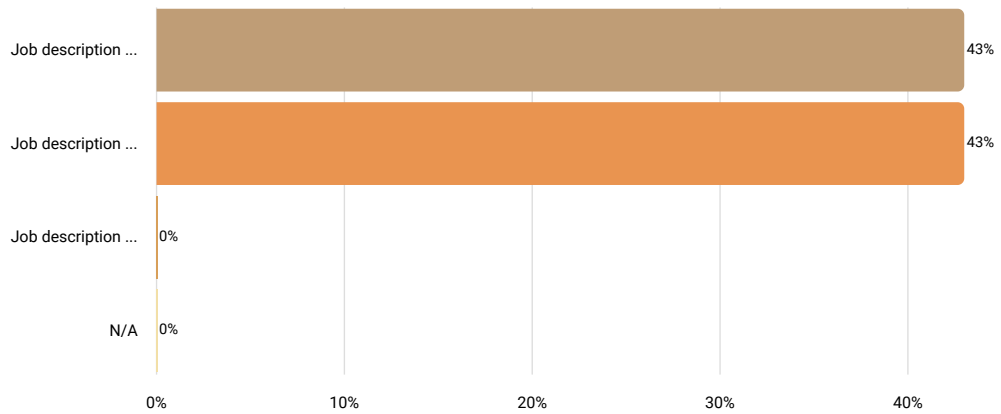
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 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	43%	3
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 2 times

Text input

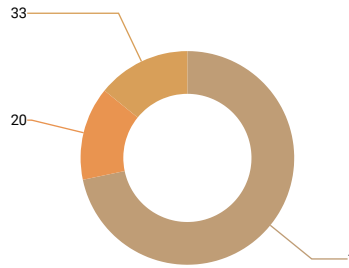
Results	
materials and process engineer	1
manufacturing engineer ii - electrical	1
manufacturing engineer	1
production process engineer	1
engineer, manufacturing	1

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



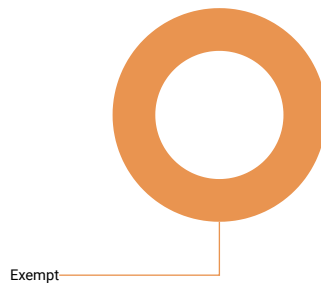
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	20
90th percentile	33
Mean	8
Median	1
Standard deviation	13

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



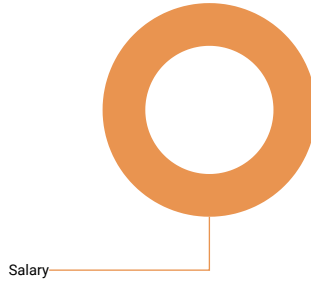
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	Standard Deviation
Pay Range Minimum Salary	6	42,300	65,000	76,053.9	76,700	85,280	70,231	76,054	1
Pay Range Maximum Salary	6	76,700	81,250	90,818.1	95,100	139,360	95,674	90,818	2
Actual Lowest Base Salary	6	67,000	70,000	76,850	77,355.2	80,000	74,676	76,850	5
Actual Average Base Salary	7	67,000	76,700	77,355.2	84,600	93,606	79,466	77,355	8
Actual Highest Base Salary	6	67,000	70,000	77,027.6	80,000	118,000	81,509	77,028	1
Average Incentive or Other Cash Bonus (Annual)									

### 6.4.15 Industrial or Manufacturing Engineer - Level 3

#### Job description

Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, invent logistics and material flow, cost analysis, and production coordination.

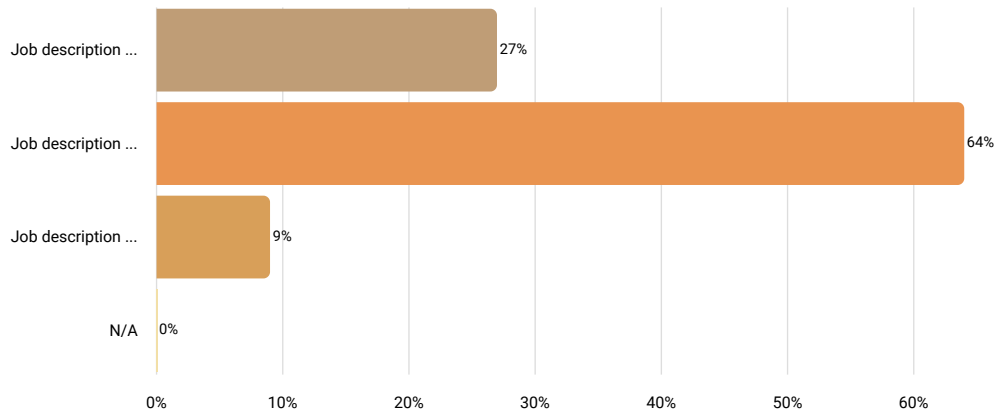
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

#### 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		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		9%	1
N/A		0%	0

#### Job Title (if different than above)

Answered 2 times

Skipped 9 times

Text input



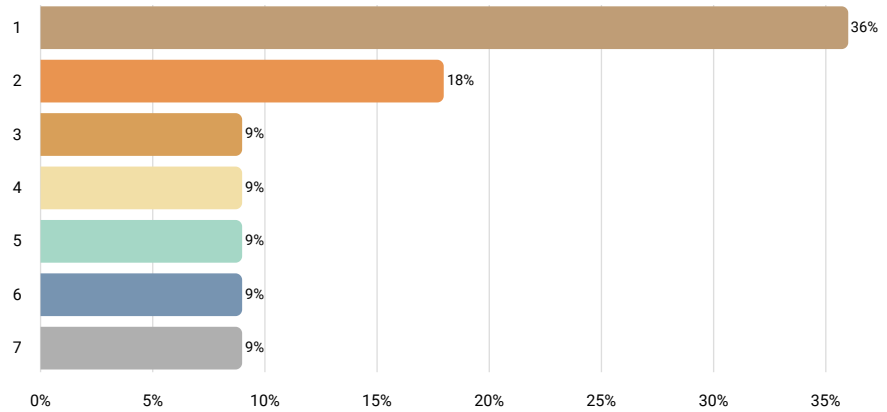
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



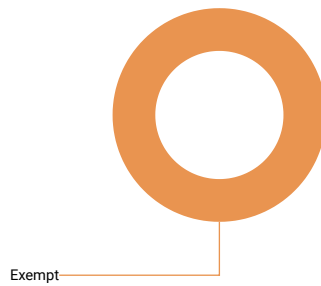
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	5
90th percentile	6
Mean	3
Median	2
Standard deviation	2

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



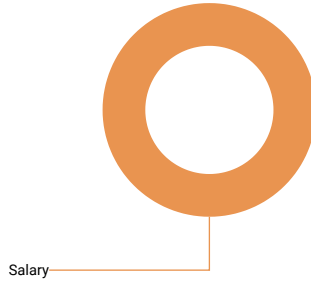
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

### 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	St de
Pay Range Minimum Salary	9	55,000	58,400	64,204.56	85,000	97,760	71,155	64,205	1
Pay Range Maximum Salary	9	90,000	95,717	98,141.23	111,500	160,160	109,143	98,141	2
Actual Lowest Base Salary	10	74,900	78,000	86,100	89,606.4	112,500	88,519	86,100	1
Actual Average Base Salary	10	76,500	81,082	88,921.5	98,658.56	116,916.5	92,541	88,922	1
Actual Highest Base Salary	10	76,500	81,082	92,400	109,990.4	120,000	96,603	92,400	1
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.25 Quality Engineer - Level 1

### Job description

Perform functions in order to increase the quality and reliability of products, processes or services of the company. Utilize mathematical and statistical m

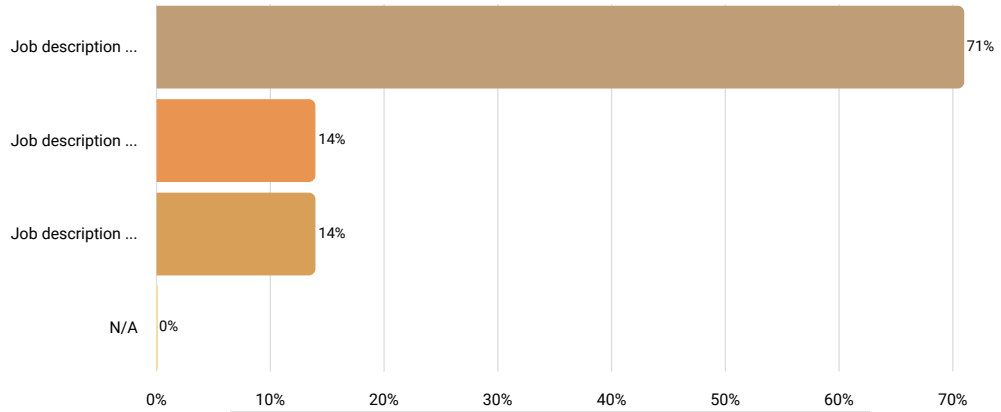
*Level 1: Entry: 0-1 years of experience, performs routine tasks.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	71%	5
Job description matches the position at your company very well	14%	1
Job description is perceptibly stronger than the position at your company	14%	1
N/A	0%	0

### Job Title (if different than above)

Answered 5 times

Skipped 2 times

Text input

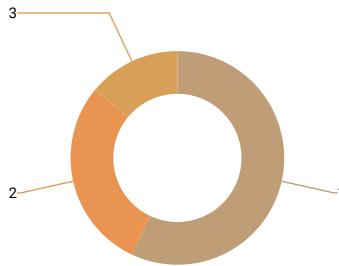
Results	
quality engineer i	1
quality engineer	1
quality control inspector - custodial	1
quality specialist a	1
quality engineer/quality specialist	1

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



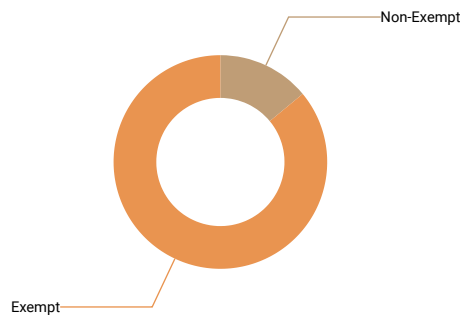
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



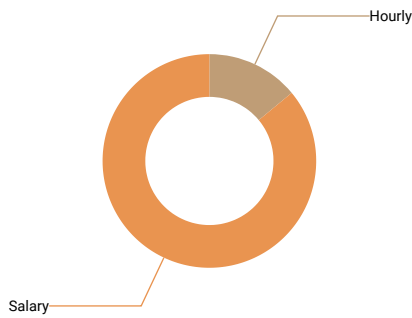
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
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	6	33,475	45,000	55,000	62,800	102,000	58,879	55,000
Pay Range Maximum Salary	6	41,845	66,000	70,000	78,589	153,000	79,906	70,000
Actual Lowest Base Salary	5	45,926	55,000	61,300	62,800	102,000	65,405	61,300
Actual Average Base Salary	6	45,926	57,783	60,650	68,850	127,500	70,227	60,650
Actual Highest Base Salary	5	45,926	61,300	65,000	70,700	153,000	79,185	65,000
Average Incentive or Other Cash Bonus (Annual)								

## 6.4.26 Quality Engineer - Level 2

### Job description

Perform functions in order to increase the quality and reliability of products, processes or services of the company. Utilize mathematical and statistical m

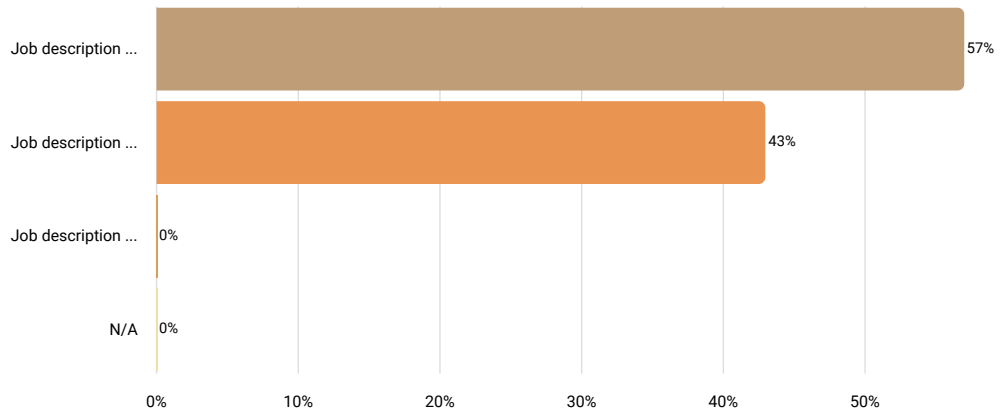
*Level 2: Intermediate: 2 years or more of experience, perform specific and narrow functions within a broader assignment of an experienced engineer.*

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		57%	4
Job description matches the position at your company very well		43%	3
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 3 times

Text input



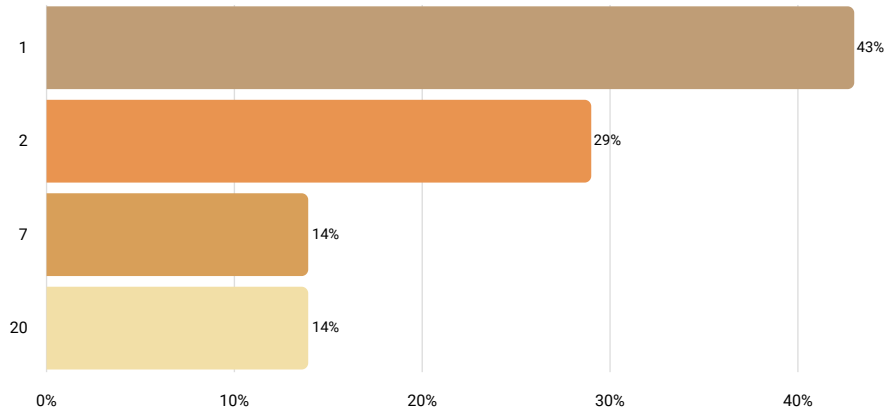
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



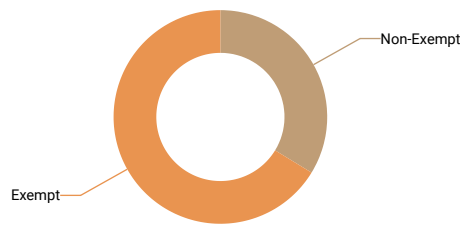
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	7
90th percentile	20
Mean	5
Median	2
Standard deviation	7

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



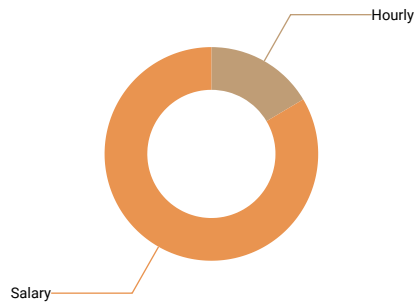
Results	%	N
Non-Exempt	29%	2
Exempt	57%	4

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	71%	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									
Pay Range Minimum Salary	5	45,000	60,000	62,800	67,828.8	76,960	62,518	62,800	1
Pay Range Maximum Salary	5	78,589	80,000	80,000	83,220.8	128,960	90,154	80,000	2
Actual Lowest Base Salary	5	62,800	70,000	70,000	72,072	81,500	71,274	70,000	6
Actual Average Base Salary	5	68,850	70,000	71,016	74,984	87,200	74,410	71,016	7
Actual Highest Base Salary	5	70,000	70,700	72,031	77,875.2	98,000	77,721	72,031	1
Average Incentive or Other Cash Bonus (Annual)									

### 6.4.27 Quality Engineer - Level 3

#### Job description

Perform functions in order to increase the quality and reliability of products, processes or services of the company. Utilize mathematical and statistical m

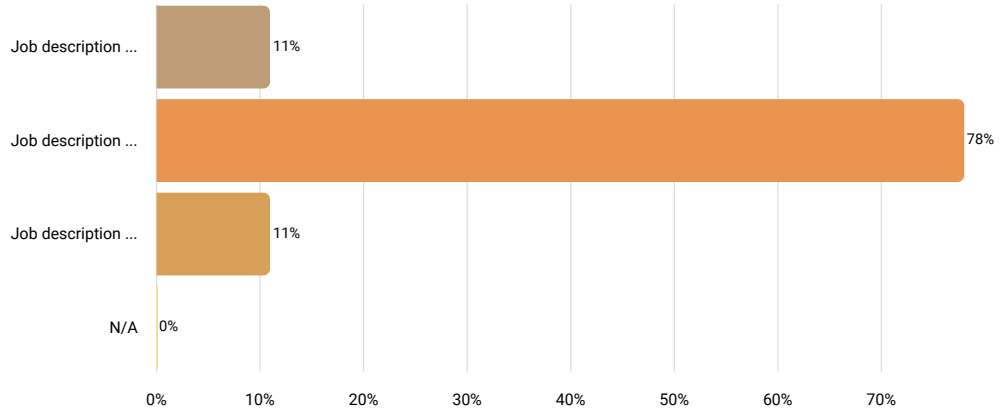
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

#### Job Title (if different than above)

Answered 3 times

Skipped 6 times

Text input



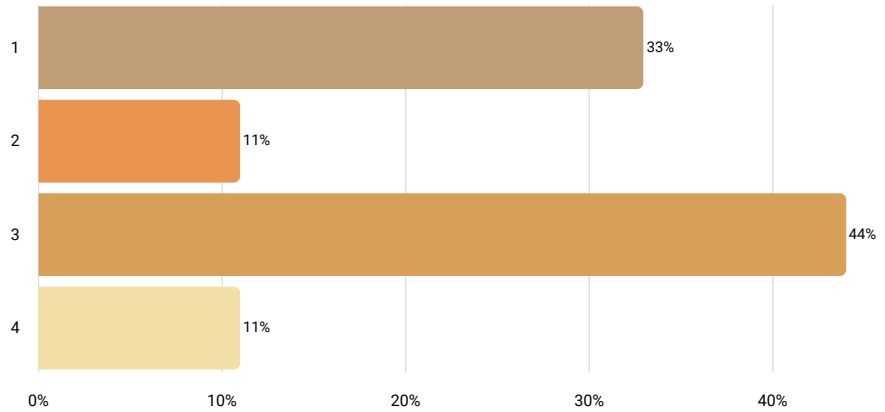
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



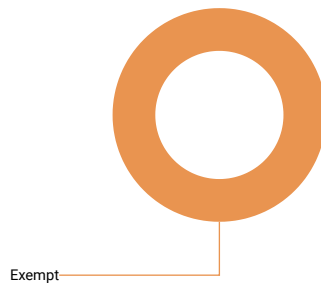
Statistics	
10th percentile	1
25th percentile	1
50th percentile	3
75th percentile	3
90th percentile	4
Mean	2
Median	3
Standard deviation	1

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



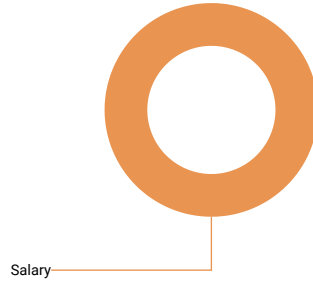
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

### Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	7	45,000	61,000	69,000	70,000	81,857	65,555	69,000	1
Pay Range Maximum Salary	7	75,000	78,589	89,000	110,747.3	110,769	91,444	89,000	1
Actual Lowest Base Salary	9	57,334	69,000	79,300	85,000	88,775	75,566	79,300	1
Actual Average Base Salary	9	57,334	78,000	81,600	90,032.8	95,795	81,454	81,600	1
Actual Highest Base Salary	9	57,334	79,300	89,500	92,060.8	108,448.64	85,294	89,500	1
Average Incentive or Other Cash Bonus (Annual)									

### 6.4.51 Project Manager - Level 3

#### Job description

Oversees individual technical/engineering projects or programs. If position supervises teams and large scale projects or programs, record the data under Manager in Management Occupations.

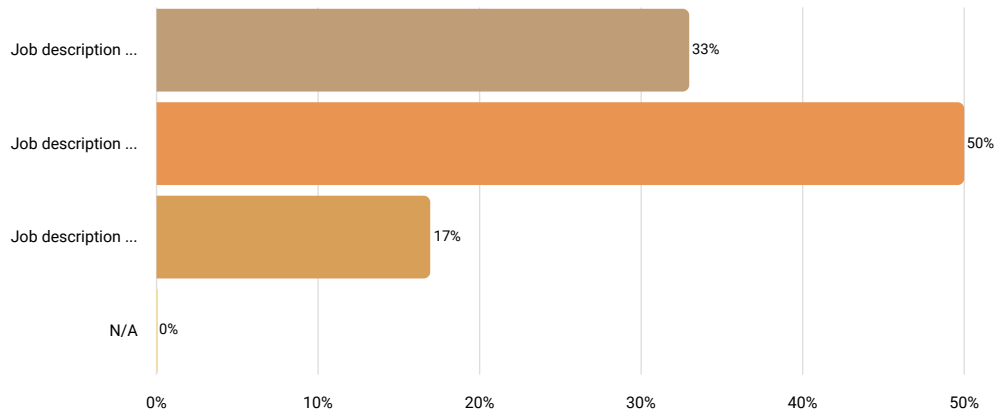
*Level 3: Senior: 5 years or more of experience, works independently and applies conventional or standard engineering techniques.*

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		%	N
Job description is perceptibly weaker than the position at your company		33%	2
Job description matches the position at your company very well		50%	3
Job description is perceptibly stronger than the position at your company		17%	1
N/A		0%	0

#### Job Title (if different than above)

Answered 5 times

Skipped 1 times

Text input

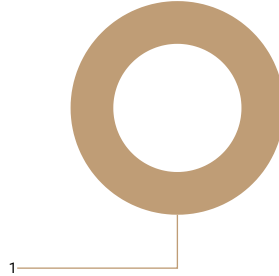
Results		N
senior project manager		1
project scheduler		1
project engineer		1
project coordinator		1
engineer, project sr		1

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



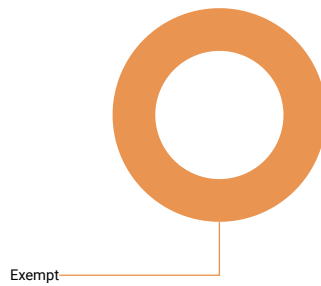
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



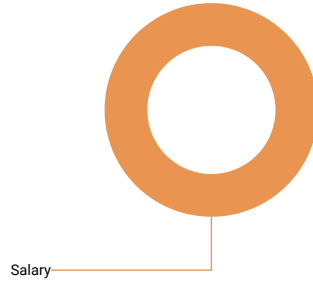
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	56,244	75,000	100,000	111,854.86	120,100	92,640	100,000	2
Actual Average Base Salary	6	56,244	75,000	105,000	111,854.86	120,100	95,533	105,000	2
Actual Highest Base Salary	6	56,244	75,000	105,000	111,854.86	120,100	95,533	105,000	2
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.57 Safety Engineer

### Job description

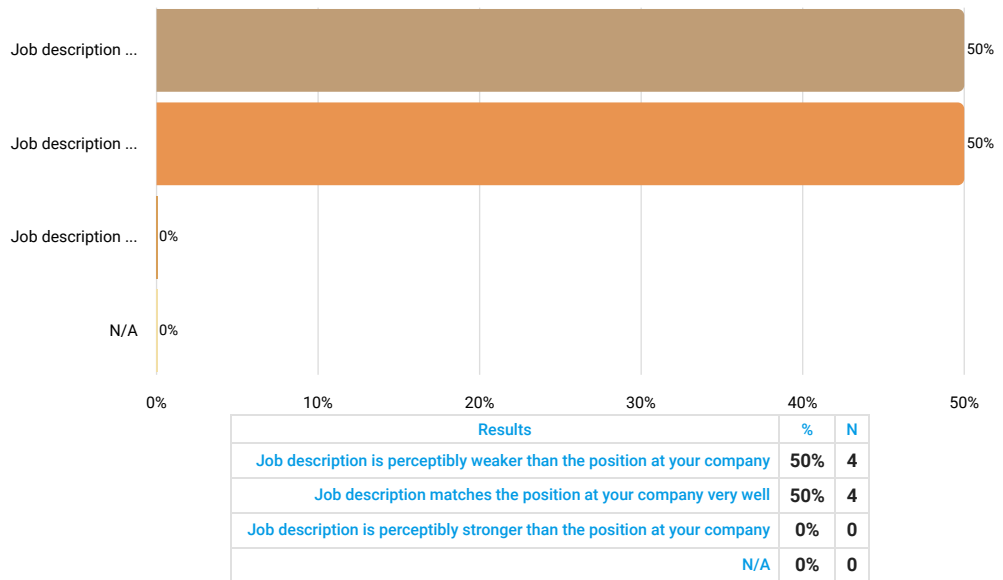
Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety law

#### 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



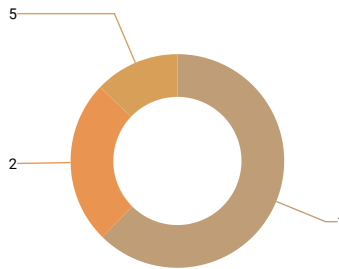
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



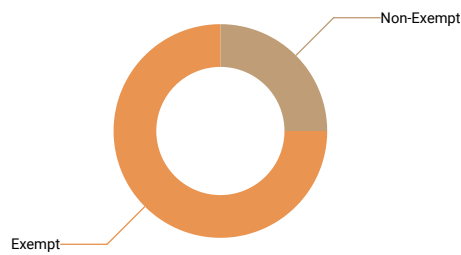
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



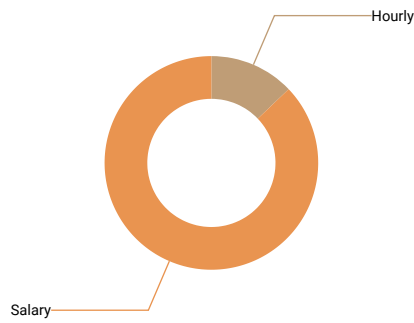
Results	%	N
Non-Exempt	25%	2
Exempt	75%	6

### 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	6	42,300	45,000	57,636.5	81,000	85,280	61,476	57,637	1
Pay Range Maximum Salary	6	70,000	80,000	108,250	123,071	139,360	104,822	108,250	2
Actual Lowest Base Salary	7	60,000	65,000	77,000	97,000	122,595.75	82,085	77,000	2
Actual Average Base Salary	7	63,000	65,000	83,200	97,000	122,595.75	84,828	83,200	2
Actual Highest Base Salary	7	65,000	66,000	97,000	112,000	122,595.75	90,799	97,000	2
Average Incentive or Other Cash Bonus (Annual)									

## 6.4.67 System Administrator or Network Analyst

### Job description

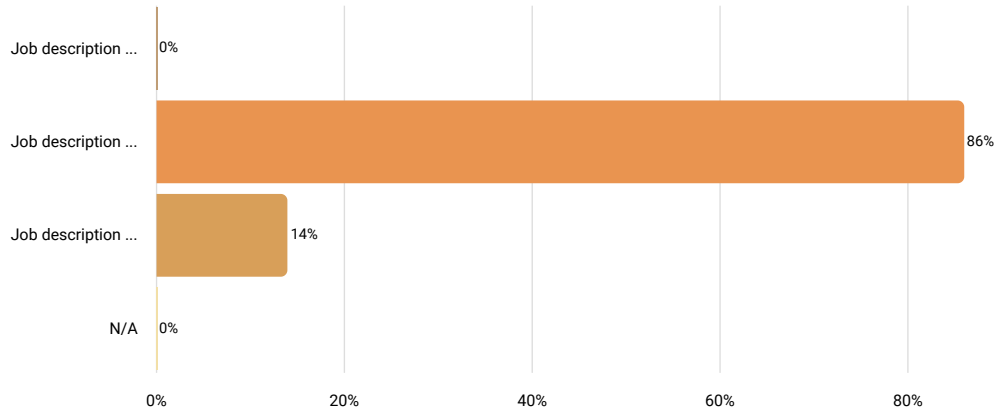
Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network. 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 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 3 times

Text input



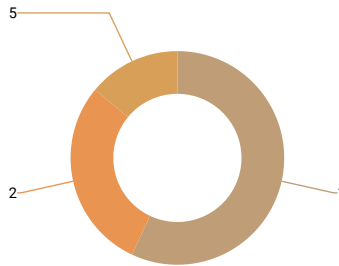
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



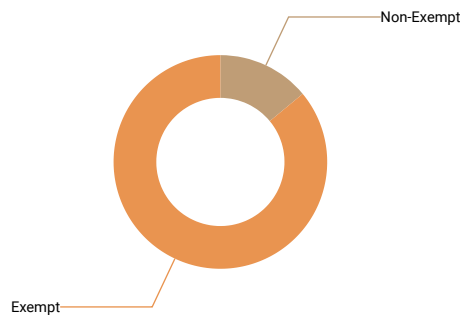
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	5
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



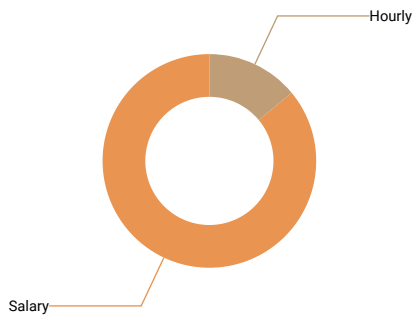
Results	%	N
Non-Exempt	14%	1
Exempt	86%	6

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	14%	1
Salary	86%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	65,000	65,540.8	82,122.28	91,500	96,000	80,033	82,122	1
Actual Average Base Salary	6	65,540.8	70,000	89,825.5	102,750	115,723	88,944	89,826	1
Actual Highest Base Salary	5	65,540.8	75,000	96,000	114,000	154,715.57	101,051	96,000	3
Average Incentive or Other Cash Bonus (Annual)									

## 6.5 Production Positions

**The survey received sufficient data for the following job titles:**

Electrical/Electronic Assembler  
Assembler, General  
CNC Operator  
Machine Tool Operator  
Chemical Operator  
Chemical Plant and Systems Operator  
Packaging Operator  
Molding Machine Operator  
Production/Machine Operator  
Tool and Die Maker  
Tool Crib Attendant  
Production Painter  
Welder  
Inspector  
Production Scheduler  
Inventory/Material Planner  
Fabricator

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

Mechanical Assembler  
Saw Operator  
Crane Operator  
Cost Estimator  
Metal Finishing Technician

## 6.5.1 Electrical/Electronic Assembler

### Job description

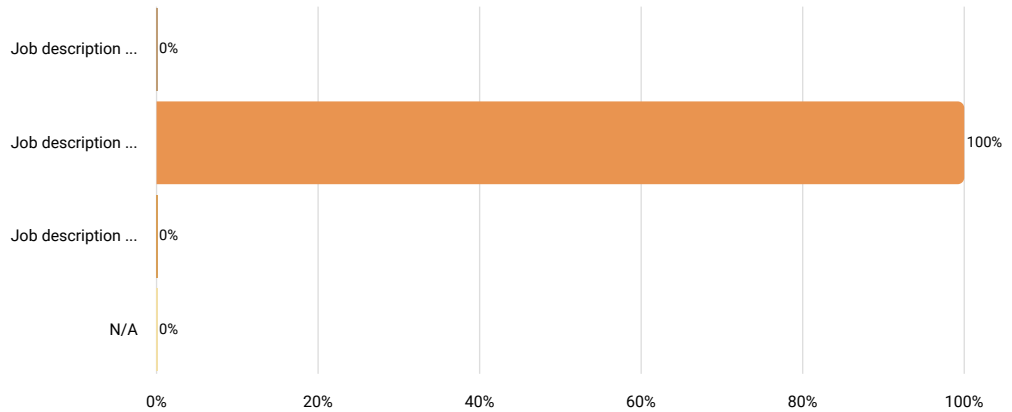
Assembles electrical or electronic systems and support structures; install components, units, subassemblies, wiring, and assembly casings, using rivets, soldering and micro-welding equipment.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 4 times

Skipped 2 times

Text input



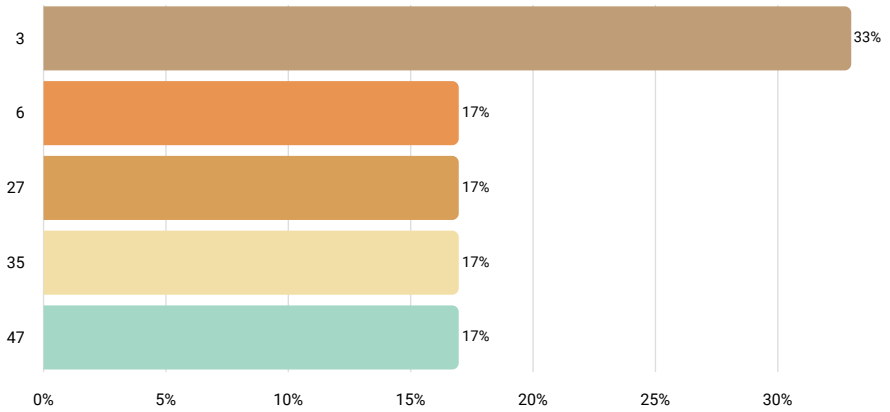
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



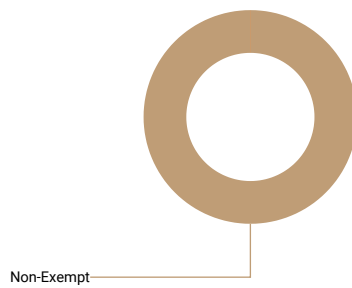
Statistics	
10th percentile	3
25th percentile	3
50th percentile	16.5
75th percentile	35
90th percentile	47
Mean	20
Median	17
Standard deviation	19

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



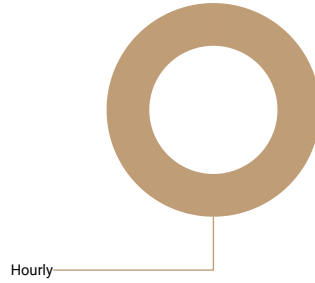
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

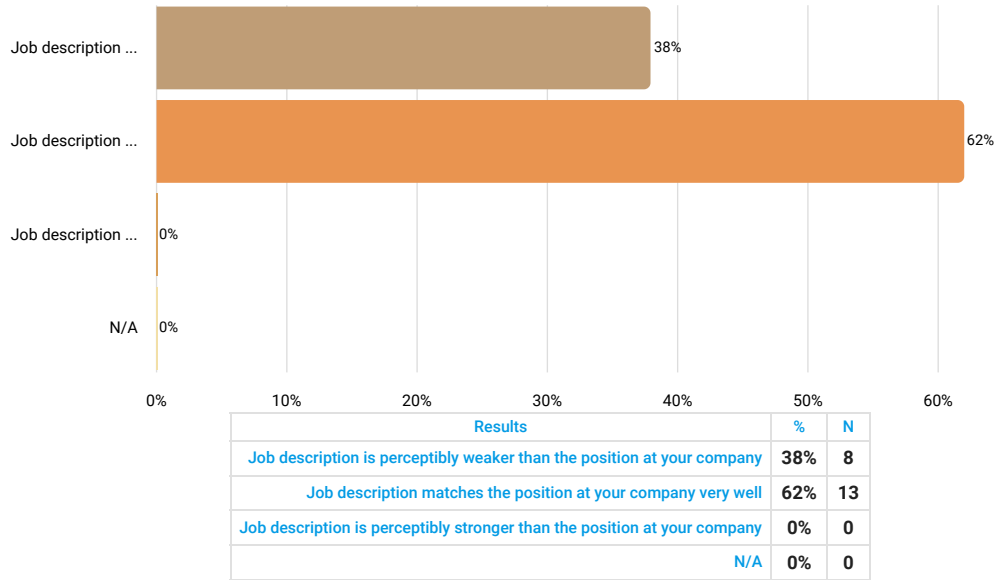
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	10.5	10.75	17.355	21	25	17	17
Actual Average Base Rate	6	11	12.48	19.55	22.25	26	18	20
Actual Highest Base Rate	6	12.4	16	21.635	23.5	28	21	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								

### 6.5.3 Assembler, General

**Job description** Use this job title for assembly workers other than electrical/electronic or mechanical assemblers.

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

Answered 21 times  
 Skipped 0 times  
 Select one answer (radio button)



**Job Title (if different than above)**

Answered 12 times  
 Skipped 9 times  
 Text input

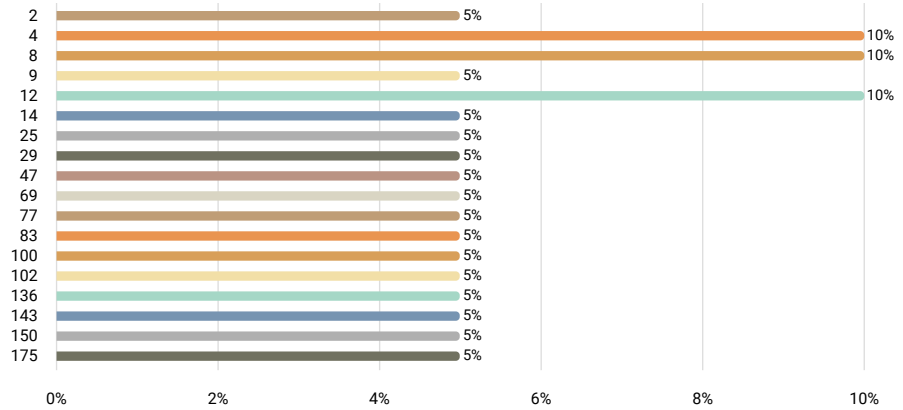
Results	
general assembly	1
assembly operator	1
powder coating operator	1
utility	1
millwork production associate and truss production associate	1
tech - electrical assembly i - ii	1
operator technician i and ii	1
assembler/operator	1
production associate	1
production associate	1
production team member	1
operator	1

### Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



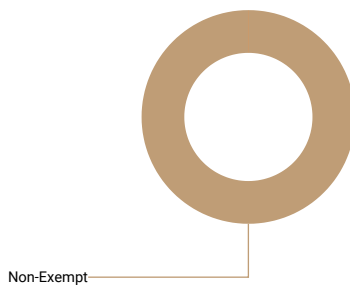
Statistics	
10th percentile	4
25th percentile	9
50th percentile	29
75th percentile	100
90th percentile	143
Mean	58
Median	29
Standard deviation	57

### FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



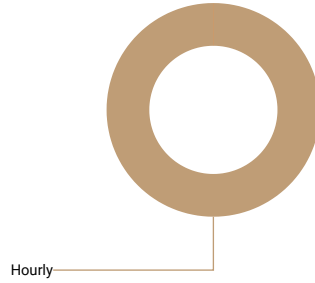
Results	%	N
Non-Exempt	100%	21
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	21
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	18	13	14	14.8	17	19.94	15	15
Pay Range Maximum Rate	18	16	16.82	19.5	21.31	24.72	20	20
Actual Lowest Base Rate	20	12.8	13.88	15	17	19.645	16	15
Actual Average Base Rate	20	13.375	14.55	16.12	18.88	22.13	17	16
Actual Highest Base Rate	20	15.575	16.2	18.875	21.655	25.71	20	19
If there is a step progression in place, enter the number of steps. If not, leave blank.	13	2	3	4	6	9	5	4
Average Incentive Bonus or Other Cash Bonus (Annual)	6	900	1,000	2,500	3,800	4,321	2,504	2,500

## 6.5.4 CNC Operator

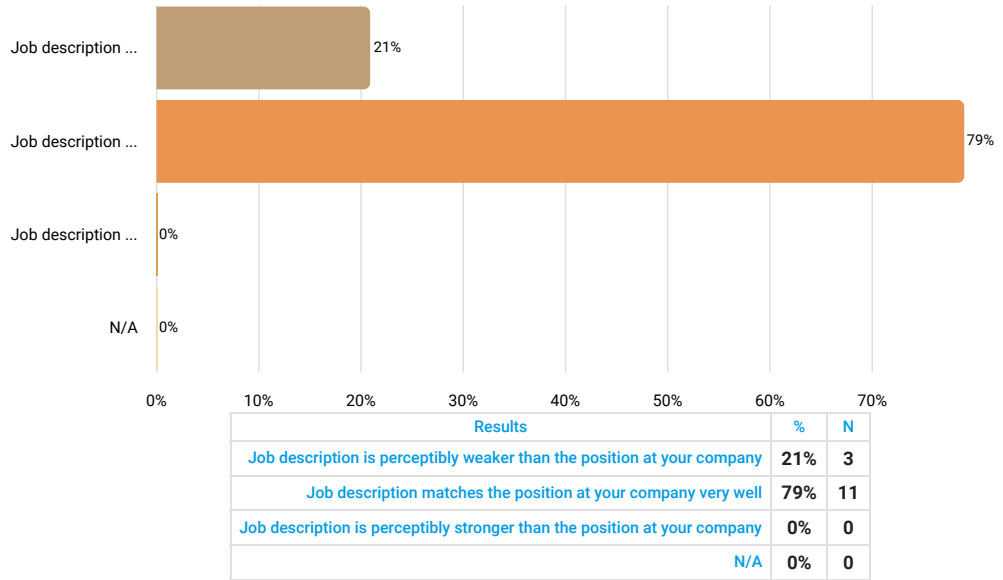
**Job description** Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times

Skipped 8 times

Text input

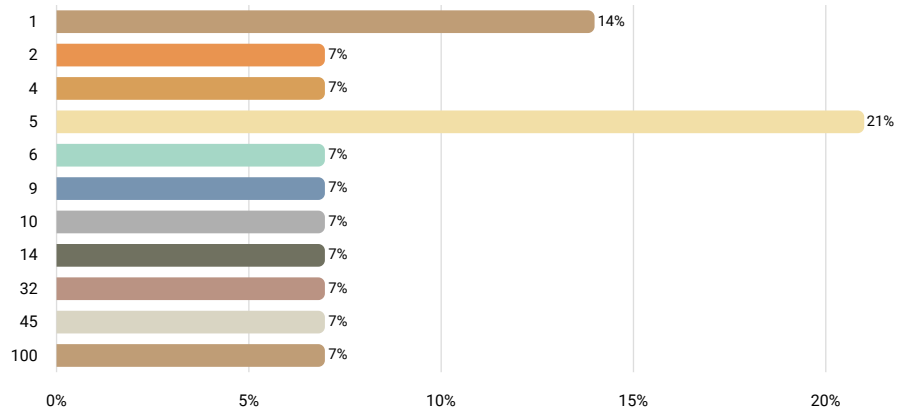
Results	
cnc technician	2
we have 2 job titles in this category - cnc production operator & robotic technician	1
bending machine operator/setup	1
machinist i - iii	1
operation technician i and ii	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



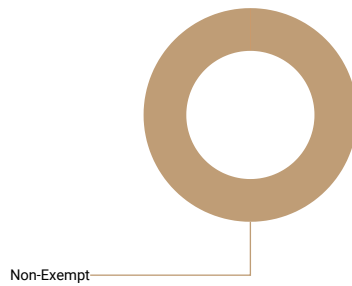
Statistics	
10th percentile	1
25th percentile	4
50th percentile	5.5
75th percentile	14
90th percentile	45
Mean	17
Median	6
Standard deviation	27

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



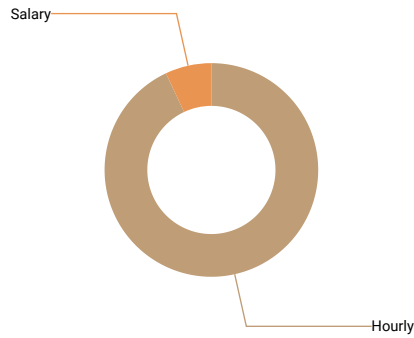
Results	%	N
Non-Exempt	100%	14
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	93%	13
Salary	7%	1

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	14	15	18.4	20.5	20.69	18	18
Pay Range Maximum Rate	11	20.48	21.4	25	32.77	34	27	25
Actual Lowest Base Rate	12	14.28	15.375	17.935	20.595	24.27	17	18
Actual Average Base Rate	12	15.8	18.615	20.995	26.025	28	22	21
Actual Highest Base Rate	12	16.75	21.2	24.025	30.455	33.99	25	24
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)								

## 6.5.5 Machine Tool Operator

### Job description

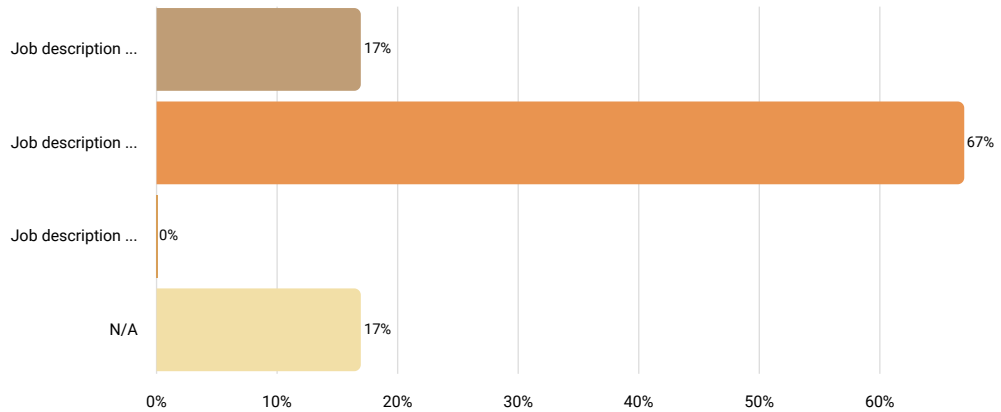
Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish r work pieces.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



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

#### Job Title (if different than above)

Answered 3 times

Skipped 3 times

Text input



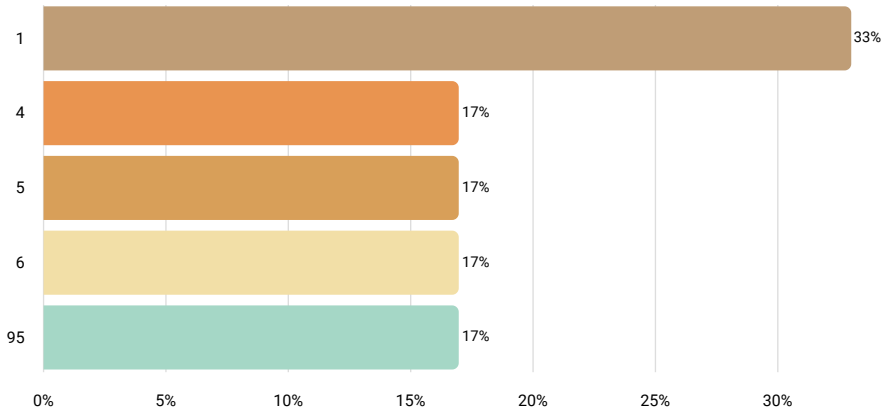
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



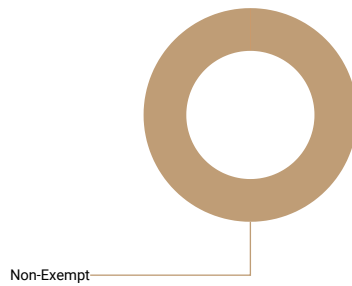
Statistics	
10th percentile	1
25th percentile	1
50th percentile	4.5
75th percentile	6
90th percentile	95
Mean	19
Median	5
Standard deviation	37

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



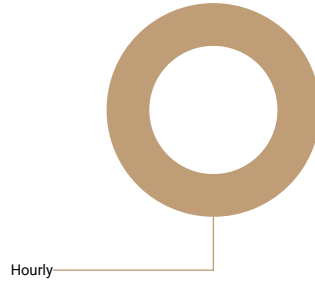
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	15	15.66	16.31	20	26.78	19	16
Pay Range Maximum Rate	5	22.37	25.3	26	31.62	39.53	29	26
Actual Lowest Base Rate	6	15.66	17	20	25.5	28.12	21	20
Actual Average Base Rate	6	18	21.2	23.49	25.5	28.12	23	23
Actual Highest Base Rate	6	22	23	25.4	28.12	32.1	26	25
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)								

## 6.5.6 Chemical Operator

### Job description

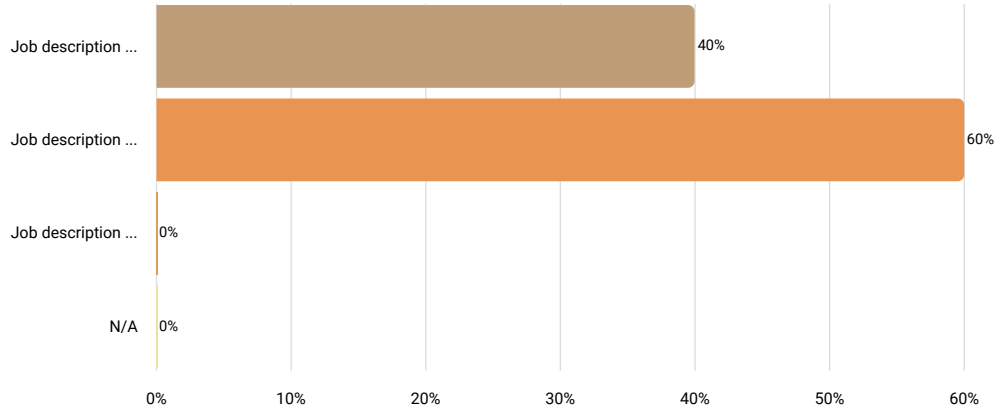
Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devu steam-jacketed kettles, and reactor vessels. Exclude "Chemical Plant and System Operators".

#### 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	40%	2
Job description matches the position at your company very well	60%	3
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

#### Job Title (if different than above)

Text input



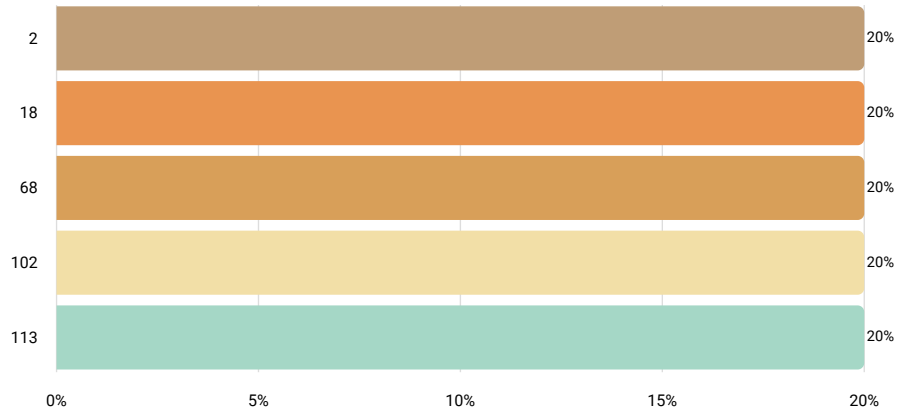
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



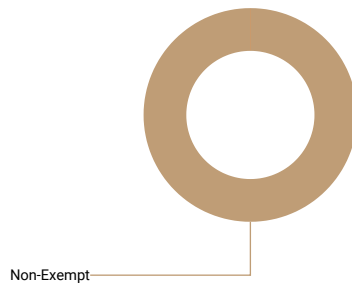
Statistics	
10th percentile	2
25th percentile	18
50th percentile	68
75th percentile	102
90th percentile	113
Mean	61
Median	68
Standard deviation	49

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



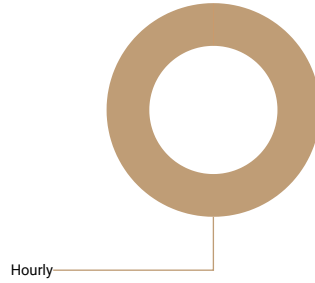
Results	%	N
Non-Exempt	80%	4
Exempt	0%	0

### 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	5	14.36	19.81	20.4	23.3	25.8	21	20
Pay Range Maximum Rate	5	22	29.15	33.18	34.32	34.96	31	33
Actual Lowest Base Rate	5	15.64	20.31	21.8	25.8	26.94	22	22
Actual Average Base Rate	5	15.81	25.8	29	31.81	35.33	28	29
Actual Highest Base Rate	5	15.97	28.6	33.18	34.96	38.82	30	33
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)								

## 6.5.7 Chemical Plant and Systems Operator

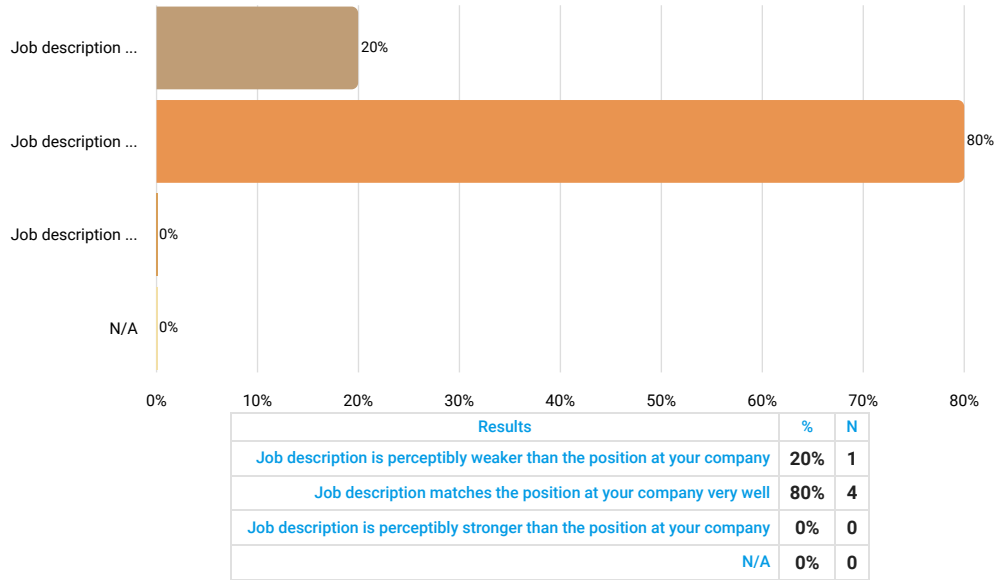
**Job description** Control and/or operate entire chemical processes or systems of machines, using panelboards, control boards, or semi-automatic

**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



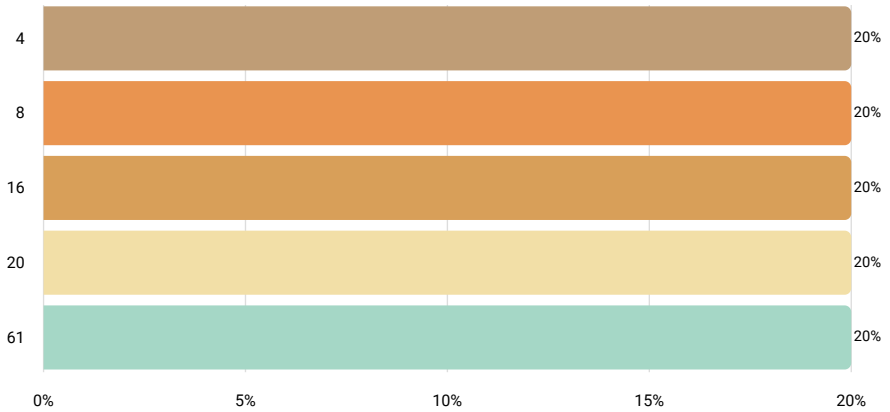
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



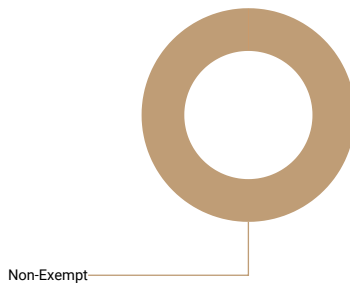
Statistics	
10th percentile	4
25th percentile	8
50th percentile	16
75th percentile	20
90th percentile	61
Mean	22
Median	16
Standard deviation	23

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



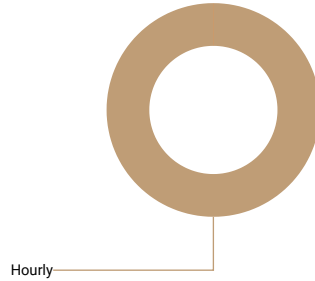
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	5	18.7	22.96	26.7	27.35	31.8	26	27
Pay Range Maximum Rate	5	26.23	30	36.48	38.15	40.91	34	36
Actual Lowest Base Rate	5	20.23	22.96	28.3	31.8	32.62	27	28
Actual Average Base Rate	5	26.23	29.64	29.7	34.81	35.51	31	30
Actual Highest Base Rate	5	26.23	30.5	36.48	38.15	38.72	34	36
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	2	3	3	3	5	3	3
Average Incentive Bonus or Other Cash Bonus (Annual)								

## 6.5.8 Packaging Operator

### Job description

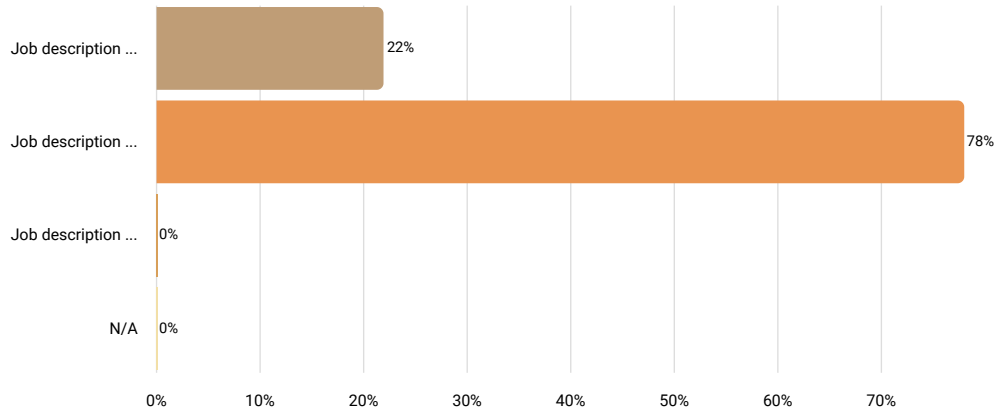
Operate or tend machines to prepare industrial or consumer products for storage or shipment. Include cannery workers who pack food products.

#### 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 5 times

Skipped 4 times

Text input

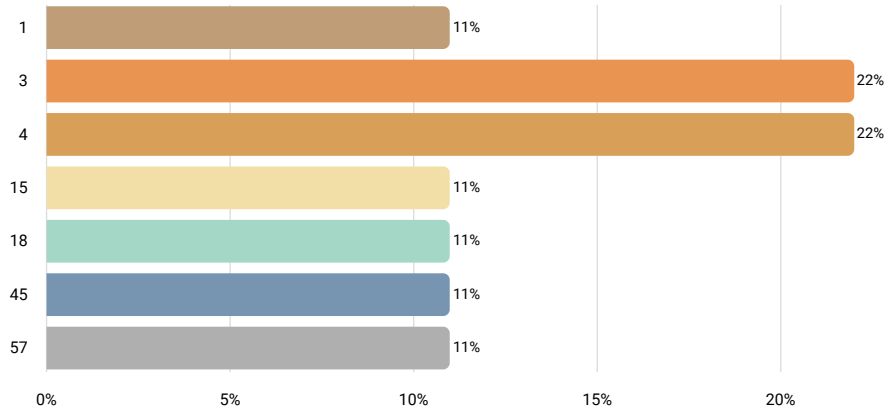
Results	
finishing operator	1
packaging operator	1
assembly and packaging process operator	1
packager	1
stacker / baler / strapping operator	1

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



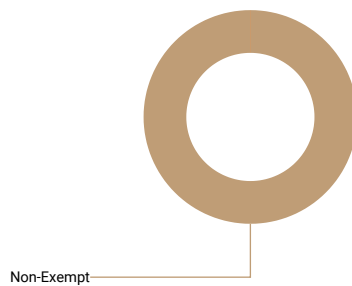
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	18
90th percentile	57
Mean	17
Median	4
Standard deviation	21

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



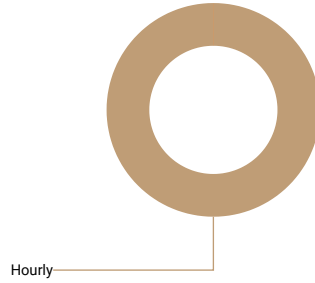
Results	%	N
Non-Exempt	100%	9
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	9
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	8	11	13.465	16.405	19.785	23.43	17	16
Pay Range Maximum Rate	8	16.19	17.31	18.815	22.29	31.72	21	19
Actual Lowest Base Rate	9	11	14.28	16	19.63	23.43	17	16
Actual Average Base Rate	9	13.5	15	17	19.63	30.24	18	17
Actual Highest Base Rate	9	13.5	17	18	20.4	38.33	21	18
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	2	4	4	5	7	4	4

## 6.5.9 Molding Machine Operator

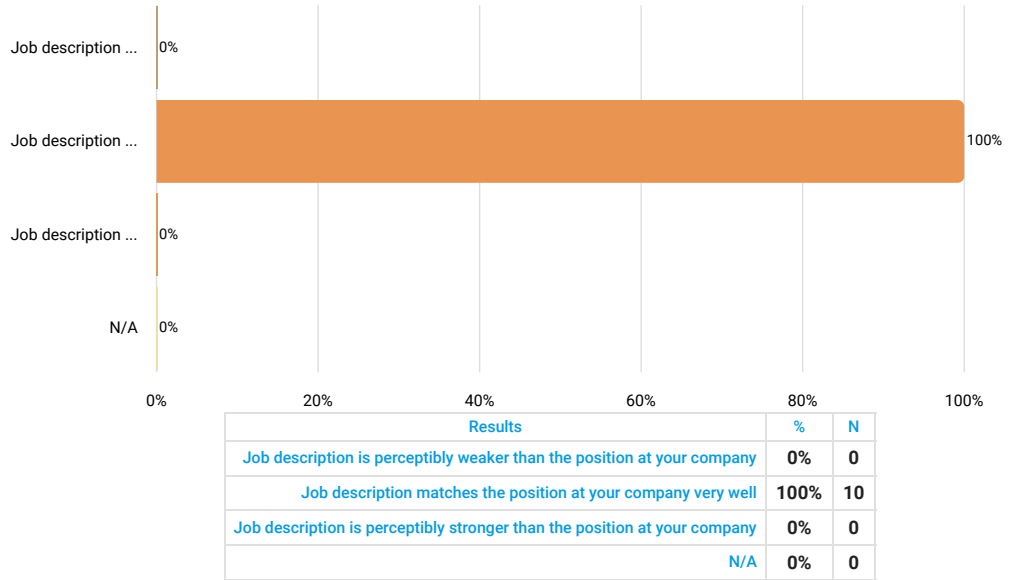
**Job description** Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts o

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

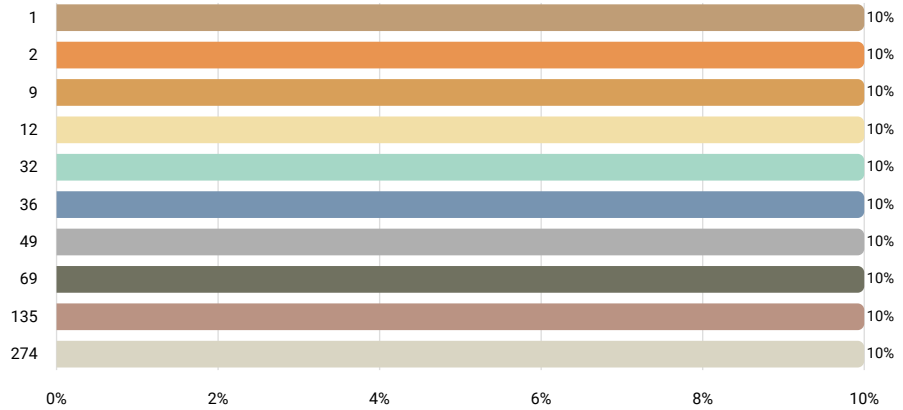
Results	
extrusion technician	1
press operator	1
set up	1
molding operator	1
plastic manufacturing technician	1
operator i	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



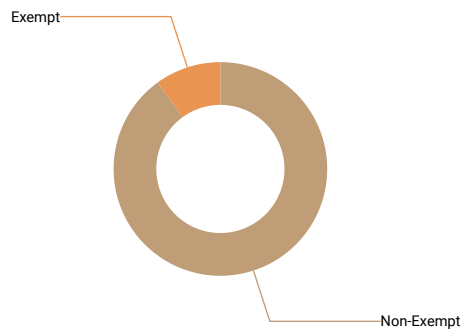
Statistics	
10th percentile	1.5
25th percentile	9
50th percentile	34
75th percentile	69
90th percentile	204.5
Mean	62
Median	34
Standard deviation	85

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



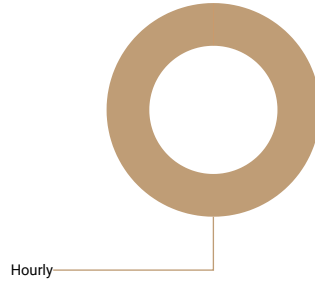
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	12.55	14.31	15.375	17	21.375	16	15
Pay Range Maximum Rate	10	16.5	18.25	20.85	26	30.375	22	21
Actual Lowest Base Rate	10	13.24	15	16	18	26.615	18	16
Actual Average Base Rate	10	14.725	15.63	18.66	20	27.115	19	19
Actual Highest Base Rate	10	16.875	20.7	21.425	25	27.75	22	21
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	2	3	3	5	8	4	3
Average Incentive Bonus or Other Cash Bonus (Annual)								

## 6.5.12 Production/Machine Operator

### Job description

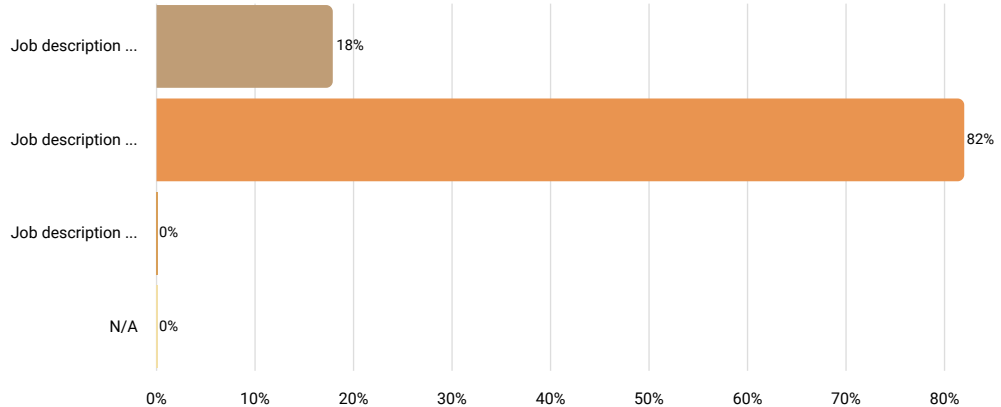
All other operators not included in previous Operator categories. Operates more than one classification of machines. May assist with machine set up, pac completion of finished products as well as inspecting work.

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

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	6
Job description matches the position at your company very well	82%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Job Title (if different than above)

Answered 15 times

Skipped 18 times

Text input

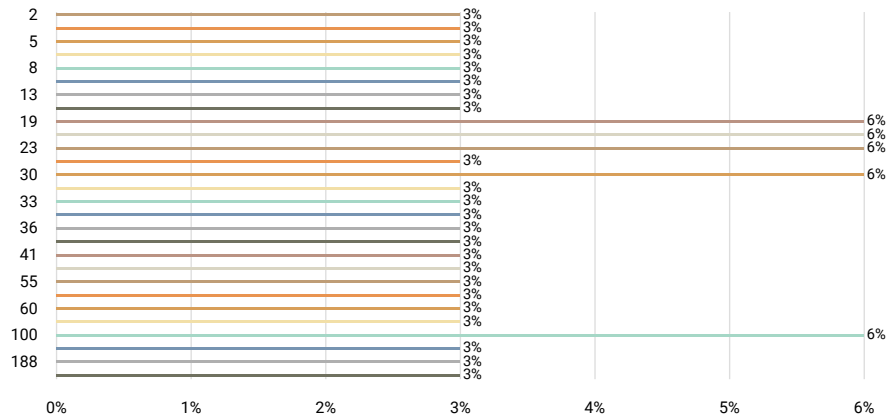
Results	
operator	2
end finish, form, robotic bender/machine shop	1
aerospace technician	1
packer	1
assistant operator	1
operator technician i and ii	1
press operator	1
machinist/drill press	1
production technician	1
machine operator	1
production team member	1
manufacturing technician	1
operator i	1
production level 2 & 3	1

### Number of Employees Currently in This Position

Answered 33 times

Skipped 0 times

Number input



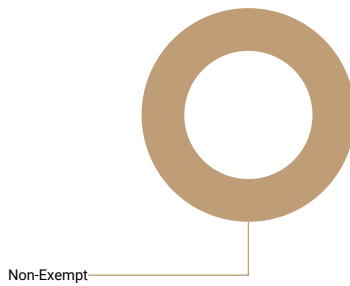
Statistics	
10th percentile	6
25th percentile	19
50th percentile	30
75th percentile	55
90th percentile	100
Mean	55
Median	30
Standard deviation	95

### FLSA Status

Answered 33 times

Skipped 0 times

Select one answer (radio button)



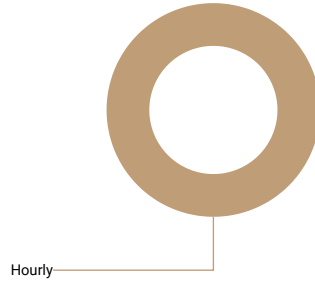
Results	%	N
Non-Exempt	97%	32
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 33 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	33
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	30	12.5	13.26	15	17	19.805	16	15
Pay Range Maximum Rate	30	17	18.5	20	22	29.72	22	20
Actual Lowest Base Rate	32	12.75	13.75	15	17	19.64	16	15
Actual Average Base Rate	32	14.5	15.815	17.7	19.6	21	18	18
Actual Highest Base Rate	32	17	18.04	20.165	22.095	25.44	21	20
If there is a step progression in place, enter the number of steps. If not, leave blank.	17	2	3	4	5	9	5	4
Average Incentive Bonus or Other Cash Bonus (Annual)	8	800	1,050	1,536.5	3,150	7,500	2,472	1,537

### 6.5.13 Tool and Die Maker

#### Job description

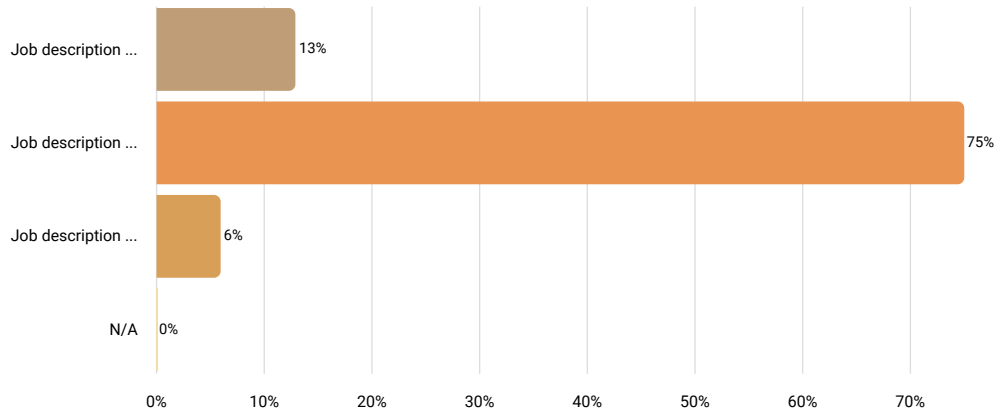
Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures and machinists' hand tools.

#### 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 10 times

Skipped 6 times

Text input

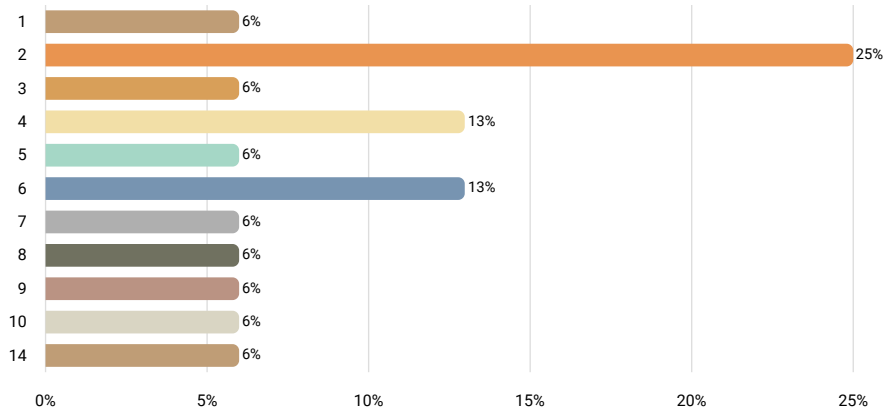
Results	
tool maker/mold maker	1
mold repair	1
tool & die maker/machinist	1
mold maker, tooling technician, tooling trainee	1
tool and die	1
mold repair fixture fabricator	1
machinist/tool maker	1
die maintenance team member	1
tooling technician	1
tech, fabrication - tool & die iii	1

### Number of Employees Currently in This Position

Answered 16 times

Skipped 0 times

Number input



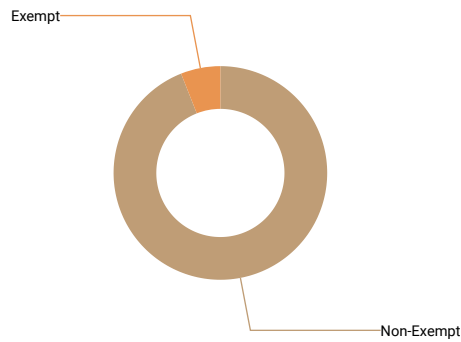
Statistics	
10th percentile	2
25th percentile	2
50th percentile	4.5
75th percentile	7.5
90th percentile	10
Mean	5
Median	5
Standard deviation	4

### FLSA Status

Answered 16 times

Skipped 0 times

Select one answer (radio button)



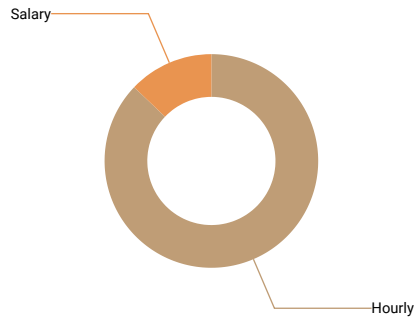
Results	%	N
Non-Exempt	94%	15
Exempt	6%	1

### Is this position paid an hourly rate or annual salary?

Answered 16 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	88%	14
Salary	13%	2

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	15	18.765	21.3	24.875	29.79	22	21
Pay Range Maximum Rate	12	27.5	28.05	30	34.055	37.38	32	30
Actual Lowest Base Rate	13	18.5	20.56	24	28.71	30	24	24
Actual Average Base Rate	13	23.56	27.93	28.5	29.57	31.76	28	29
Actual Highest Base Rate	13	27.5	28.1	30	33	34.3	31	30
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	3	4	6	9	12	6	6
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)								

## 6.5.14 Tool Crib Attendant

### Job description

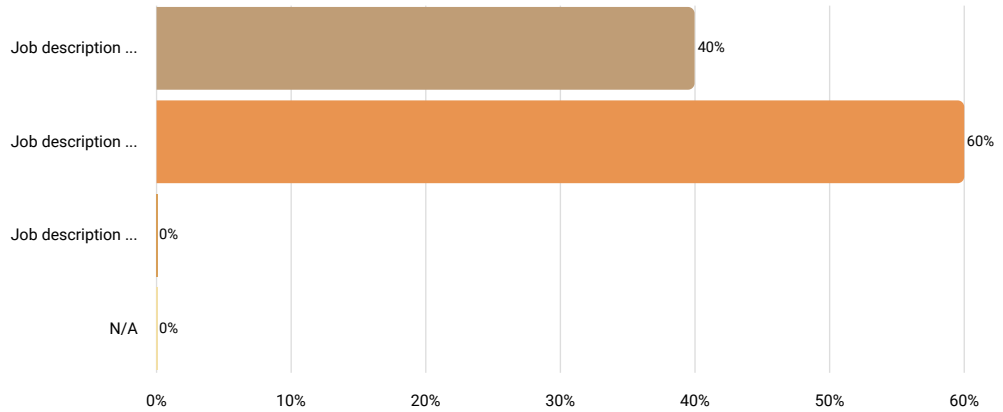
Receives, stores and issues all tools including dies and measurement tools; keeps up with inventory of tools and inspects tools for wear and defects.

#### 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	40%	2
Job description matches the position at your company very well	60%	3
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 0 times

Text input

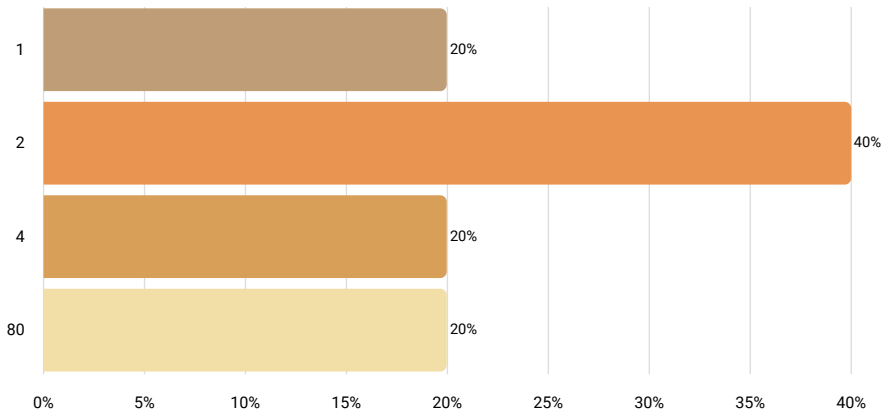
Results	
aviation tool & parts attendant	1
tool crib clerk	1
mro crib attendant	1
purchasing associate	1
painter ii	1

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



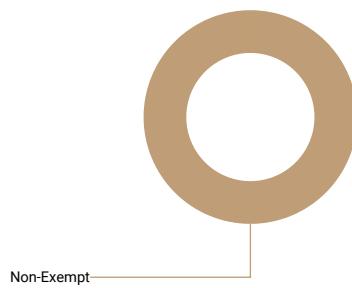
Statistics	
10th percentile	1
25th percentile	2
50th percentile	2
75th percentile	4
90th percentile	80
Mean	18
Median	2
Standard deviation	35

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



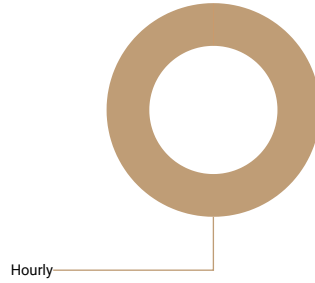
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### 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	5	15.38	16.31	16.84	20	20.98	18	17
Pay Range Maximum Rate	5	17.5	20.98	21.71	22.37	27.88	22	22
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)								

### 6.5.15 Production Painter

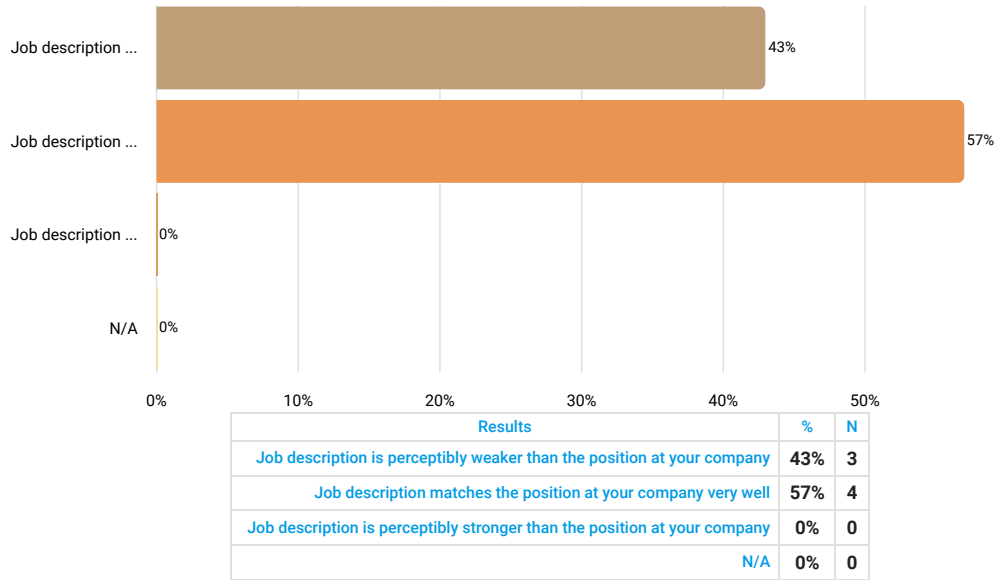
**Job description** Operate or tend painting machines to paint surfaces of various types of equipment, wood, metal or other fabricated items.

**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 2 times

Skipped 5 times

Text input



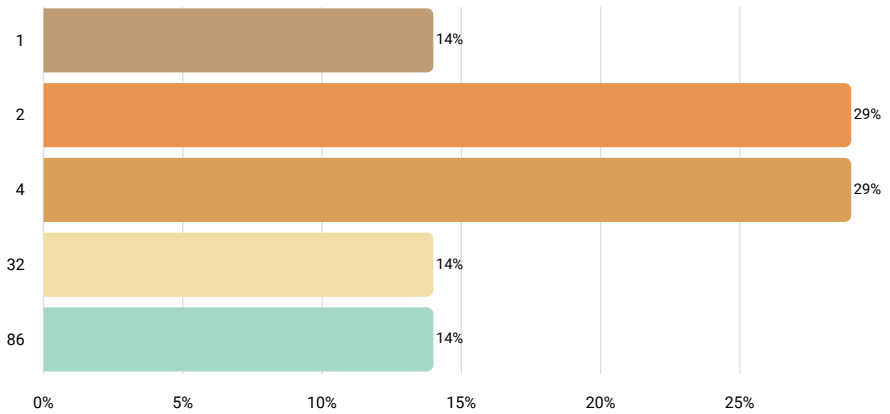
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



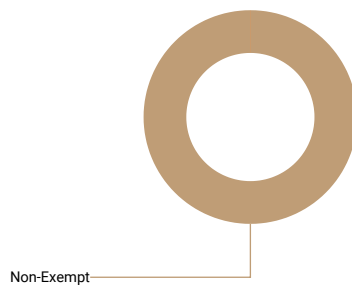
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	32
90th percentile	86
Mean	19
Median	4
Standard deviation	32

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



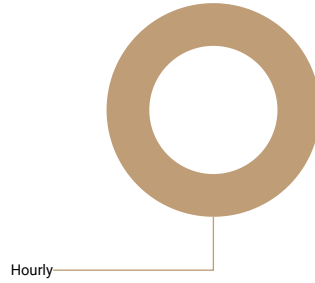
Results	%	N
Non-Exempt	100%	7
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 7 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	7
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	13.5	14.87	16.25	17.67	21	17	16
Pay Range Maximum Rate	6	17	18	20.875	25	30.59	22	21
Actual Lowest Base Rate	7	10.97	13.5	17.11	18.55	21	17	17
Actual Average Base Rate	7	12.15	13.5	17.98	21	22.11	18	18
Actual Highest Base Rate	7	13.33	13.5	18.41	22.19	24.29	19	18
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	2	3	3	6	12	5	3

## 6.5.16 Welder

### Job description

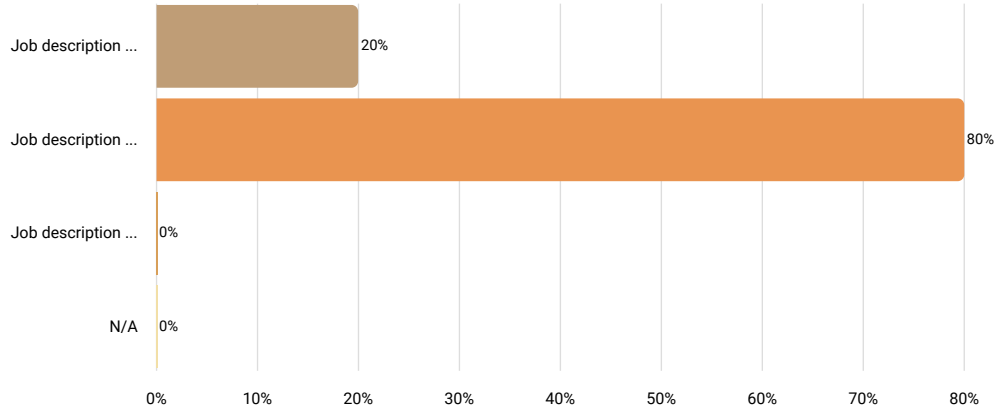
Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabrica products.

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

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	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 6 times

Skipped 4 times

Text input

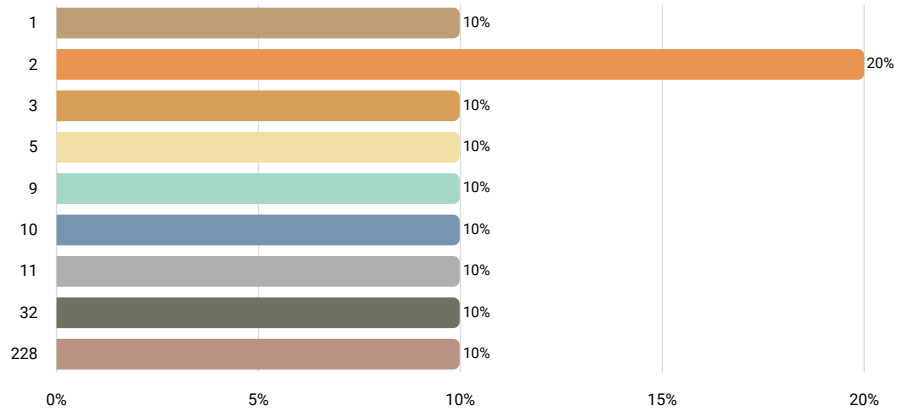
Results	
welder/brazer	1
welder i - iii	1
welder	1
production team member welding	1
tig welder	1
welder i	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



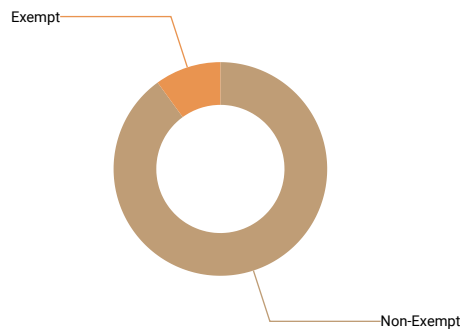
Statistics	
10th percentile	1.5
25th percentile	2
50th percentile	7
75th percentile	11
90th percentile	130
Mean	30
Median	7
Standard deviation	70

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



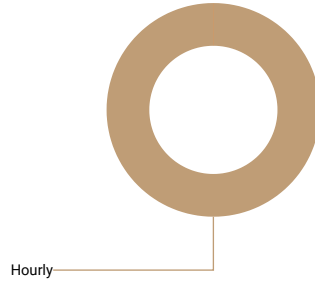
Results	%	N
Non-Exempt	90%	9
Exempt	10%	1

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	13	15	16	16.5	27.7	17	16
Pay Range Maximum Rate	9	17.48	18.96	22.37	25	30.51	23	22
Actual Lowest Base Rate	10	13.035	14	16.27	17.15	25.93	17	16
Actual Average Base Rate	10	14.425	16	17.155	18.57	27.02	19	17
Actual Highest Base Rate	9	14.94	16	19.09	22.37	29.15	20	19
If there is a step progression in place, enter the number of steps. If not, leave blank.	6	1	3	4	4	7	4	4
Average Incentive Bonus or Other Cash Bonus (Annual)								

## 6.5.17 Inspector

### Job description

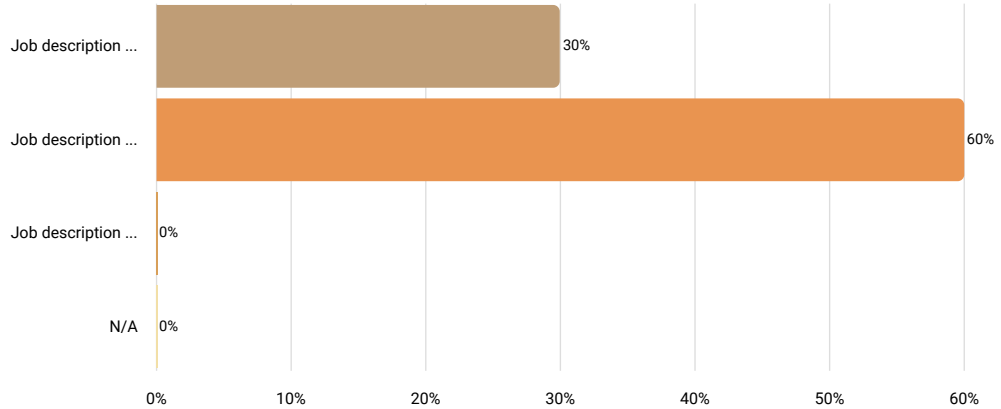
Inspect, test, sort, sample, or weigh raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

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

Answered 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	60%	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 7 times

Text input



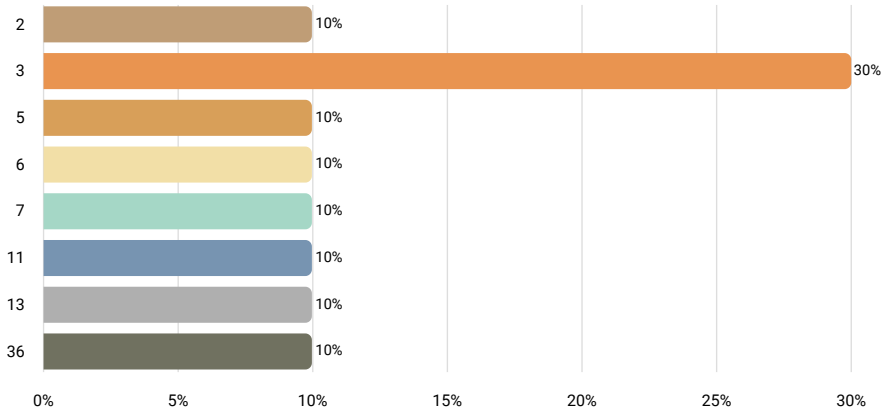
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



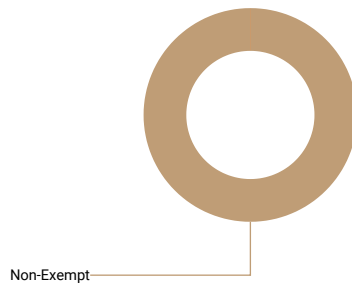
Statistics	
10th percentile	2.5
25th percentile	3
50th percentile	5.5
75th percentile	11
90th percentile	24.5
Mean	9
Median	6
Standard deviation	10

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



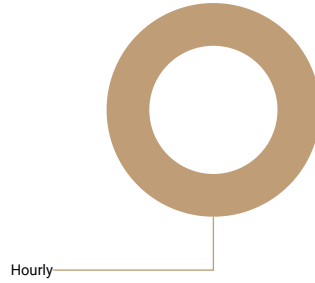
Results	%	N
Non-Exempt	100%	10
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	11	12.5	14.1	17.5	23.76	16	14
Pay Range Maximum Rate	9	16.19	17.48	19	22	31.94	21	19
Actual Lowest Base Rate	9	11	14.1	14.58	17	28.99	17	15
Actual Average Base Rate	9	14.23	15.33	16.94	19	29.76	19	17
Actual Highest Base Rate	9	15.79	17	17.73	19.19	30.15	20	18
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)								

## 6.5.18 Production Scheduler

### Job description

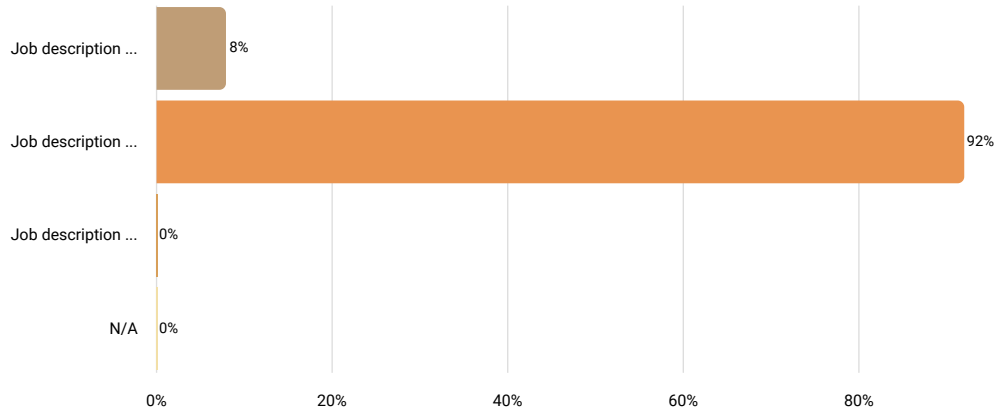
Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; reports on progress of work, inventory levels, costs, and production problems.

### 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	8%	1
Job description matches the position at your company very well	92%	12
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Job Title (if different than above)

Answered 8 times

Skipped 5 times

Text input

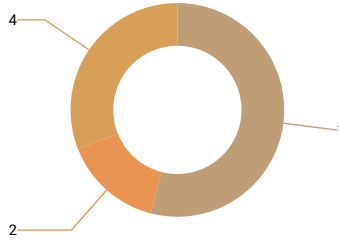
Results	
production planner	1
master scheduler	1
production planning coordinator	1
project coordinator i - ii	1
scheduler	1
production control analyst	1
material planner	1
scheduler planner	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



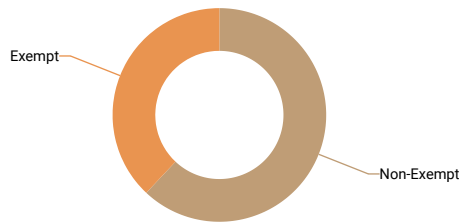
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 13 times

Skipped 0 times

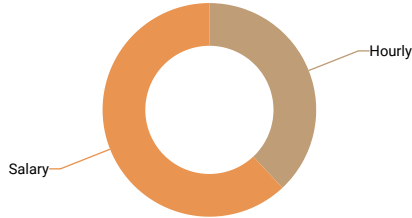
Select one answer (radio button)



Results	%	N
Non-Exempt	62%	8
Exempt	38%	5

### Is this position paid an hourly rate or annual salary?

Answered 13 times  
 Skipped 0 times  
 Select one answer (radio button)



Results	%	N
Hourly	38%	5
Salary	62%	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	5	18.5	20.48	23	24.31	28	23	23
Actual Average Base Rate	5	20.25	20.48	24.25	26.23	28.43	24	24
Actual Highest Base Rate	5	20.48	22	26	28.33	29.42	25	26
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	6	37,500	40,000	47,140	60,000	69,700	50,247	47,140
Pay Range Maximum Salary	6	55,000	60,000	69,460	74,250	94,300	70,412	69,460
Actual Lowest Base Salary	5	40,000	60,000	60,440	62,761	82,000	61,040	60,440
Actual Average Base Salary	7	48,000	58,000	60,440	78,892	82,000	64,299	60,440
Actual Highest Base Salary	5	60,000	60,440	62,761	65,000	82,000	66,040	62,761
Average Incentive or Other Cash Bonus (Annual)								

## 6.5.19 Inventory/Material Planner

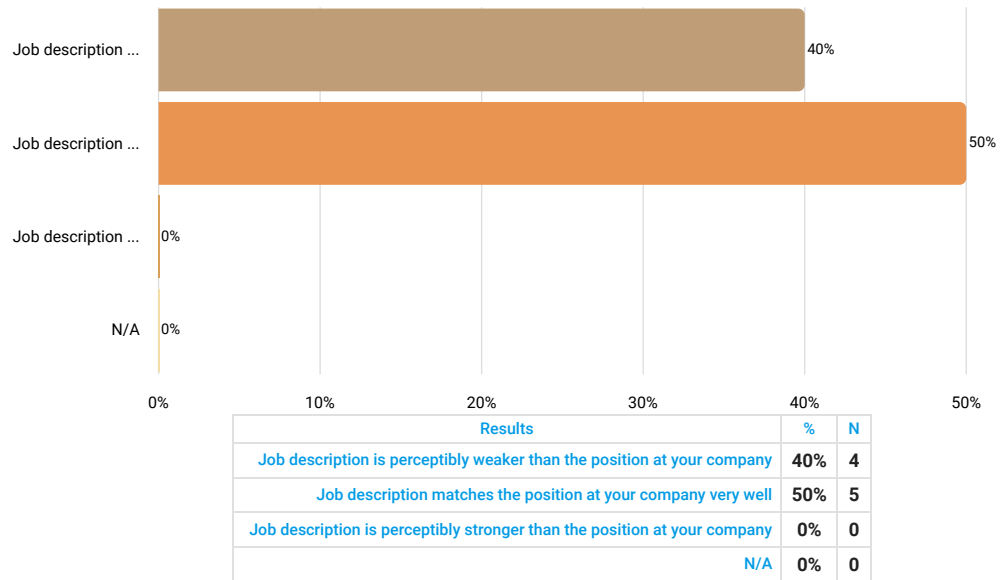
**Job description** Tracks inventory related information including receipts, disbursement, balances, prices and costs. Reconciles inventory discrepancies

**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 7 times

Skipped 3 times

Text input

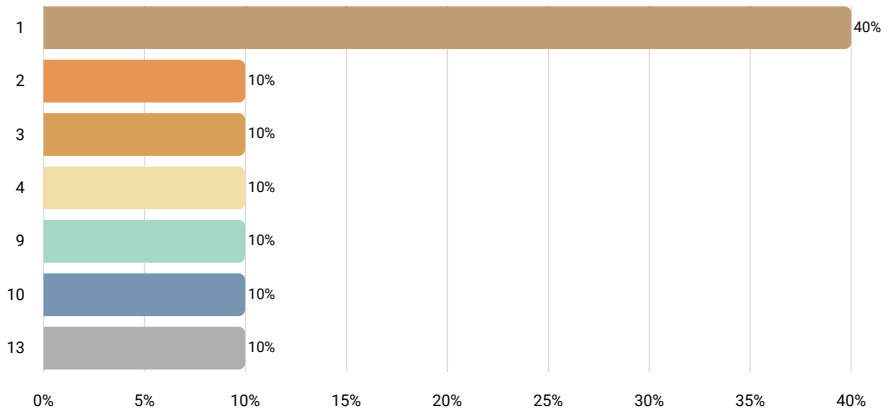
Results	
inventory control clerk	1
buyer planner	1
production controller	1
inventory analyst	1
inventory clerk i - iii	1
purchasing coordinator or inventory control coordinator	1
clerk, inventory control	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



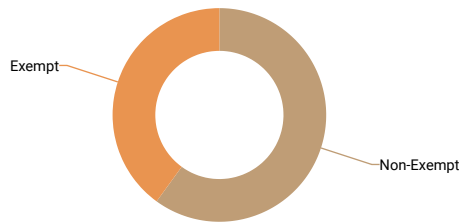
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	9
90th percentile	11.5
Mean	5
Median	3
Standard deviation	4

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



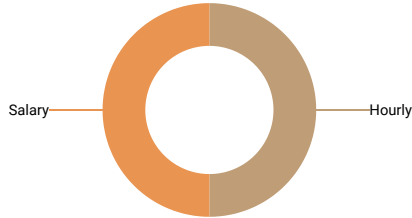
Results	%	N
Non-Exempt	60%	6
Exempt	40%	4

### 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								
Pay Range Maximum Rate								
Actual Lowest Base Rate	5	16	17.39	18.52	18.82	21.21	18	19
Actual Average Base Rate	5	17	18.69	19.45	21.11	21.21	19	19
Actual Highest Base Rate	5	18	21.21	21.4	22.37	22.89	21	21
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								

### 6.5.21 Fabricator

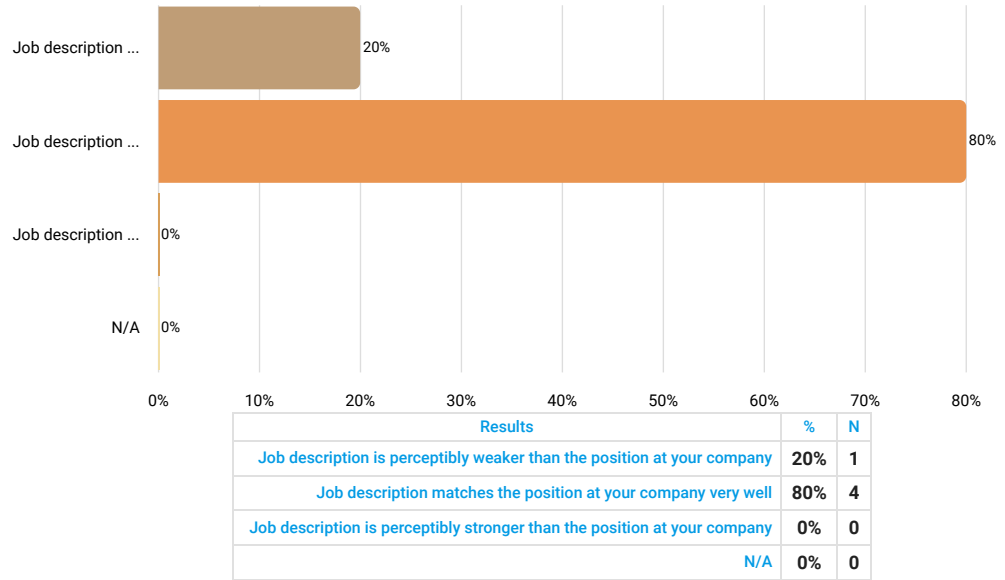
**Job description** Fabricate, position, align, and fit parts of structural metal products.

**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



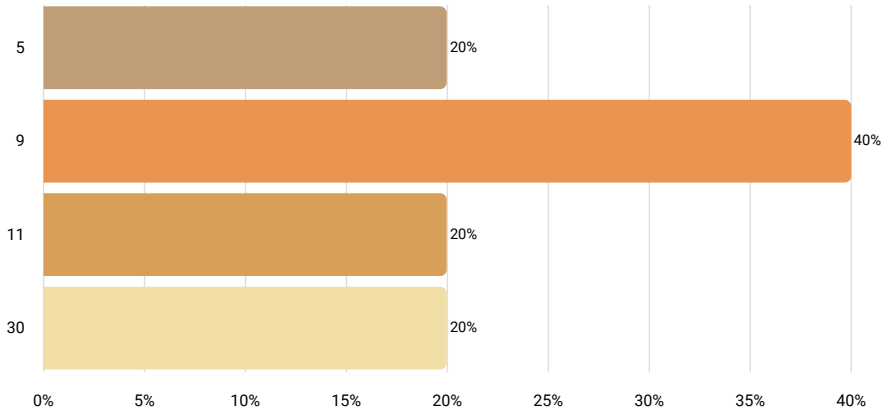
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



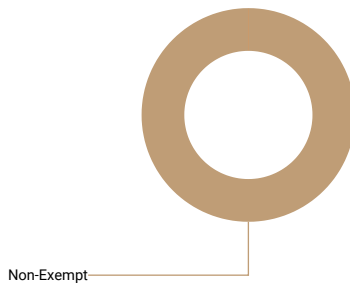
Statistics	
10th percentile	5
25th percentile	9
50th percentile	9
75th percentile	11
90th percentile	30
Mean	13
Median	9
Standard deviation	10

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



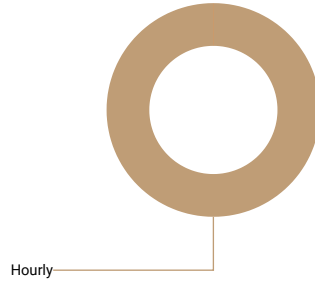
Results	%	N
Non-Exempt	100%	5
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	5
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	5	14.5	16	17.5	20.56	28.41	19	18
Pay Range Maximum Rate	5	19	19.55	23.08	27.31	45.38	27	23
Actual Lowest Base Rate	5	14.5	16	16	20.53	28.33	19	16
Actual Average Base Rate	5	16.8	18.08	18.8	22.11	30.33	21	19
Actual Highest Base Rate	5	19.55	21.5	22.4	27.31	37.13	26	22
If there is a step progression in place, enter the number of steps. If not, leave blank.								

## 6.6 Maintenance Positions

**The survey received sufficient data for the following job titles:**

Janitor  
Electrician  
Electrical and Control Mechanic  
Multi-Craft Maintenance  
General Building Maintenance  
Maintenance Mechanic  
Maintenance Planner  
Maintenance Employees, General

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

Laborer  
Security Guard

## 6.6.1 Janitor

### Job description

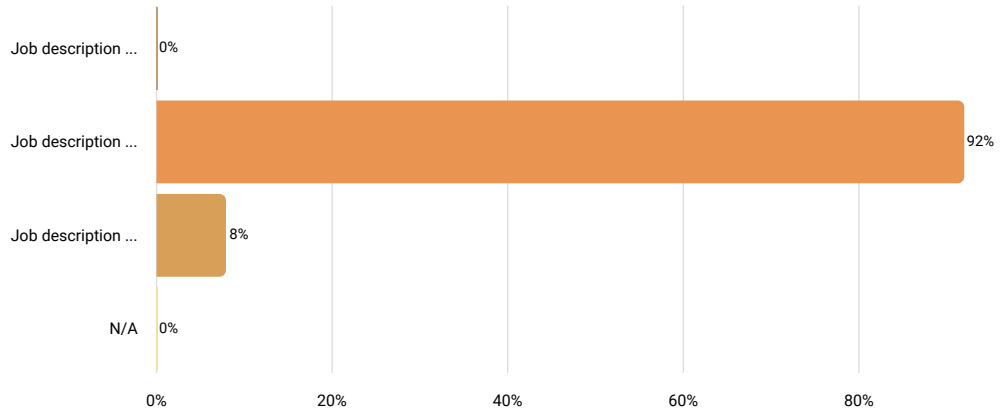
Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and rer  
Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow o  
sidewalk.

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

### Job Title (if different than above)

Answered 4 times

Skipped 8 times

Text input



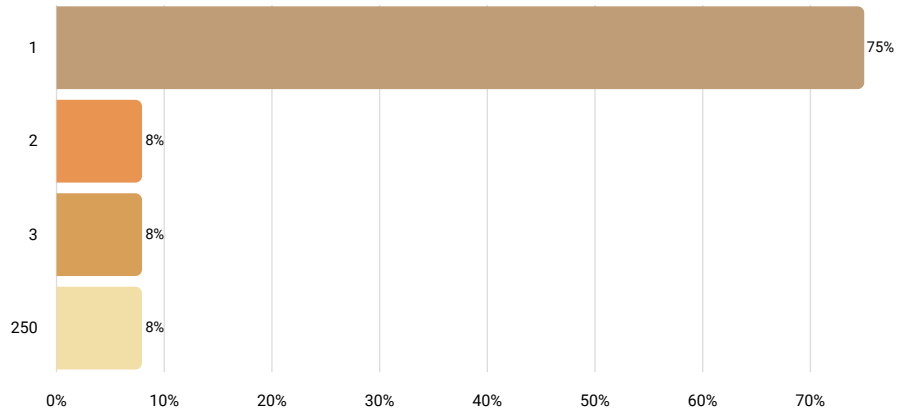
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



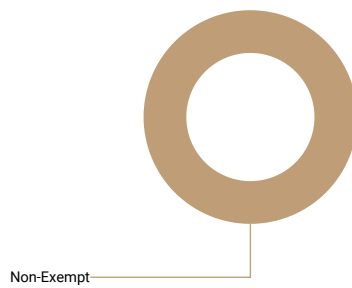
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	22
Median	1
Standard deviation	72

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



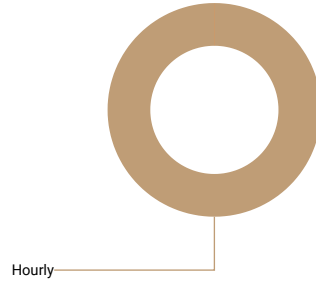
Results	%	N
Non-Exempt	92%	11
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	12
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	10.5	11.5	13	15.45	16.42	14	13
Pay Range Maximum Rate	12	12	14.91	16.49	17.355	18.26	16	16
Actual Lowest Base Rate	12	11	12.25	15.46	17.345	18.76	15	15
Actual Average Base Rate	12	12	12.5	14.75	17.345	18.76	15	15
Actual Highest Base Rate	12	12	13.71	15.91	17.345	18.76	16	16
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)								

## 6.6.2 Electrician

### Job description

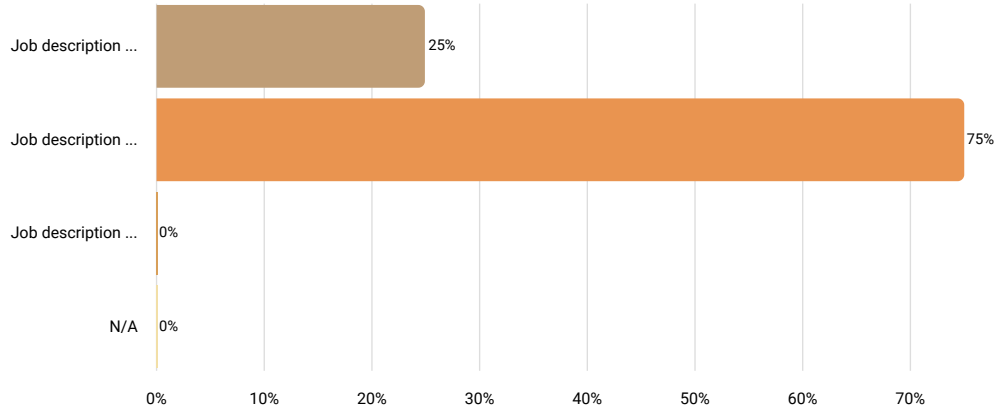
Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas using hand tools and testing instruments in order to power for lighting, equipment and machines.

#### 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



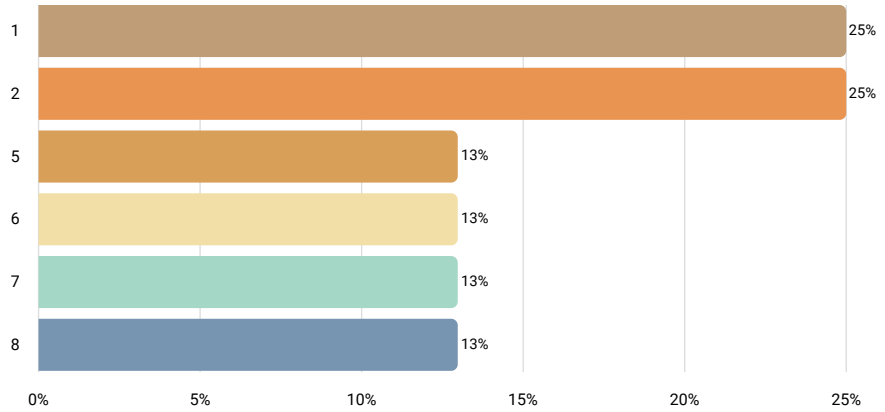
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



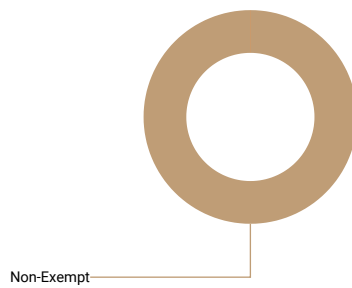
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	3.5
75th percentile	6.5
90th percentile	8
Mean	4
Median	4
Standard deviation	3

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



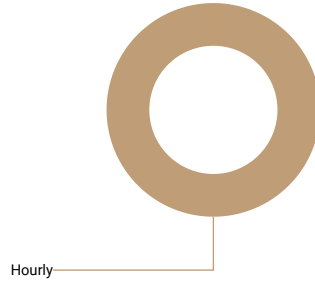
Results	%	N
Non-Exempt	100%	8
Exempt	0%	0

### 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	7	18	22.5	25.31	27.65	33.96	25	25
Pay Range Maximum Rate	7	30	30	33.96	34.91	39.23	33	34
Actual Lowest Base Rate	8	20	25.385	28.315	32.34	34.91	28	28
Actual Average Base Rate	8	25.56	27.055	31.895	33.98	34.91	31	32
Actual Highest Base Rate	8	25.56	27.695	33.93	37.07	39.84	33	34
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	1	3	4	5	8	4	4
Average Incentive Bonus or Other Cash Bonus (Annual)								

### 6.6.3 Electrical and Control Mechanic

#### Job description

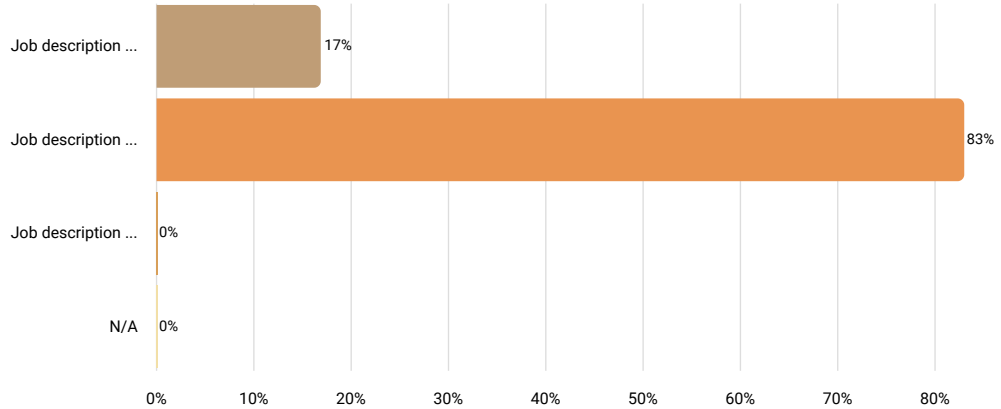
Performs a variety of electrical trade functions including installation, maintenance and repair of equipment or electrical systems. Also maintains computer production control systems.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	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 5 times

Skipped 1 times

Text input

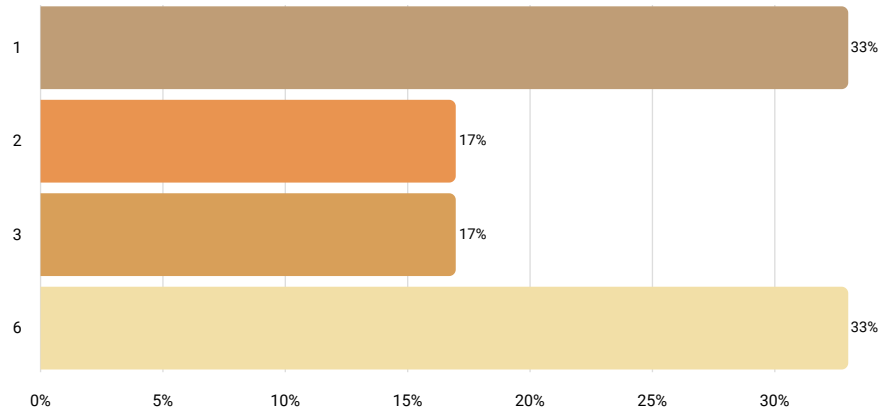
Results	
controls technician	1
instrument & electrical technician	1
maintenance technician	1
lead electrician	1
maintenance technician 5	1

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



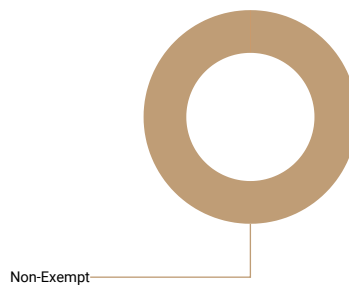
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2.5
75th percentile	6
90th percentile	6
Mean	3
Median	3
Standard deviation	2

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



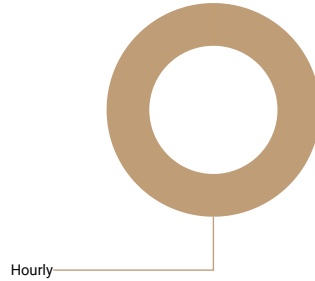
Results	%	N
Non-Exempt	83%	5
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	25.75	28	31.525	32.47	33.9	31	32
Pay Range Maximum Rate	6	32	32.3	35.91	40	40.2	36	36
Actual Lowest Base Rate	6	28	32.3	34.45	37.62	40.2	35	34
Actual Average Base Rate	6	29.44	32.3	35.76	38.23	40.2	35	36
Actual Highest Base Rate	6	30.37	32.3	35.76	40.16	40.2	36	36
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)								

## 6.6.4 Multi-Craft Maintenance

### Job description

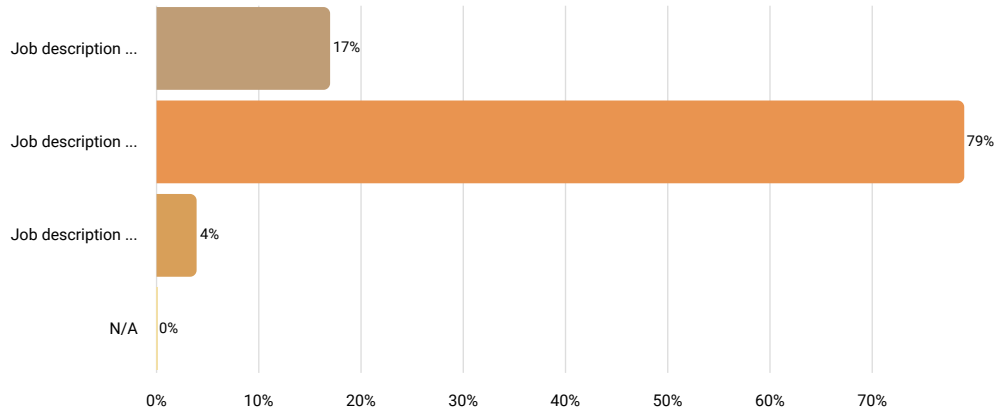
Perform work involving the skills of two or more maintenance or craft occupations for upkeep of machines and mechanical equipment. Duties may involve boiler making; insulating; welding; machining; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment. Journeymen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

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

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	4
Job description matches the position at your company very well	79%	19
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

### Job Title (if different than above)

Answered 9 times

Skipped 15 times

Text input

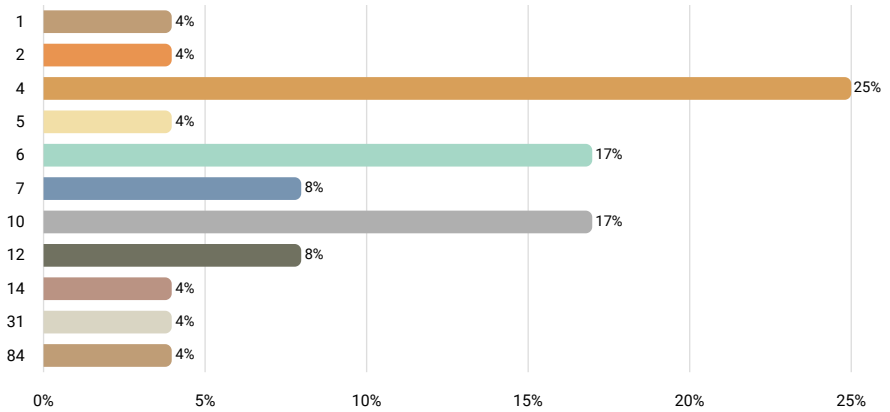
Results	
maintenance technician	3
we have 2 job titles in this category - maintenance technician i and maintenance technician ii	1
maintenance mechanic	1
maintenance 1-3	1
maintenance technician 4 and 5	1
maintenance associate	1
electro mechanical skill level 1-4	1

### Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



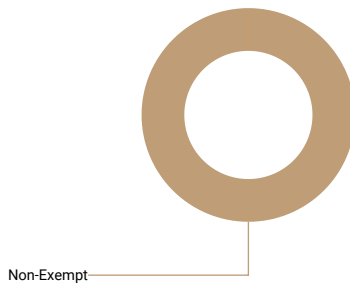
Statistics	
10th percentile	4
25th percentile	4
50th percentile	6
75th percentile	10
90th percentile	14
Mean	11
Median	6
Standard deviation	17

### FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



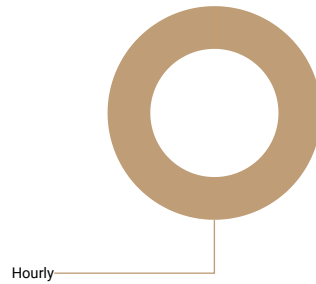
Results	%	N
Non-Exempt	96%	23
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	24
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	23	19	20.48	23.1	26	29.72	24	23
Pay Range Maximum Rate	23	28.1	30	32	35.55	38.29	33	32
Actual Lowest Base Rate	24	20	22.75	25	28.4	35.33	26	25
Actual Average Base Rate	24	23.33	26.985	28.2	31.56	37.62	42	28
Actual Highest Base Rate	24	26	28.475	31.99	34.14	37.62	32	32
If there is a step progression in place, enter the number of steps. If not, leave blank.	15	2	3	4	5	6	4	4
Average Incentive Bonus or Other Cash Bonus (Annual)	6	0	1,600	1,753.5	6,500	9,000	3,435	1,754

## 6.6.5 General Building Maintenance

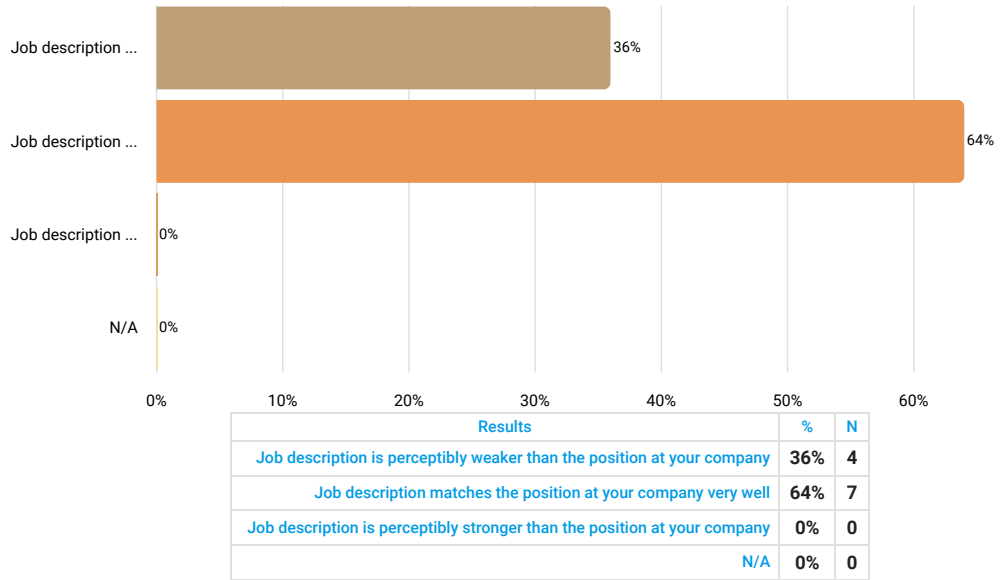
**Job description** Repairs and maintains physical structures. Requires knowledge of more than one craft area such as carpentry, painting, plasterin

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

Answered 11 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 7 times

Skipped 4 times

Text input

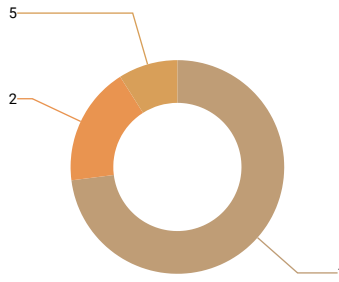
Results	
maintenance technician	1
civil technician	1
maintenance assistant	1
maintenance tech ii - iii	1
facility technician	1
facilities specialist	1
facilities maintenance technician	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



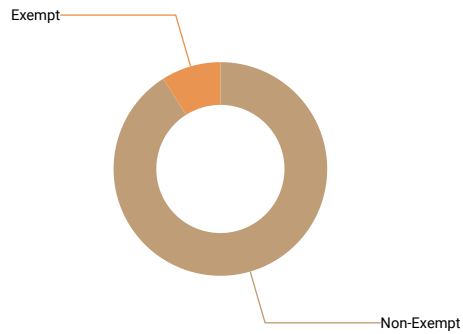
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



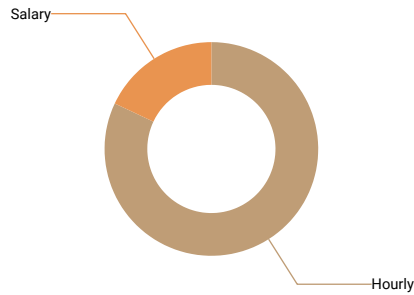
Results	%	N
Non-Exempt	91%	10
Exempt	9%	1

### Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	82%	9
Salary	18%	2

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	7	15	15	17	22.41	26	19	17
Pay Range Maximum Rate	7	16.55	17.28	25	30	32.22	24	25
Actual Lowest Base Rate	9	15	16.55	19.22	23.25	26	20	19
Actual Average Base Rate	9	15	16.55	19	23.55	27.24	20	19
Actual Highest Base Rate	9	15	16.55	20	27	32.52	22	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)								

## 6.6.7 Maintenance Mechanic

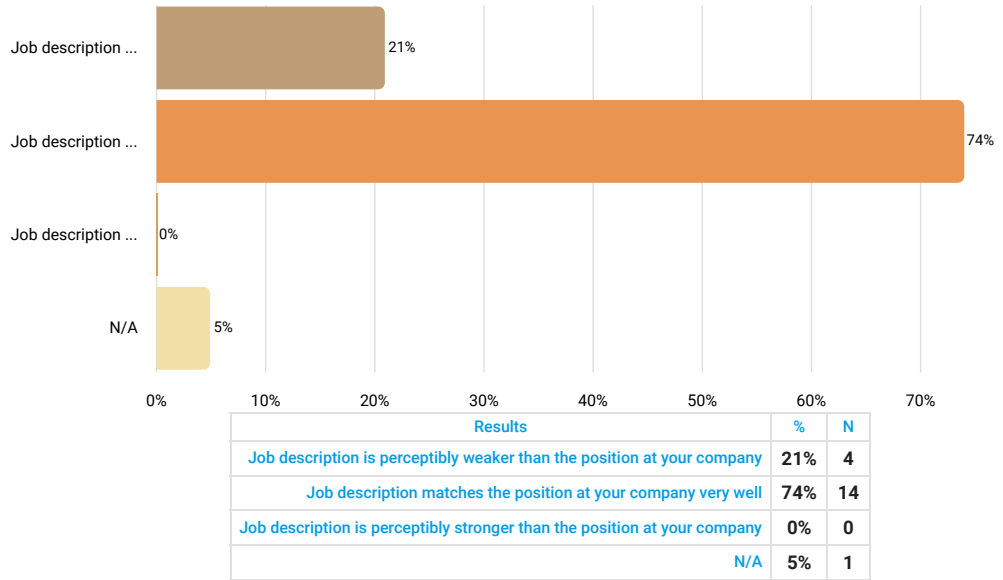
**Job description** Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

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

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 6 times

Skipped 13 times

Text input

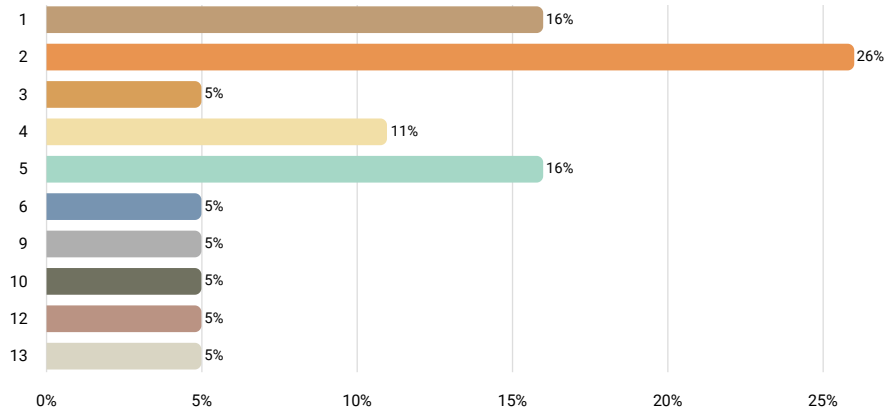
Results	
maintenance technician	2
maintenance mechanic (manufacturing equipment)	1
general maintenance mechanic	1
a&p mechanic	1
maintenance tech 1	1

### Number of Employees Currently in This Position

Answered 19 times

Skipped 0 times

Number input



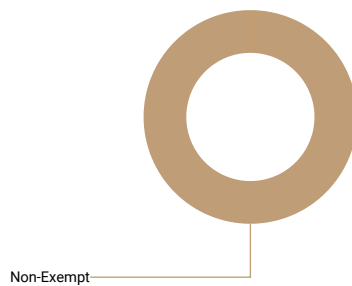
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	6
90th percentile	12
Mean	5
Median	4
Standard deviation	4

### FLSA Status

Answered 19 times

Skipped 0 times

Select one answer (radio button)



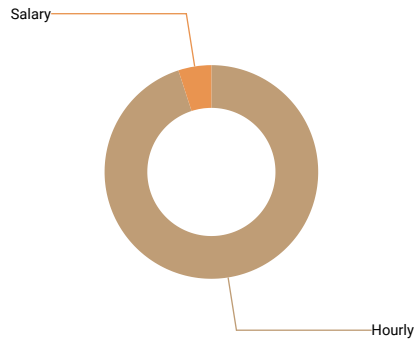
Results	%	N
Non-Exempt	95%	18
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 19 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	95%	18
Salary	5%	1

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	17	14	17.86	20	23.5	27.7	21	20
Pay Range Maximum Rate	17	22	23.75	28.7	34.83	39.23	29	29
Actual Lowest Base Rate	17	14	20.6	24.95	27.24	34.46	24	25
Actual Average Base Rate	17	17.59	20.6	24.95	29.8	34.75	26	25
Actual Highest Base Rate	17	19.25	22	26.43	33.8	39.23	28	26
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	2	3	4	7	8	5	4
Average Incentive Bonus or Other Cash Bonus (Annual)	6	700	1,200	2,108.5	8,536	12,600	4,542	2,109
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)								

## 6.6.9 Maintenance Planner

### Job description

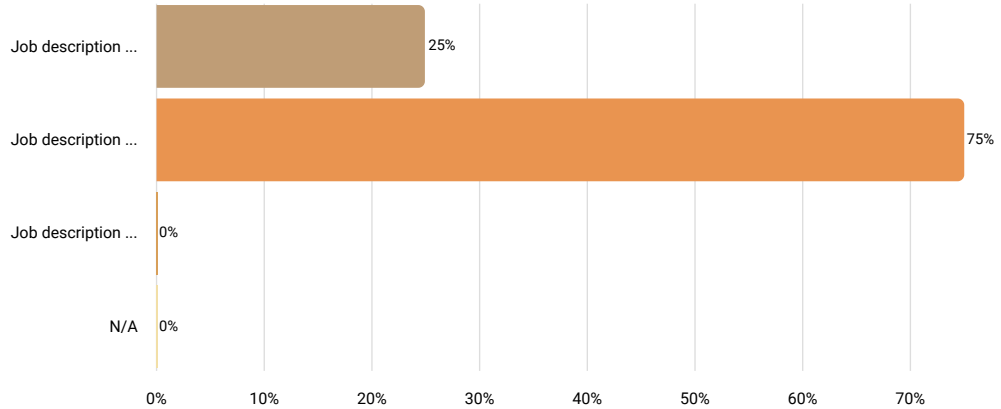
Schedules and plans the work of electricians and mechanics. Develops job plans that include the labor, tools, materials and procedures for repairs on all equipment and general facility maintenance.

#### 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



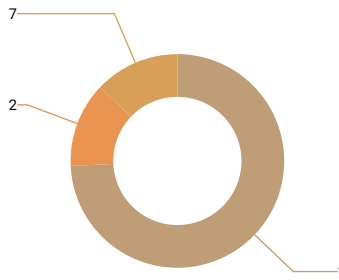
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



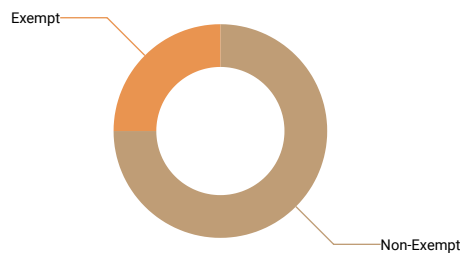
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	7
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



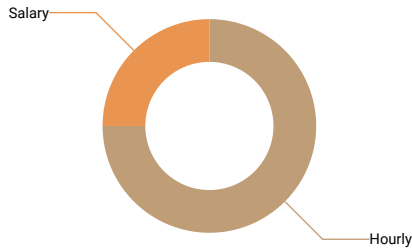
Results	%	N
Non-Exempt	75%	6
Exempt	25%	2

### Is this position paid an hourly rate or annual salary?

Answered 8 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	75%	6
Salary	25%	2

### Compensation data

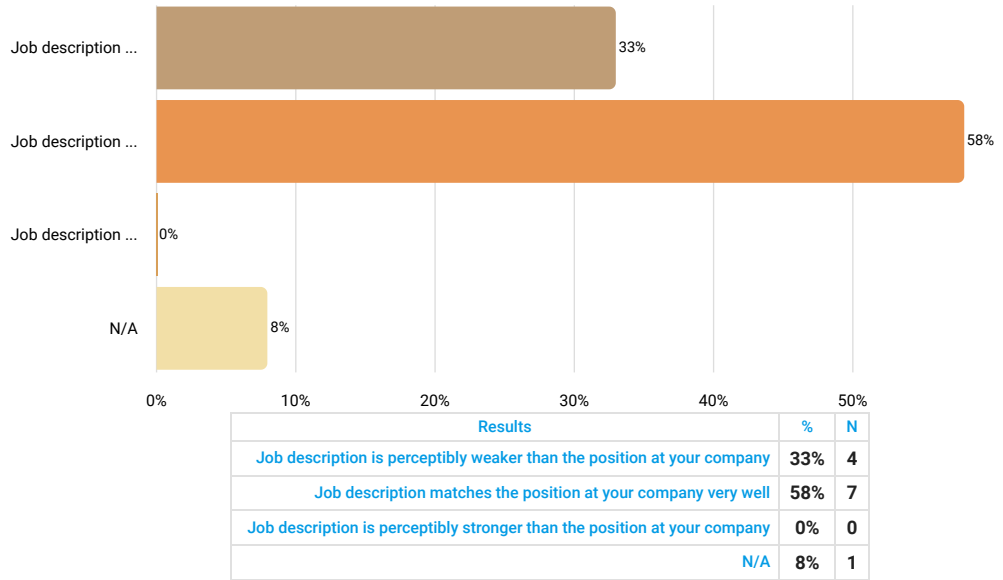
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate								
Pay Range Maximum Rate								
Actual Lowest Base Rate	6	19	27.31	32.595	35.37	36.6	31	33
Actual Average Base Rate	6	19	28.52	32.595	35.37	36.6	31	33
Actual Highest Base Rate	6	19	29.39	32.595	35.37	36.6	31	33
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)								

### 6.6.10 Maintenance Employees, General

**Job description** Use this job title for maintenance workers other than those listed.

**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



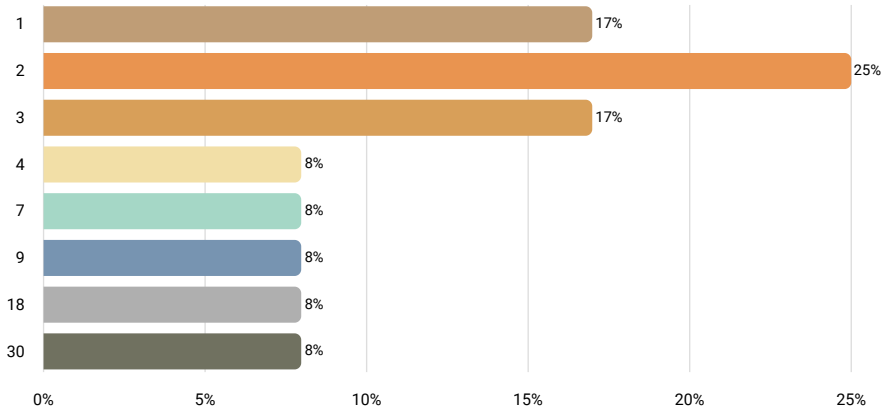
**We are sorry but the collected data is not sufficient to render an accurate r**

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



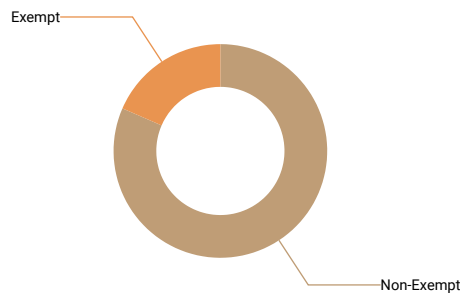
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	8
90th percentile	18
Mean	7
Median	3
Standard deviation	9

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



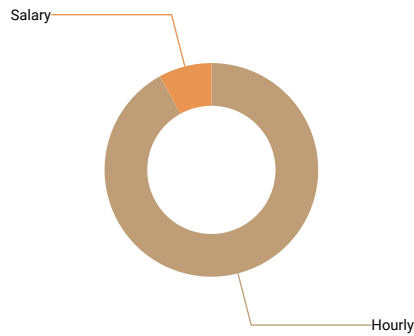
Results	%	N
Non-Exempt	75%	9
Exempt	17%	2

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	11
Salary	8%	1

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	15	17	22.8	23.55	30	21	23
Pay Range Maximum Rate	9	18	27	31.72	35	37.38	30	32
Actual Lowest Base Rate	11	18	18.23	22	24.48	25.77	22	22
Actual Average Base Rate	11	18.27	21	24.25	28	30	25	24
Actual Highest Base Rate	11	18.27	22	29.91	30.5	31.1	27	30
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	3	4	6	7	12	6	6
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)								

## 6.7 Material Handling and Transportation Positions

**The survey received sufficient data for the following job titles:**

Fork Lift Driver/Material Handler  
Shipping and Receiving Clerk  
Truck Driver, Tractor Trailer and Heavy  
Stockroom Clerk  
Warehouse Employees, General

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

Truck Driver, Light and Delivery Services  
Locomotive Material Handler

## 6.7.1 Fork Lift Driver/Material Handler

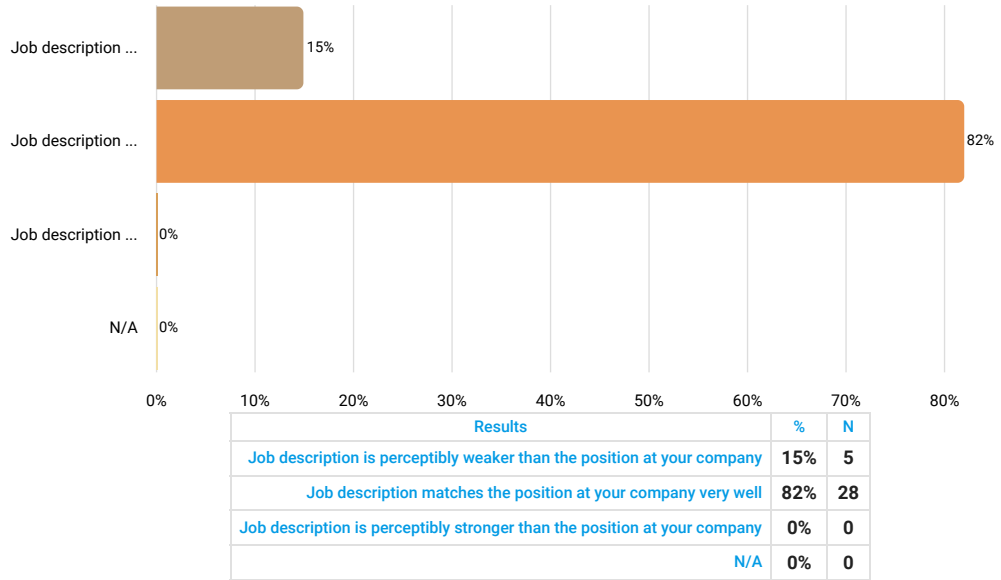
**Job description** Move freight, stock, or other materials. Does not include locomotive material handlers.

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



### Job Title (if different than above)

Answered 20 times

Skipped 14 times

Text input

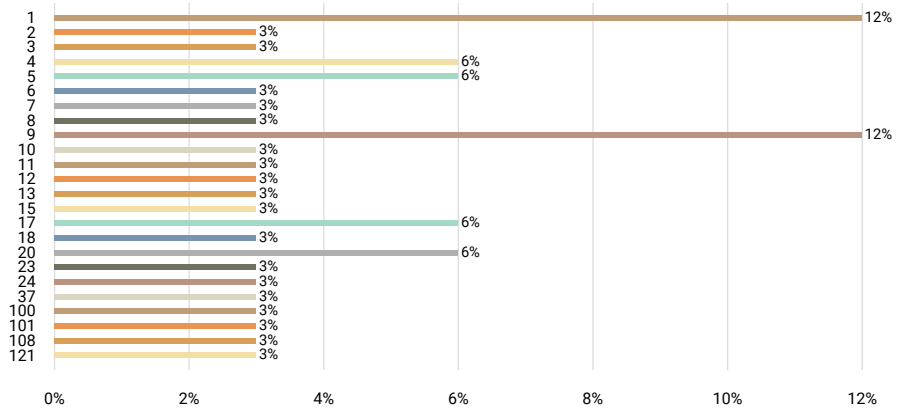
Results	
material handler	4
warehouse associate	1
material handling	1
material movement operator	1
warehouse	1
packaging opreator	1
material handler osbl operator	1
yard associate, loadmaster, puller	1
material handler iii	1
operation technician i	1
tugger operator	1
forklift driver	1
production technician	1
production controls team member	1
conveyance team members	1
operator i	1
handler, material	1

### Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



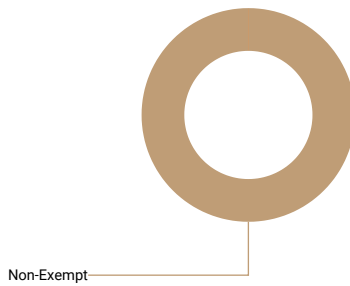
Statistics	
10th percentile	1
25th percentile	5
50th percentile	9.5
75th percentile	20
90th percentile	100
Mean	22
Median	10
Standard deviation	33

### FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



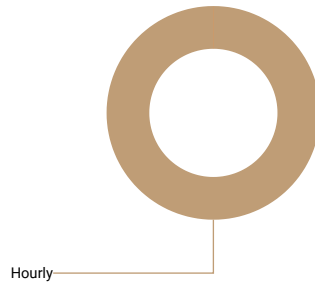
Results	%	N
Non-Exempt	94%	32
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	34
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	29	11.83	14.5	15.74	17.5	19.75	16	16
Pay Range Maximum Rate	29	15.47	18.5	20	21.5	24.72	26	20
Actual Lowest Base Rate	34	12	15	16	17.5	19.94	16	16
Actual Average Base Rate	34	14.5	16	17.405	18.9	22.1	18	17
Actual Highest Base Rate	34	15.5	17	19.925	21	24.15	20	20
If there is a step progression in place, enter the number of steps. If not, leave blank.	20	2	2	3	5	8	4	3
Average Incentive Bonus or Other Cash Bonus (Annual)	7	800	1,200	3,800	4,892	5,500	3,164	3,800

## 6.7.2 Shipping and Receiving Clerk

### Job description

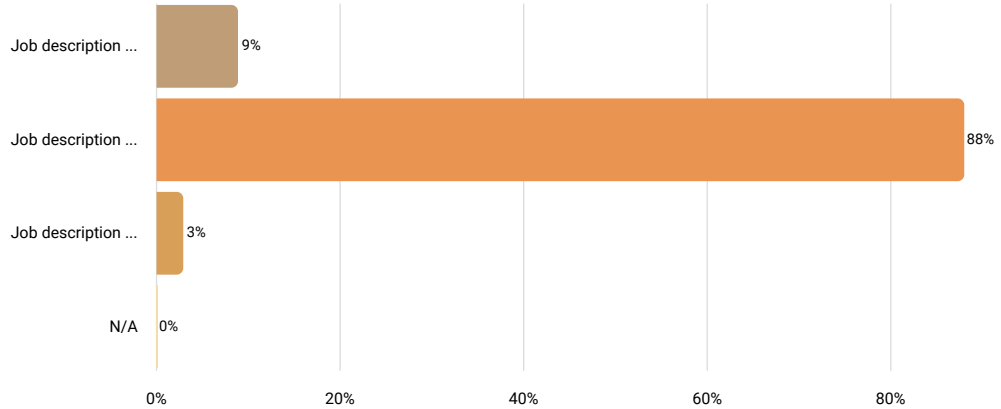
Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

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

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	9%	3
Job description matches the position at your company very well	88%	30
Job description is perceptibly stronger than the position at your company	3%	1
N/A	0%	0

### Job Title (if different than above)

Answered 12 times

Skipped 22 times

Text input

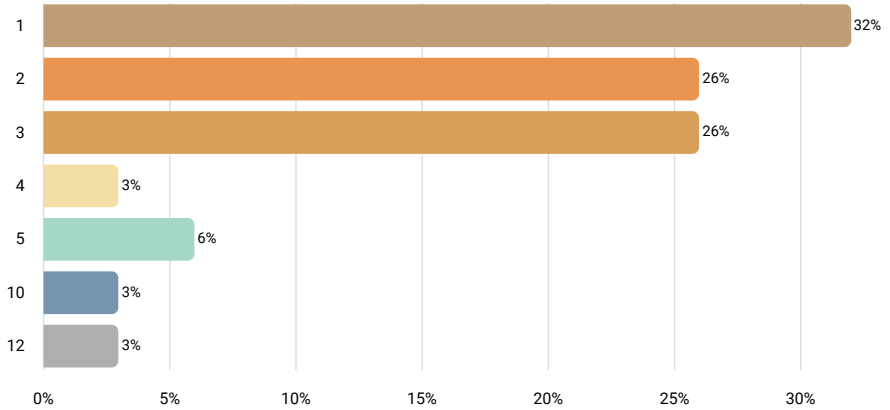
Results	
materials coordinator	1
production support specialist	1
warehouse clerk	1
logistics specialist	1
shipping/receiving supervisor	1
shipping clerk, receiving (2 positions)	1
utility	1
s&r technician	1
logistics/supply technician	1
receiving specialist	1
clerk, shipping	1
shipping/receiving clerk	1

### Number of Employees Currently in This Position

Answered 34 times

Skipped 0 times

Number input



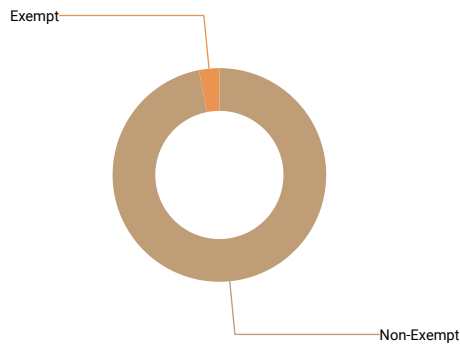
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	3
90th percentile	5
Mean	3
Median	2
Standard deviation	2

### FLSA Status

Answered 34 times

Skipped 0 times

Select one answer (radio button)



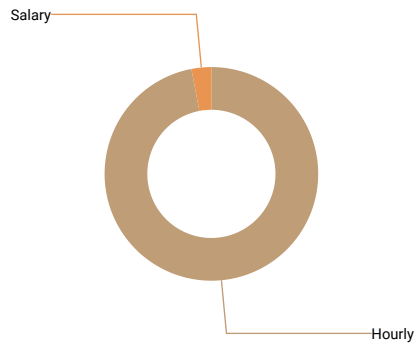
Results	%	N
Non-Exempt	94%	32
Exempt	3%	1

### Is this position paid an hourly rate or annual salary?

Answered 34 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	97%	33
Salary	3%	1

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	27	12.5	14.36	16.26	19.44	21.5	17	16
Pay Range Maximum Rate	27	17	18	20	24.54	32.11	22	20
Actual Lowest Base Rate	31	13.26	15.5	18.46	20.2	22	18	18
Actual Average Base Rate	32	15.54	17.25	18.865	21.045	23.35	19	19
Actual Highest Base Rate	31	17	17.95	19.44	22.6	25.4	21	19
If there is a step progression in place, enter the number of steps. If not, leave blank.	10	2	4	4	6	7.5	5	4
Average Incentive Bonus or Other Cash Bonus (Annual)	8	1,000	1,100	2,268	5,207	7,200	3,169	2,268
Pay Range Minimum Salary								
Pay Range Maximum Salary								
Actual Average Base Salary								

### 6.7.3 Truck Driver, Tractor Trailer and Heavy

#### Job description

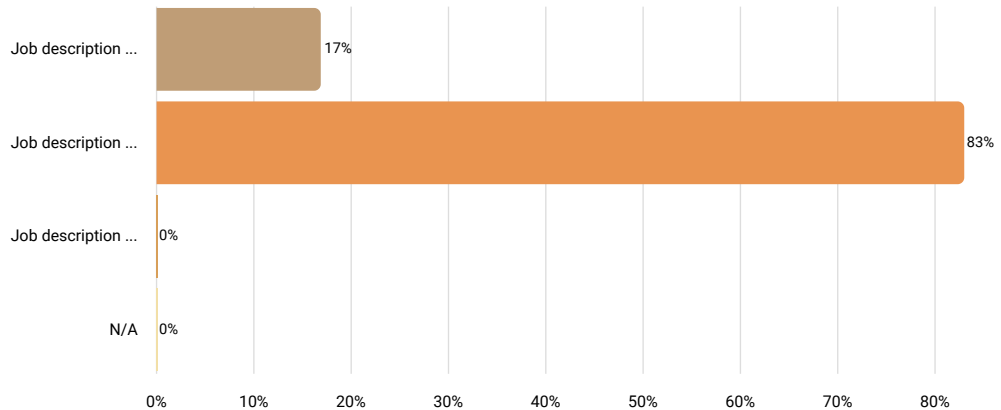
Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	17%	1
Job description matches the position at your company very well	83%	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 2 times

Skipped 4 times

Text input



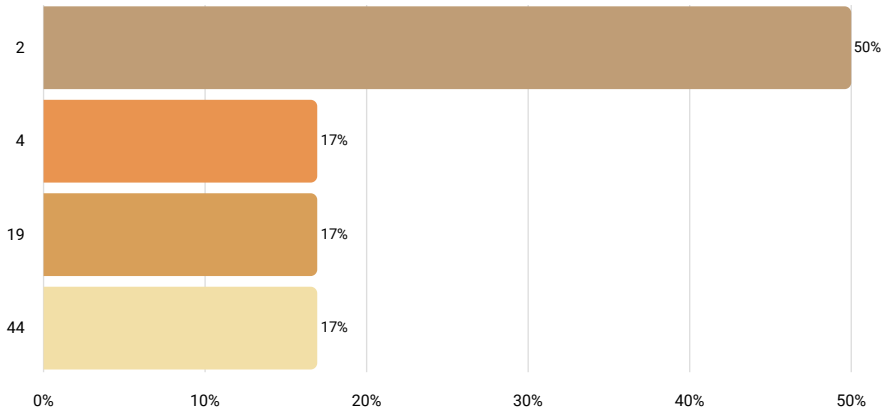
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



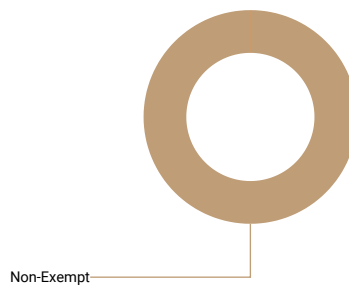
Statistics	
10th percentile	2
25th percentile	2
50th percentile	3
75th percentile	19
90th percentile	44
Mean	12
Median	3
Standard deviation	17

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



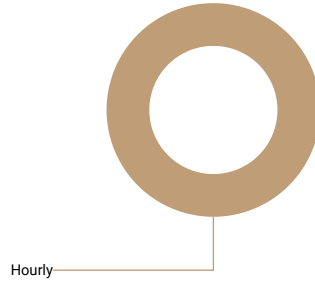
Results	%	N
Non-Exempt	100%	6
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	6
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Rate	5	13.67	15	16.5	18	20	17	17	
Pay Range Maximum Rate	5	17.5	23	23	28	29	24	23	
Actual Lowest Base Rate	5	13.67	16.5	17.25	19.11	20	17	17	
Actual Average Base Rate	6	15.59	17.25	21	21	24.36	20	21	
Actual Highest Base Rate	5	17.5	18	23	23	25	21	23	
Average Incentive Bonus or Other Cash Bonus (Annual)									

## 6.7.5 Stockroom Clerk

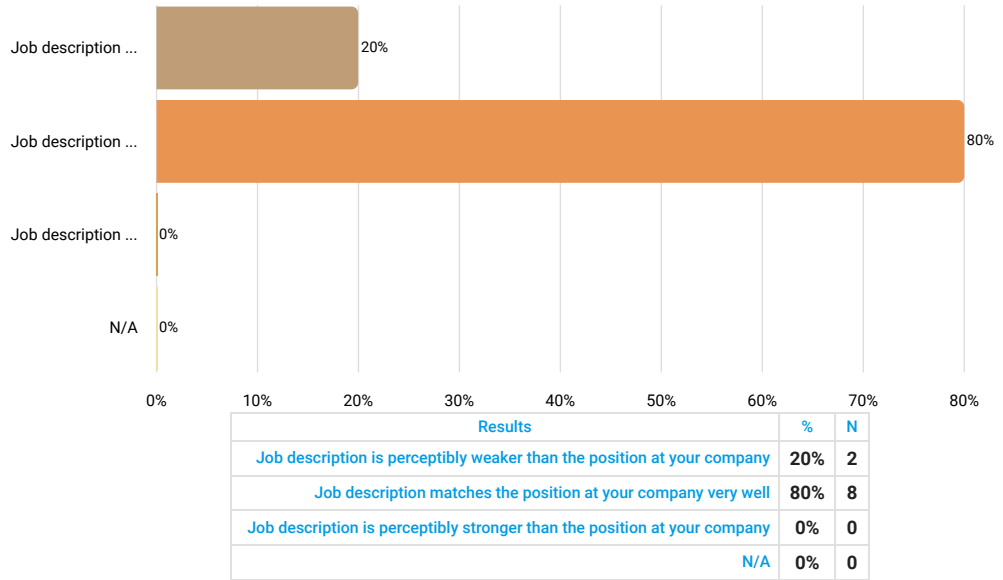
**Job description** Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard.

**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

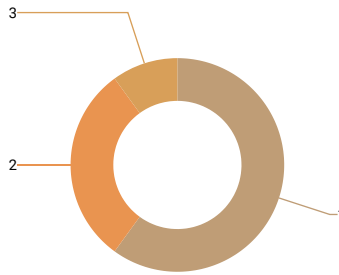
Results	
store room clerk	1
yard associate	1
operator	1
mro storeroom technician	1
inventory clerk	1
tool room/inventory clerk	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



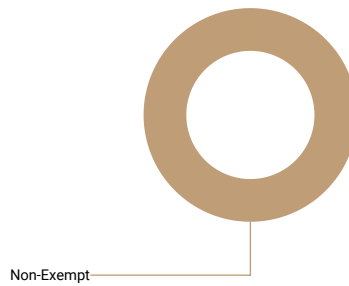
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2.5
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



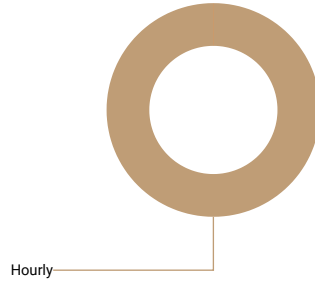
Results	%	N
Non-Exempt	90%	9
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 10 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	10
Salary	0%	0

### Compensation data

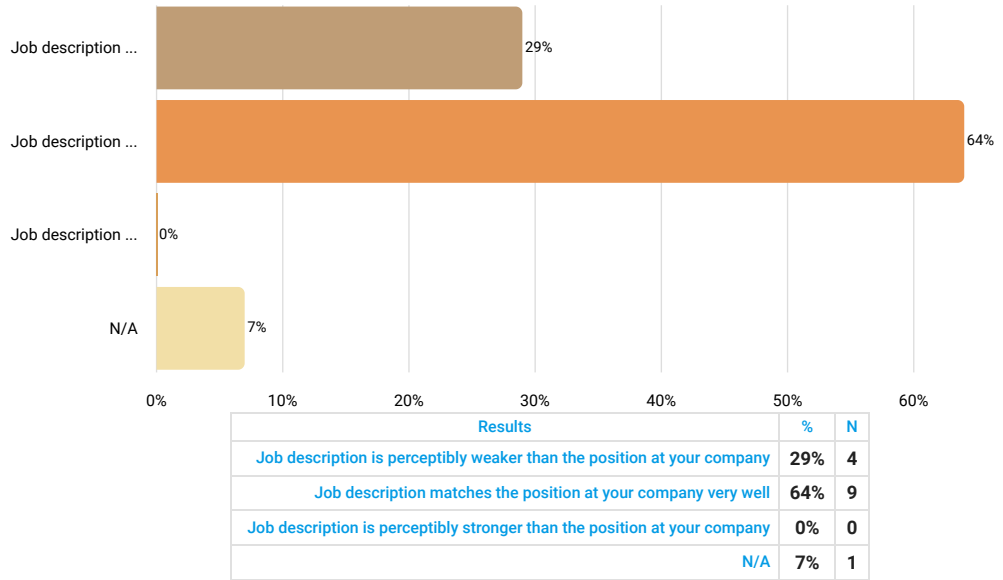
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	10	13	15	16.73	19	23.865	17	17
Pay Range Maximum Rate	10	15.25	17.8	20.865	26	27.47	21	21
Actual Lowest Base Rate	10	14.305	17.8	19.355	25	26.47	20	19
Actual Average Base Rate	10	14.9	18	19.64	25.29	26.47	21	20
Actual Highest Base Rate	10	14.9	18	20.085	25.54	26.47	21	20
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	2	3	3	4	5	3	3
Average Incentive Bonus or Other Cash Bonus (Annual)								

### 6.7.7 Warehouse Employees, General

**Job description** Use this job title for warehouse workers other than those listed.

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

Answered 14 times  
 Skipped 0 times  
 Select one answer (radio button)



**Job Title (if different than above)**

Answered 11 times  
 Skipped 3 times  
 Text input

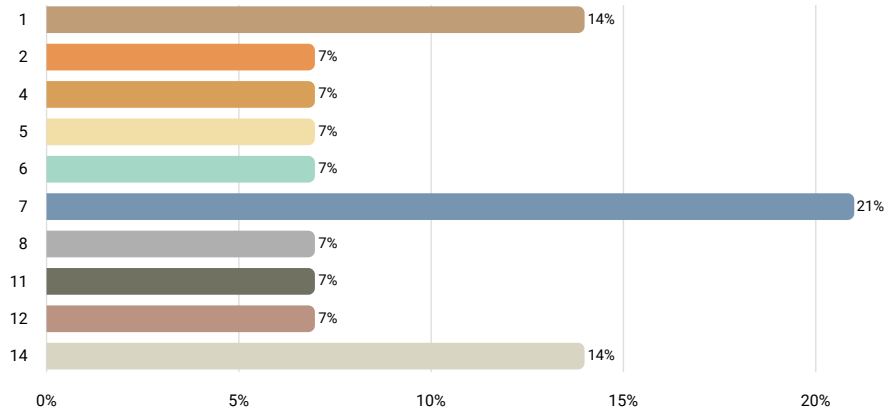
Results	
warehouse technician	2
crate and pallet builder	1
materials coordinator/inventory control	1
packing operators	1
warehouse operator; storeroom operator	1
warehouse operator	1
dock and warehouse associate	1
material handler	1
worker, warehouse certified	1
warehouse shipper	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



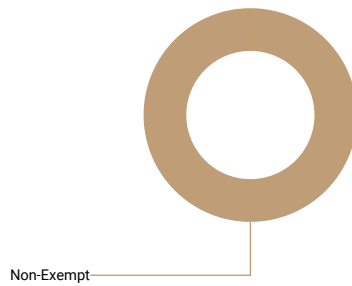
Statistics	
10th percentile	1
25th percentile	4
50th percentile	7
75th percentile	11
90th percentile	14
Mean	7
Median	7
Standard deviation	4

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



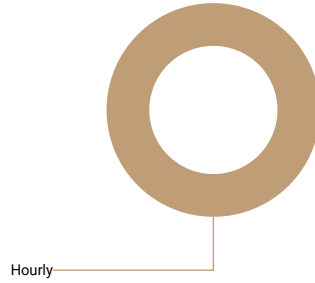
Results	%	N
Non-Exempt	100%	14
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	14
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	11	12	14.5	16	18.74	19.75	16	16
Pay Range Maximum Rate	11	17.25	18.5	20.5	22.84	24.95	21	21
Actual Lowest Base Rate	13	12	14.61	17	18.74	22	17	17
Actual Average Base Rate	14	14	16.5	17.47	19.95	22.3	19	17
Actual Highest Base Rate	13	14.61	17.34	18.75	21.5	22.6	20	19
If there is a step progression in place, enter the number of steps. If not, leave blank.	5	1	3	4	4	5	3	4
Average Incentive Bonus or Other Cash Bonus (Annual)								

## 6.8 Manufacturing Not Otherwise Classified

**The survey received sufficient data for the following job titles:**

Skilled Workers, Not Otherwise Classified  
Semi-Skilled Workers, Not Otherwise Classified  
Laborers/Helpers, Not Otherwise Classified

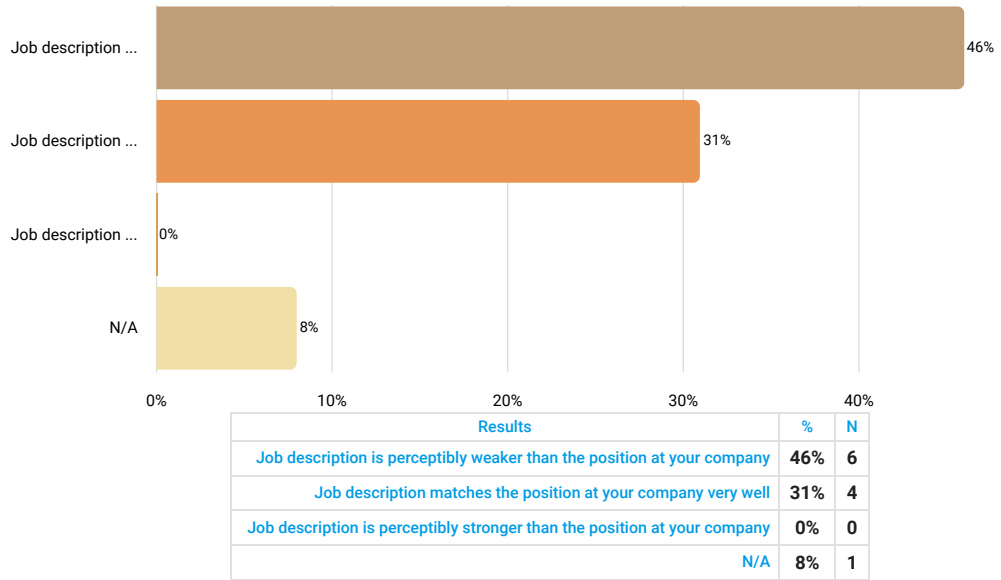
**The survey did not receive sufficient data for the following job titles:**

### 6.8.1 Skilled Workers, Not Otherwise Classified

**Job description** Include any skilled production workers that have not been classified in any other area of this survey.

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

Answered 13 times  
 Skipped 0 times  
 Select one answer (radio button)



**Job Title (if different than above)**

Answered 10 times  
 Skipped 3 times  
 Text input

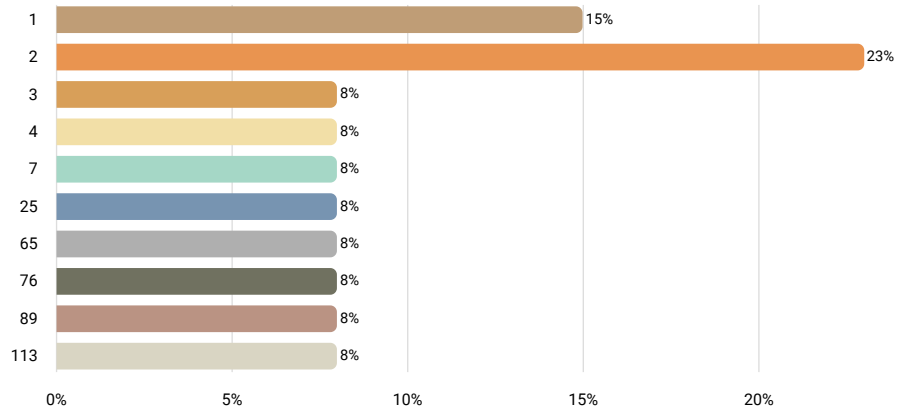
Results	
leadman/fitter/machine operator/welder/welding inspector	1
production laborers	1
phosphate	1
ndi/quality inspector	1
utility operator	1
production/machine operators	1
process specialist/utility specialist	1
methods technician i - quality, methods technician i - electrical, methods technician ii - electrical	1
composite technicians / operation technicians	1
machine operators	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



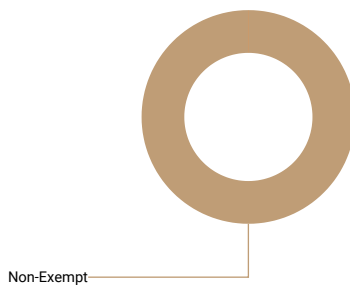
Statistics	
10th percentile	1
25th percentile	2
50th percentile	4
75th percentile	65
90th percentile	89
Mean	30
Median	4
Standard deviation	41

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



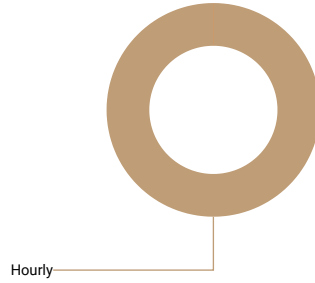
Results	%	N
Non-Exempt	100%	13
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 13 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	13
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	12	13	13.345	16.91	23.09	23.58	18	17
Pay Range Maximum Rate	12	19.48	20.75	25.5	34	47	29	26
Actual Lowest Base Rate	13	14	15.55	22.3	24	26.95	21	22
Actual Average Base Rate	13	15.93	19.88	22.71	24.81	31.95	23	23
Actual Highest Base Rate	13	19.48	20.75	24	27.75	36.1	26	24
If there is a step progression in place, enter the number of steps. If not, leave blank.	7	3	3	4	6	7	4	4
Average Incentive Bonus or Other Cash Bonus (Annual)								

## 6.8.2 Semi-Skilled Workers, Not Otherwise Classified

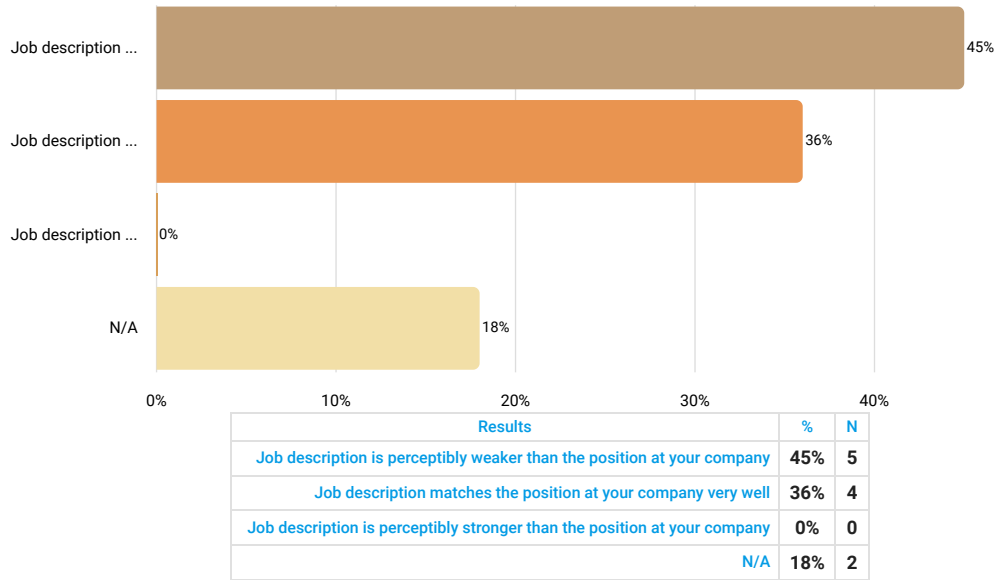
**Job description** This category includes semi-skilled production workers that were not classified in any other job title in this survey.

**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 9 times

Skipped 2 times

Text input

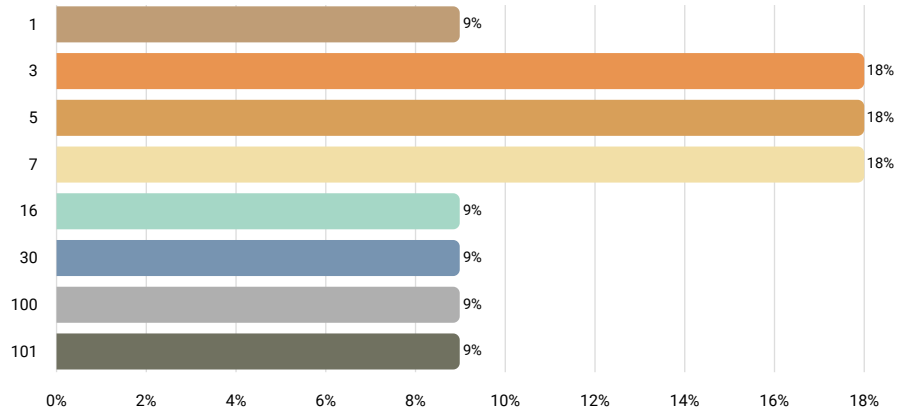
Results	
seamstress, cut table	1
painter	1
pex specialist/mold setter	1
bending machine operators	1
outbound coordinator	1
sewing machine operator; customization applications; hardware; utility	1
mechanical electrical technician	1
operation technician i and ii	1
quality in-process inspectors (hourly)	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



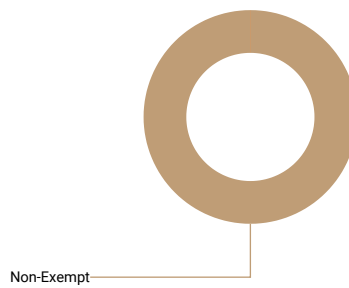
Statistics	
10th percentile	3
25th percentile	3
50th percentile	7
75th percentile	30
90th percentile	100
Mean	25
Median	7
Standard deviation	38

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



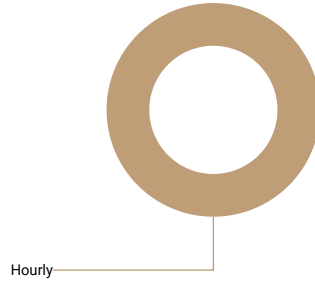
Results	%	N
Non-Exempt	100%	11
Exempt	0%	0

### Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	100%	11
Salary	0%	0

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	9	9	12	13	15	17	14	13
Pay Range Maximum Rate	9	12	16	19	22	35	20	19
Actual Lowest Base Rate	11	11.5	12.35	15	16	21.86	15	15
Actual Average Base Rate	10	12.41	13.75	15.145	18.76	22.825	16	15
Actual Highest Base Rate	11	13.5	15.5	18.22	22.75	26	20	18
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	100	500	631.5	900	1,200	661	632

### 6.8.3 Laborers/Helpers, Not Otherwise Classified

#### Job description

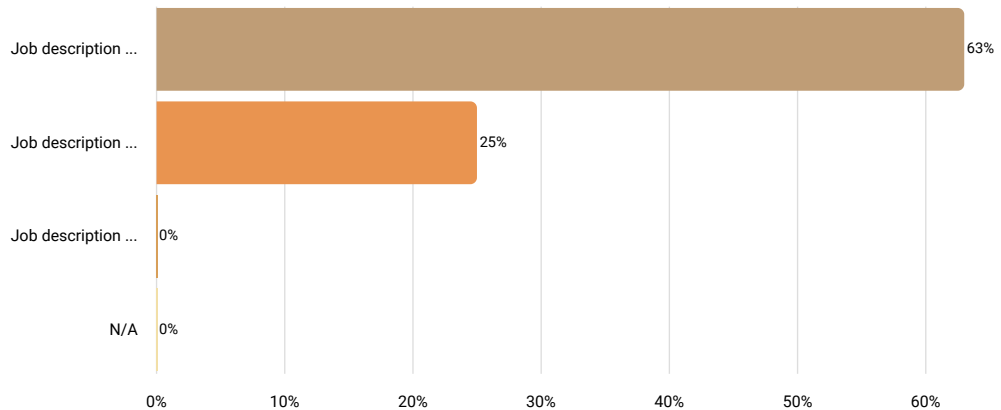
Include those who perform non-skilled work inside or outside the facility that are not included in the Laborer category under Maintenance or who do not fit category within this survey.

#### 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	63%	5
Job description matches the position at your company very well	25%	2
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 1 times

Text input

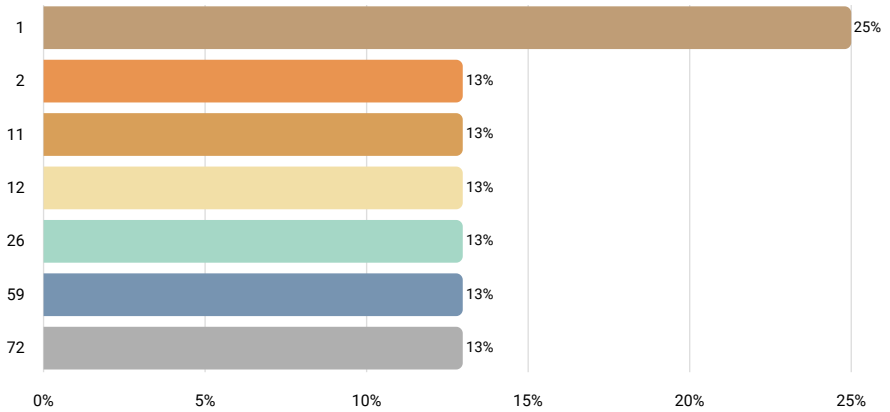
Results	
prep worker	1
seamstress	1
helper/loader	1
production helper	1
pack-out operator	1
prog operator	1
sewing machine operator	1

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



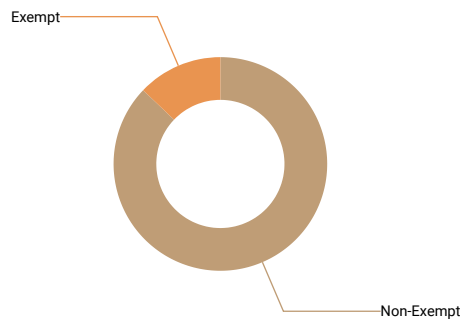
Statistics	
10th percentile	1
25th percentile	1.5
50th percentile	11.5
75th percentile	42.5
90th percentile	72
Mean	23
Median	12
Standard deviation	28

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



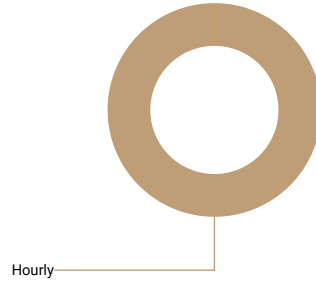
Results	%	N
Non-Exempt	88%	7
Exempt	13%	1

### 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
Pay Range Minimum Rate	7	7.5	10.25	12	15	17	12	12
Pay Range Maximum Rate	7	12.75	14	18.9	19.88	20	17	19
Actual Lowest Base Rate	8	7.5	10.875	12.175	14.635	19	13	12
Actual Average Base Rate	8	10.75	11.455	13.11	16.19	19	14	13
Actual Highest Base Rate	8	12.35	13.25	14.5	18.125	19.88	15	15
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)								

## 6.9 First Level Supervisory Positions

**The survey received sufficient data for the following job titles:**

Accounting Supervisor  
Production Supervisor  
Senior Production Supervisor  
Quality Assurance Supervisor  
Customer Service Supervisor  
Shipping and Receiving Supervisor  
Maintenance Supervisor  
Team Leader

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

## 6.9.1 Accounting Supervisor

### Job description

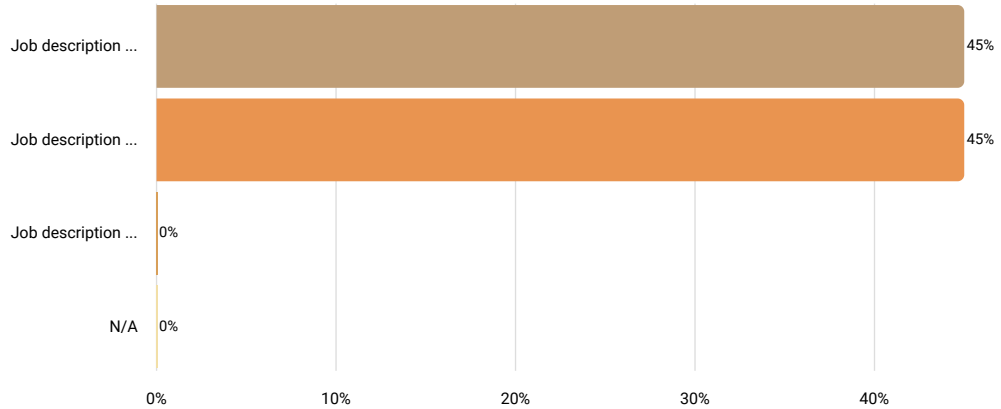
First Line Supervisor responsible for overseeing workers engaged in maintaining accounting records and processing transactions. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 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	45%	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 6 times

Skipped 5 times

Text input

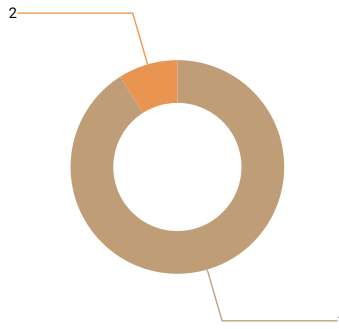
Results	
accounting manager	2
assistant controller	1
payroll supervisor iii	1
sr. accounting specialist	1
accounting assistant manager	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



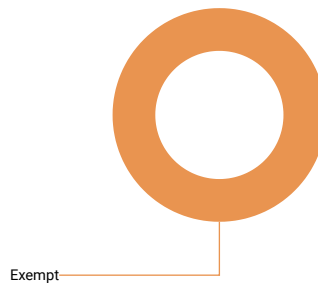
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



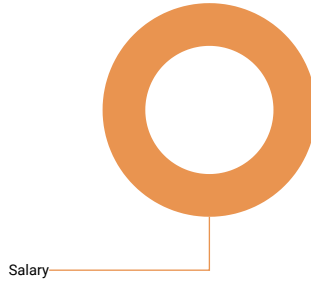
Results	%	N
Non-Exempt	0%	0
Exempt	100%	11

### Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	11

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	7	60,000	60,008	66,560	76,980.8	101,000	70,793	66,560	1
Pay Range Maximum Salary	7	63,500	68,993	97,864	110,240	120,000	91,514	97,864	2
Actual Lowest Base Salary	9	58,500	65,603.35	75,000	101,000	115,000	82,500	75,000	2
Actual Average Base Salary	11	62,400	64,000	75,000	101,000	110,000	82,227	75,000	2
Actual Highest Base Salary	11	63,500	64,000	75,000	101,000	110,000	83,136	75,000	2
Average Incentive or Other Cash Bonus (Annual)									

## 6.9.2 Production Supervisor

### Job description

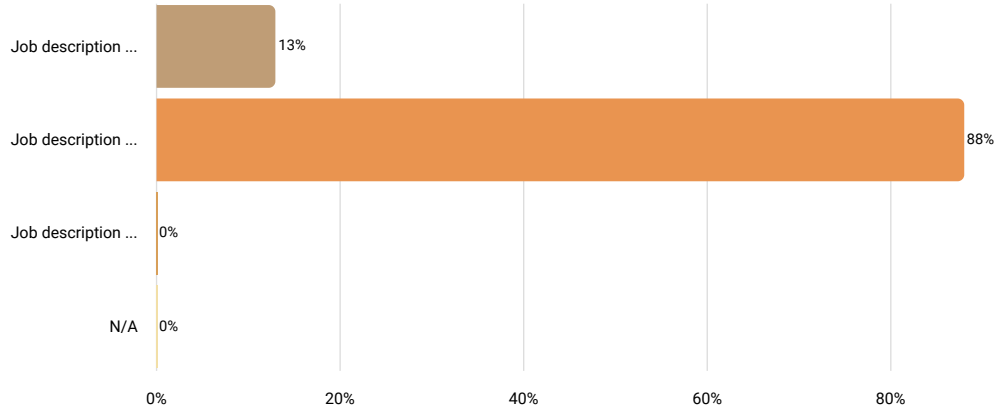
First Line Supervisor responsible for overseeing workers engaged in production. Determines work assignments, evaluates work and administers company procedures. Responsible for the performance of the assigned work unit.

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

Answered 40 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	13%	5
Job description matches the position at your company very well	88%	35
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Job Title (if different than above)

Answered 15 times

Skipped 25 times

Text input

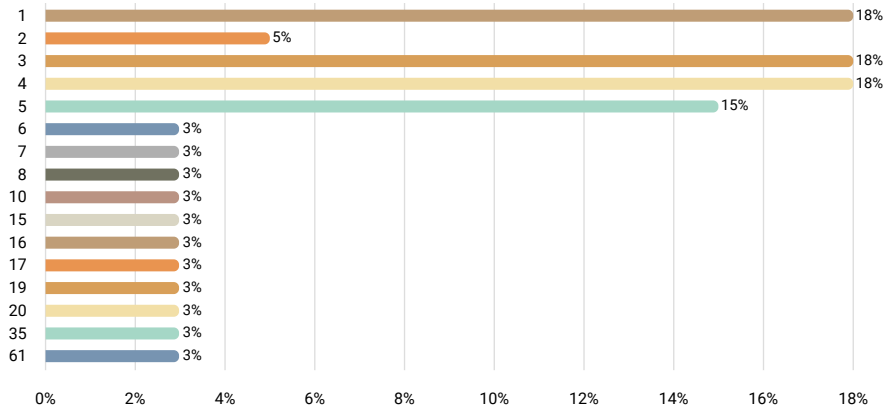
Results	
group leader	2
foreman	1
molding supervisor, assembly supervisor, foam supervisor	1
operations supervisor	1
area manager	1
site supervisor, driver supervisor, terminal superintendent	1
shift supervisor, millwork production supervisor	1
production supervisor i-iii, production control manager	1
team leader	1
supervisor	1
assembly lead	1
shift supervisor-molding	1
spvr, production	1
group leader or front line supervisor	1

### Number of Employees Currently in This Position

Answered 40 times

Skipped 0 times

Number input



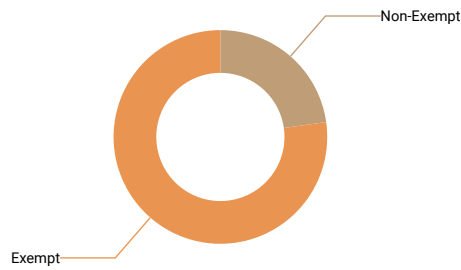
Statistics	
10th percentile	1
25th percentile	3
50th percentile	4
75th percentile	6.5
90th percentile	18
Mean	8
Median	4
Standard deviation	11

### FLSA Status

Answered 40 times

Skipped 0 times

Select one answer (radio button)



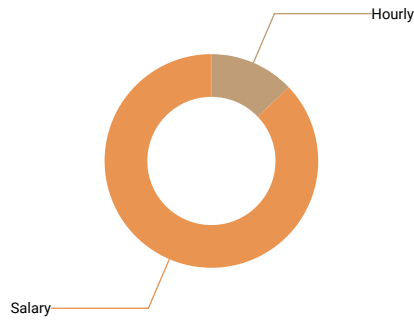
Results	%	N
Non-Exempt	23%	9
Exempt	78%	31

### Is this position paid an hourly rate or annual salary?

Answered 40 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	13%	5
Salary	88%	35

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate	5	15	17	20.6	21	25	20	21	
Pay Range Maximum Rate	5	25	30	31	31.83	36	31	31	
Actual Lowest Base Rate	5	17	17.5	20.6	22	25	20	21	
Actual Average Base Rate	5	22	24	24.74	25	26.33	24	25	
Actual Highest Base Rate	5	25	26.5	30.58	31	35.68	30	31	
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	27	38,000	47,340.8	54,109	60,000	73,440	55,622	54,109	11,000
Pay Range Maximum Salary	27	60,000	70,000	85,000	104,000	120,000	88,394	85,000	18,000
Actual Lowest Base Salary	33	40,123	56,000	60,155.39	66,900	90,000	63,765	60,155	11,000
Actual Average Base Salary	35	46,157	60,100	68,000	80,624	102,000	71,067	68,000	11,000
Actual Highest Base Salary	33	49,920	65,000	75,000	96,256	115,900	79,358	75,000	18,000
Average Incentive or Other Cash Bonus (Annual)	15	1,000	3,800	5,000	7,700	12,000	6,295	5,000	4,000

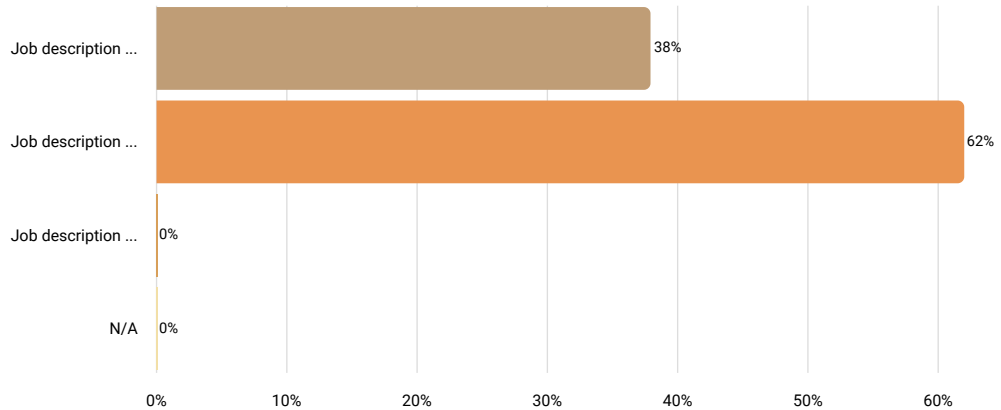
### 6.9.3 Senior Production Supervisor

#### Job description

Experienced supervisor typically responsible for overseeing two or more production units or highly complex or large production units. May work through to accomplish production functions and supervise staff. Determines work assignments, evaluates work and administers company policies and procedures for the performance of the assigned work unit.

#### 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 8 times  
 Skipped 5 times  
 Text input

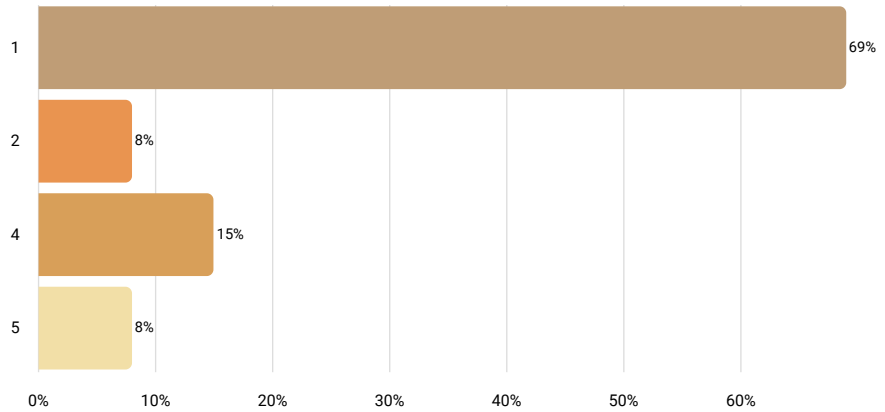
Results	
assistant plant manager	2
production manager	1
production superintendent	1
director of maintenance, mechanical program manager, production operations manager i, tc-12 production control supervisor	1
area supervisor	1
plant production supervisor and maintenance supervisor	1
on site technical production supervisor	1

### Number of Employees Currently in This Position

Answered 13 times

Skipped 0 times

Number input



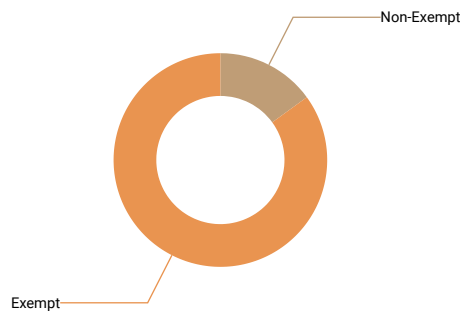
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 13 times

Skipped 0 times

Select one answer (radio button)



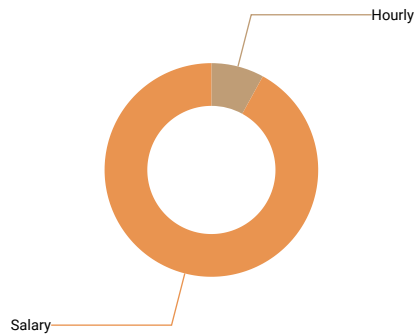
Results	%	N
Non-Exempt	15%	2
Exempt	85%	11

### 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	9	50,000	56,000	65,000	75,000	106,100	69,863	65,000	1
Pay Range Maximum Salary	9	73,000	80,000	109,100	111,500	159,200	106,735	109,100	3
Actual Lowest Base Salary	11	61,505	65,000	80,000	99,000	109,990.4	84,428	80,000	2
Actual Average Base Salary	11	65,420	66,248	80,000	103,147.2	113,796.8	86,956	80,000	2
Actual Highest Base Salary	11	65,420	73,000	80,000	117,603.2	118,830.4	91,062	80,000	2
Average Incentive or Other Cash Bonus (Annual)	5	3,000	3,600	10,000	12,000	26,500	11,020	10,000	4

## 6.9.4 Quality Assurance Supervisor

### Job description

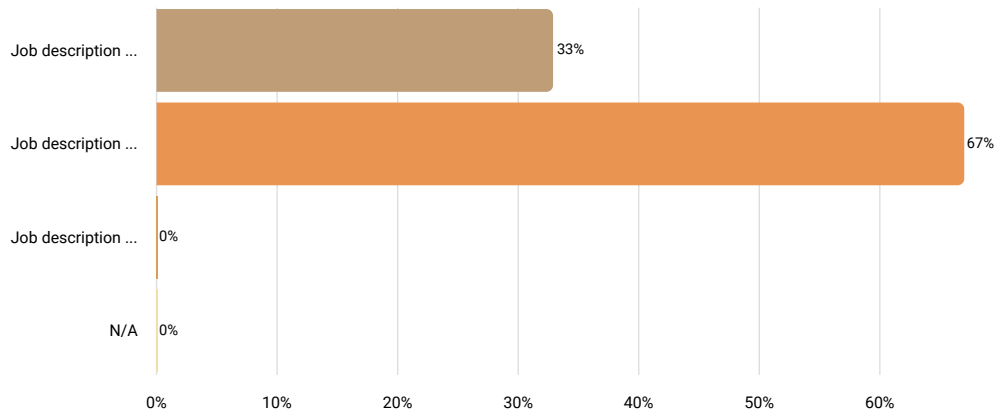
First Line Supervisor responsible for overseeing workers engaged in testing and inspecting the quality of products. Compiles and evaluates data pertaining to standards. Determines work assignments, evaluates work and administers company policies and procedures. Responsible for the performance of the as unit.

### 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	33%	5
Job description matches the position at your company very well	67%	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 9 times

Skipped 6 times

Text input

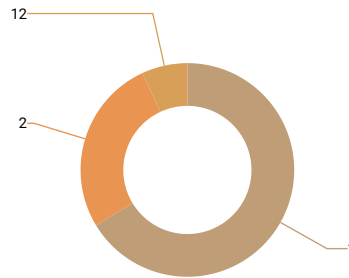
Results	
quality manager	1
product liability supervisor	1
quality supervisor	1
lab supervisor	1
quality system supervisor	1
quality control supervisor and quality manager	1
qc supervisor janitorial, and qc supervisor grounds	1
quality group leader	1
group leader	1

### Number of Employees Currently in This Position

Answered 15 times

Skipped 0 times

Number input



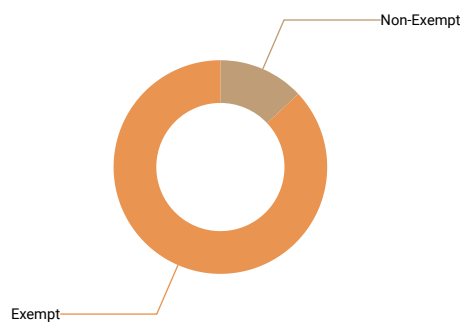
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	3

### FLSA Status

Answered 15 times

Skipped 0 times

Select one answer (radio button)



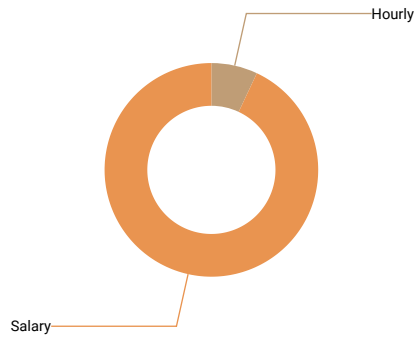
Results	%	N
Non-Exempt	13%	2
Exempt	87%	13

### Is this position paid an hourly rate or annual salary?

Answered 15 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	7%	1
Salary	93%	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 Average Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	11	41,590	47,500	60,000	81,120	83,803.2	62,712	60,000	17,500
Pay Range Maximum Salary	11	60,320	78,000	90,263	124,800	133,120	95,614	90,263	27,000
Actual Lowest Base Salary	14	55,161	61,610.64	77,838.95	94,000	104,000	77,534	77,839	17,500
Actual Average Base Salary	14	57,334	61,610.64	79,262.24	99,000	104,000	80,216	79,262	17,500
Actual Highest Base Salary	14	57,334	61,610.64	79,262.24	104,000	107,120	82,583	79,262	17,500
Average Incentive or Other Cash Bonus (Annual)									

## 6.9.5 Customer Service Supervisor

### Job description

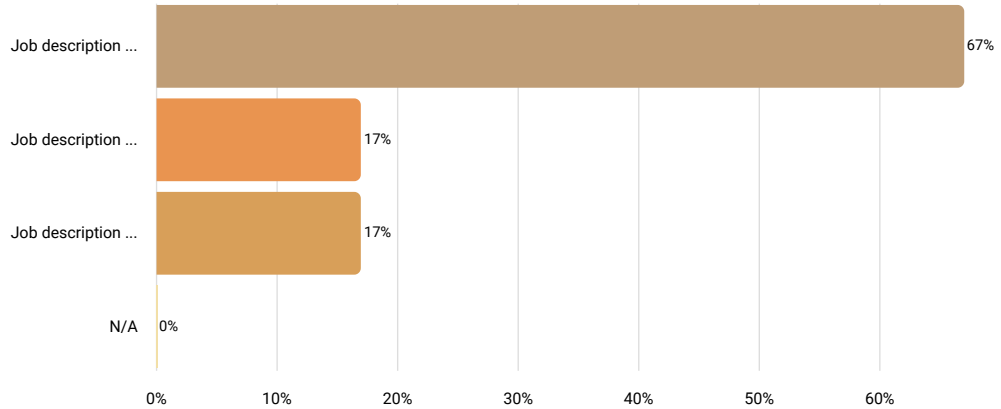
First Line Supervisor response for overseeing workers in order to ensure that customers get the best service possible. Coordinates with other departments to ensure this goal is met.

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

#### Job Title (if different than above)

Answered 3 times

Skipped 3 times

Text input



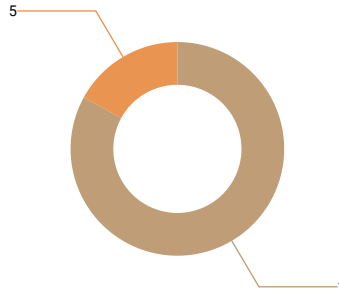
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



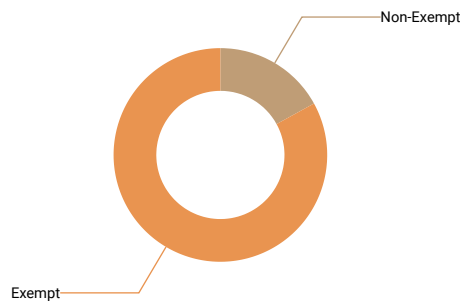
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	5
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



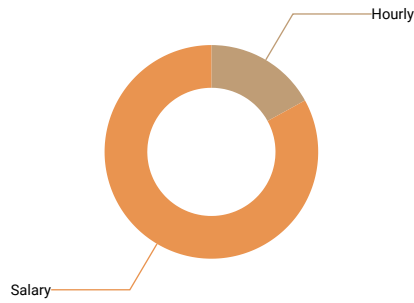
Results	%	N
Non-Exempt	17%	1
Exempt	83%	5

### 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
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	42,500	43,000	61,800	77,250	88,649.6	62,640	61,800	2
Actual Highest Base Salary									
Average Incentive or Other Cash Bonus (Annual)									

## 6.9.6 Shipping and Receiving Supervisor

### Job description

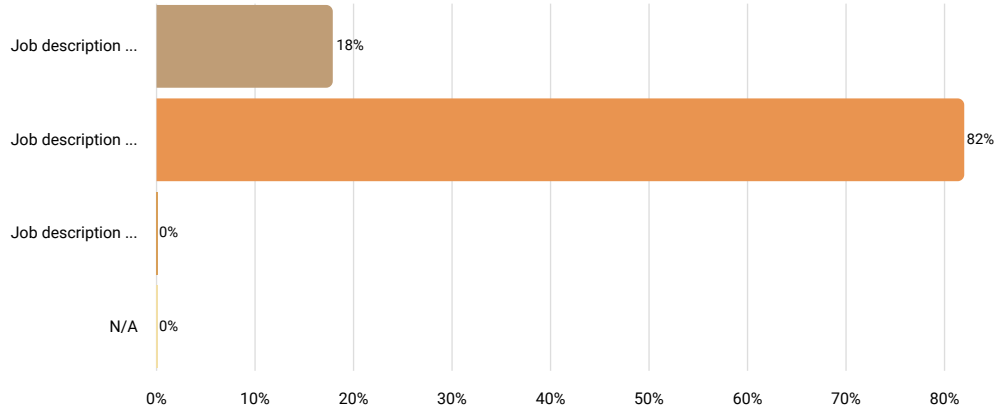
First Line Supervisor responsible for overseeing workers engaged in the shipping or receiving of products which could include the storage and warehousing and raw materials. Include Warehouse and/or Material Supervisors here.

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	18%	5
Job description matches the position at your company very well	82%	23
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Job Title (if different than above)

Answered 16 times

Skipped 12 times

Text input

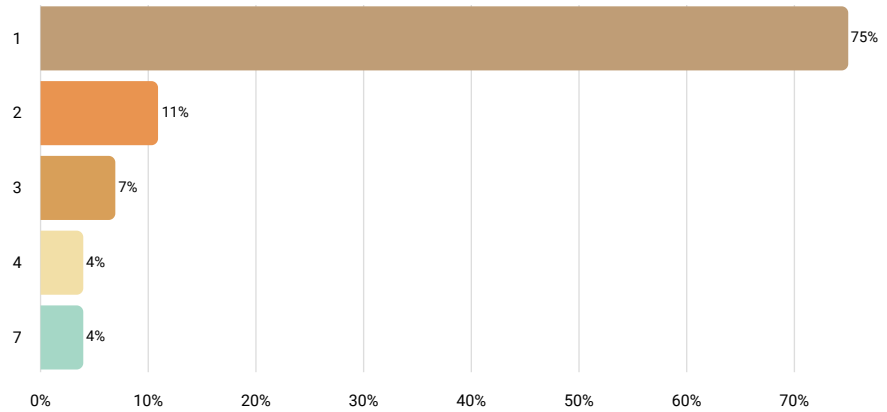
Results	
warehouse supervisor	2
material handling supervisor	2
transportation manager	1
distribution center supervisor	1
materials supervisor	1
material control coordinator	1
dock supervisor, warehouse supervisor	1
warehouse supervisor ii & supply chain manager	1
shift supervisor-logistics	1
shipping & receiving lead	1
sSr supervisor, warehouse supervisor	1
production controls group leader	1
conveyance group leader	1
distribution manager	1

### Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



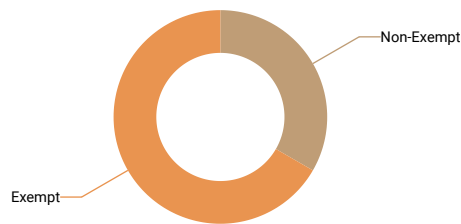
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	3
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



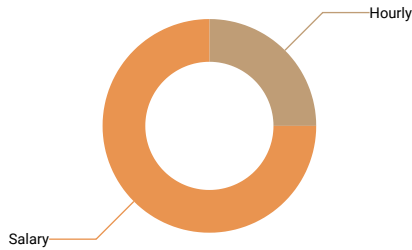
Results	%	N
Non-Exempt	32%	9
Exempt	64%	18

### Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	25%	7
Salary	75%	21

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	6	19	20	21.99	25.28	26.15	22	22
Pay Range Maximum Rate	6	23.38	25.28	28.8	30	31.83	28	29
Actual Lowest Base Rate	5	20	20.6	21.5	23.38	26.15	22	22
Actual Average Base Rate	6	20	21.5	22.635	25	28.3	23	23
Actual Highest Base Rate	5	21.5	22.95	23.38	29.15	30	25	23
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	16	40,000	48,750	55,500	60,000	69,100	56,578	55,500
Pay Range Maximum Salary	15	55,000	60,000	80,000	103,700	111,203	80,985	80,000
Actual Lowest Base Salary	20	47,351.5	53,000	60,000	73,647.5	83,000	63,115	60,000
Actual Average Base Salary	20	47,351.5	53,000	62,250	77,647.5	90,380	65,193	62,250
Actual Highest Base Salary	19	44,923	51,000	65,294.84	80,000	94,760	67,627	65,295
Average Incentive or Other Cash Bonus (Annual)	8	1,000	4,950	6,250	8,238	10,000	6,235	6,250

## 6.9.7 Maintenance Supervisor

### Job description

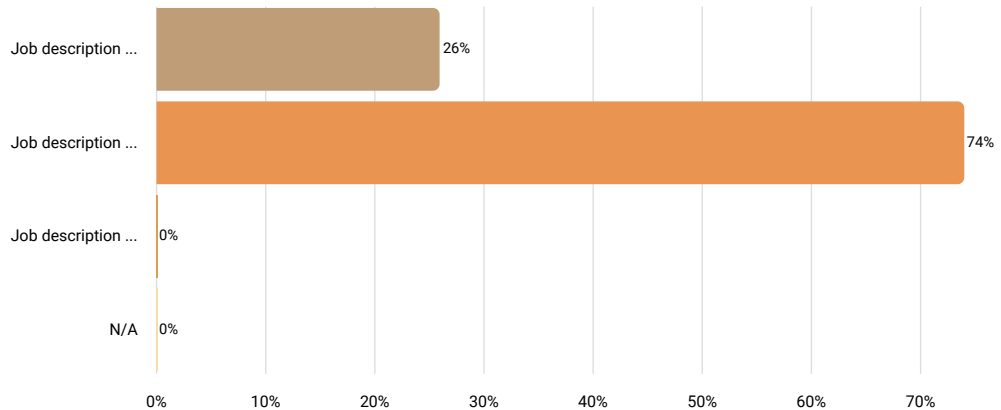
First Line Supervisor responsible for overseeing workers engaged in maintenance responsibilities. Determines work assignments, evaluates work and ad company policies and procedures. Responsible for the performance of the assigned work unit.

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

Answered 23 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	26%	6
Job description matches the position at your company very well	74%	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 9 times

Skipped 14 times

Text input

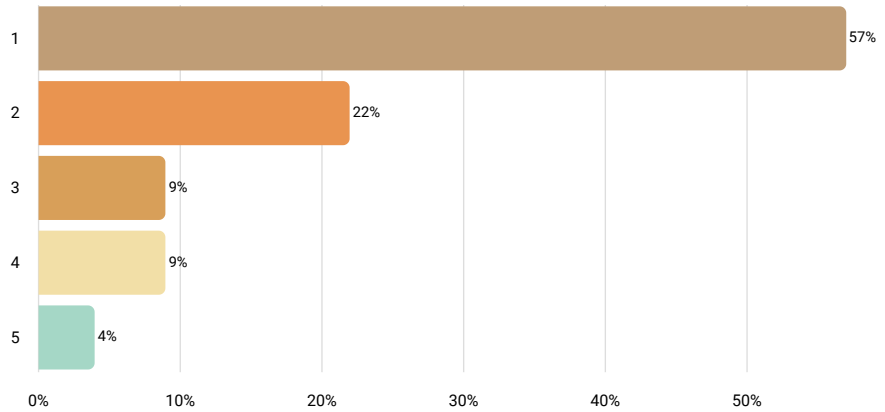
Results	
facilities & maintenance manager	1
maintenance team leader	1
shift supervisor-maintenance	1
supervisor, grounds maintenance	1
general maintenance mechanic lead	1
a&p mechanic lead	1
group leader	1
spvr, maintenance	1
maintenance supervisor	1

### Number of Employees Currently in This Position

Answered 23 times

Skipped 0 times

Number input



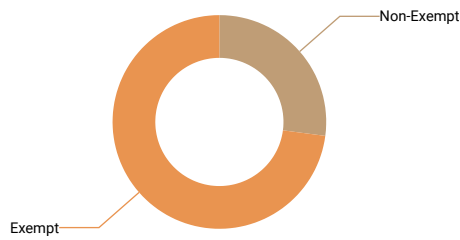
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	1

### FLSA Status

Answered 23 times

Skipped 0 times

Select one answer (radio button)



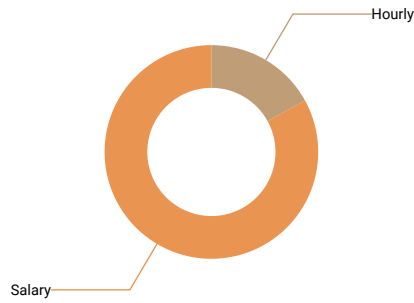
Results	%	N
Non-Exempt	26%	6
Exempt	70%	16

### 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

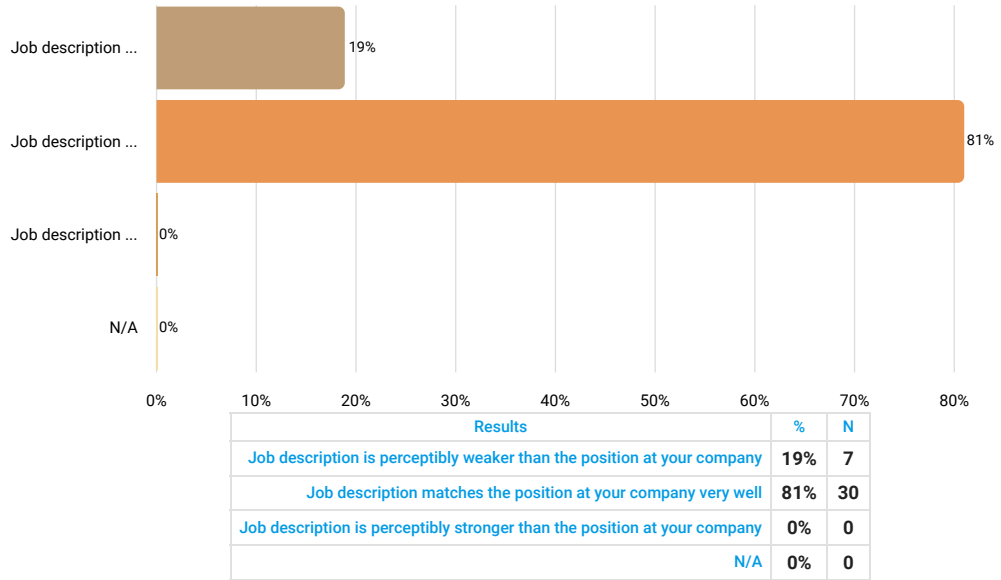
	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Rate									
Pay Range Maximum Rate									
Actual Lowest Base Rate									
Actual Average Base Rate									
Actual Highest Base Rate									
Average Incentive Bonus or Other Cash Bonus (Annual)									
Pay Range Minimum Salary	14	47,200	51,665	55,404.5	71,656	80,000	62,016	55,405	14,500
Pay Range Maximum Salary	14	60,320	82,500	95,240	110,900	120,000	94,949	95,240	20,000
Actual Lowest Base Salary	17	56,000	64,600	80,000	88,000	92,000	77,109	80,000	14,000
Actual Average Base Salary	19	57,273	73,500	81,500	90,000	98,000	81,142	81,500	15,000
Actual Highest Base Salary	17	58,000	68,000	82,500	90,000	112,000	79,529	82,500	20,000
Average Incentive or Other Cash Bonus (Annual)	10	1,275	2,500	8,500	12,460	16,000	8,151	8,500	4,000

### 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 37 times  
 Skipped 0 times  
 Select one answer (radio button)



**Job Title (if different than above)**

Answered 18 times  
 Skipped 19 times  
 Text input

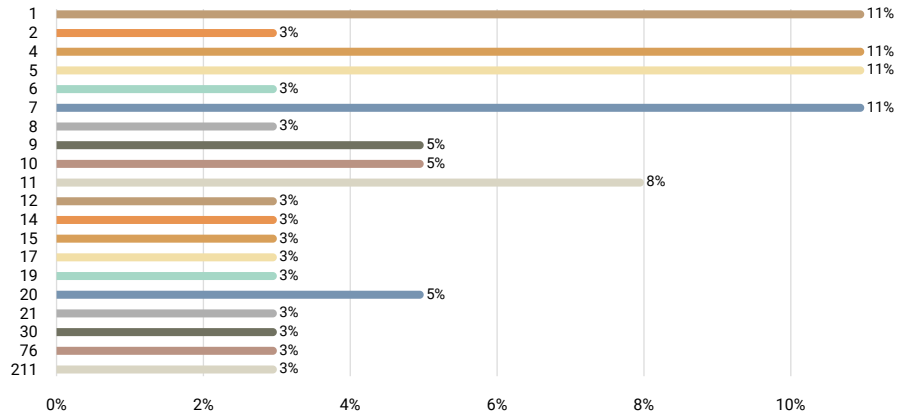
Results	
production team leader	2
supervisor	1
team lead	1
process leads	1
leads, supervisors	1
electrical assembler iii lead, electrical quality inspector iii lead, inventory clerk iii lead, machinist iii lead, mechanical qa iii lead	1
lead technician	1
cell leader	1
team leader	1
advanced analyst/team lead; intermediate specialist/team lead; advanced trainer/team lead; communications team lead	1
leader	1
facilities lead	1
plant team lead	1
zone leader	1
apt leader	1
leader, group ii	1
maintenance lead, production lead, warehouse lead	1

### Number of Employees Currently in This Position

Answered 37 times

Skipped 0 times

Number input



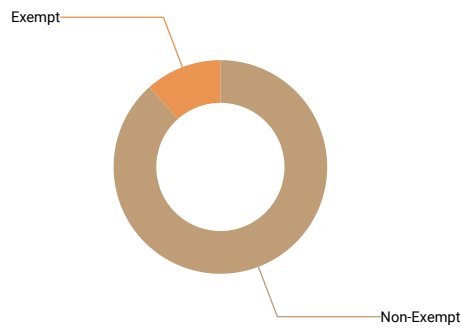
Statistics	
10th percentile	1
25th percentile	5
50th percentile	8
75th percentile	14
90th percentile	21
Mean	16
Median	8
Standard deviation	35

### FLSA Status

Answered 37 times

Skipped 0 times

Select one answer (radio button)



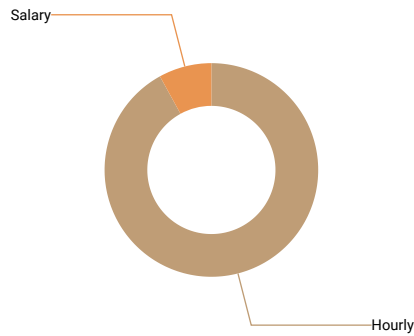
Results	%	N
Non-Exempt	84%	31
Exempt	11%	4

### Is this position paid an hourly rate or annual salary?

Answered 37 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	92%	34
Salary	8%	3

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median
Pay Range Minimum Rate	27	15.26	17	18.99	20.5	25.42	19	19
Pay Range Maximum Rate	27	19.96	20	24	26.59	33.31	25	24
Actual Lowest Base Rate	33	16	17.5	19	21.22	24.31	20	19
Actual Average Base Rate	33	17	18.5	21.21	24.11	27.97	22	21
Actual Highest Base Rate	33	18.98	20.25	24	30.05	35.58	25	24
If there is a step progression in place, enter the number of steps. If not, leave blank.	10	2	4	4.5	8	10.5	6	5
Average Incentive Bonus or Other Cash Bonus (Annual)	6	1,050	1,400	3,207.5	5,500	9,500	3,978	3,208
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)								

### 6.9.9 Customer Service Supervisor

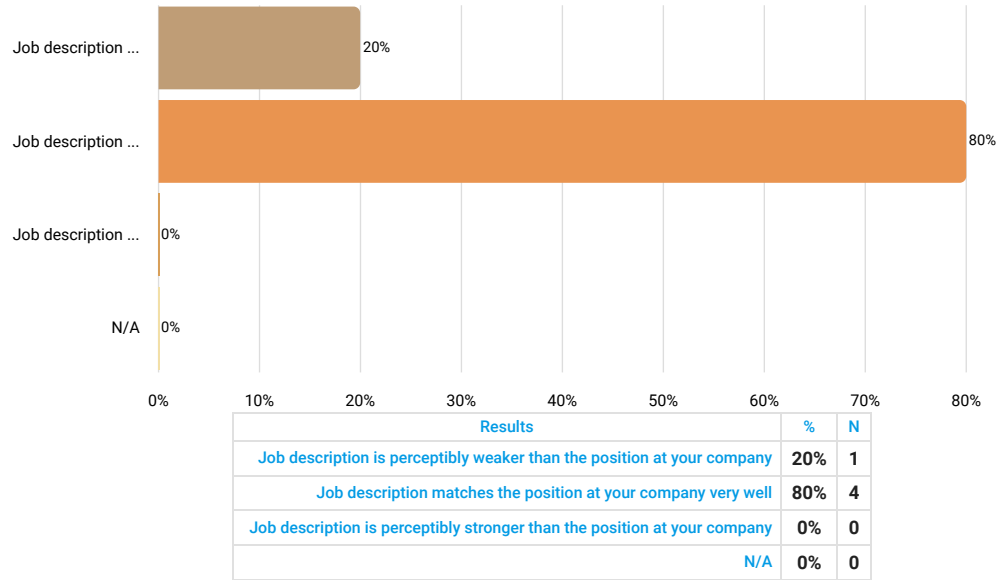
**Job description** Supervisor responsible for overseeing customer service representatives.

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



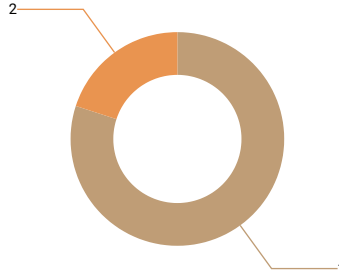
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



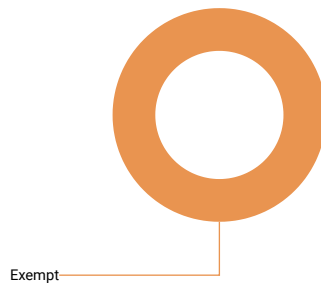
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 5 times

Skipped 0 times

Select one answer (radio button)



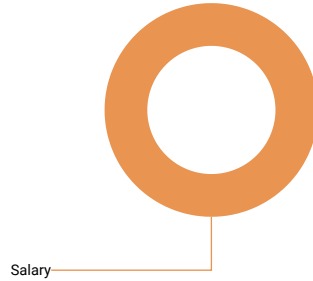
Results	%	N
Non-Exempt	0%	0
Exempt	100%	5

### 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	5	54,436.77	57,093	69,172	75,000	88,400	68,820	69,172	10,000
Actual Highest Base Salary	5	10,000	57,093	62,574	69,172	88,400	57,448	62,574	20,000
Average Incentive or Other Cash Bonus (Annual)									

## 6.10 Sales and Marketing Positions

**The survey received sufficient data for the following job titles:**

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

## 6.10.2 Inside Sales Representative

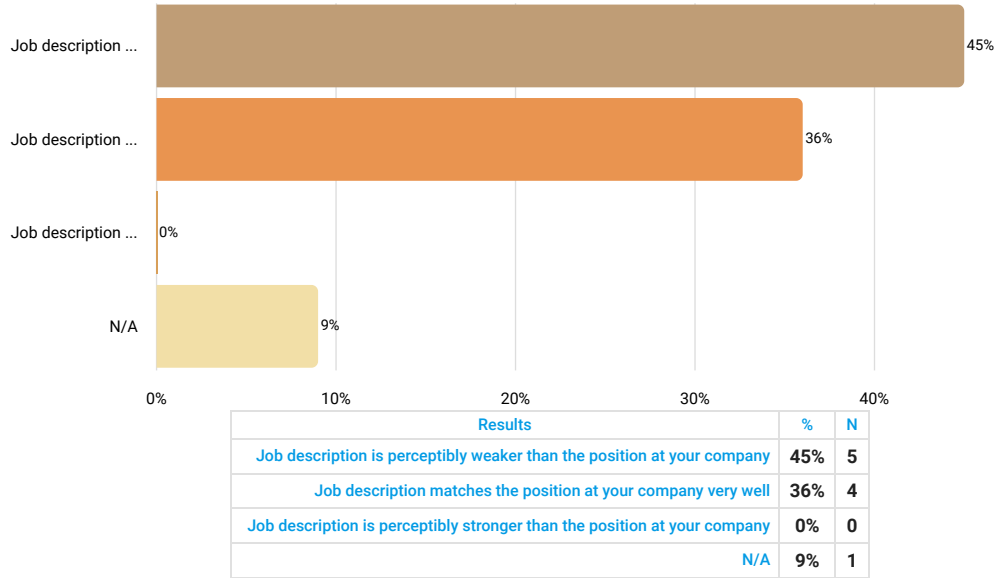
**Job description** Markets and sells products to customers over the telephone. Closes sales and also refers sales calls to outside sales representa

**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

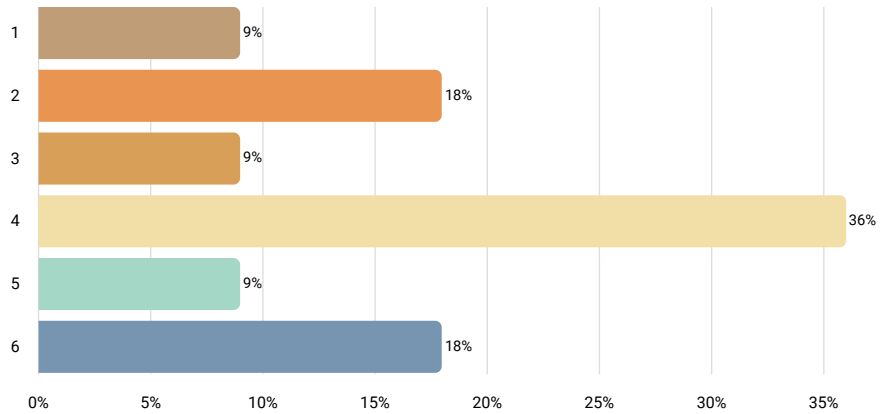
Results	
sales service managers	1
sales and service manager	1
inside sales representative	1
sales technician	1
account coordinator	1
sales and purchasing specialist	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



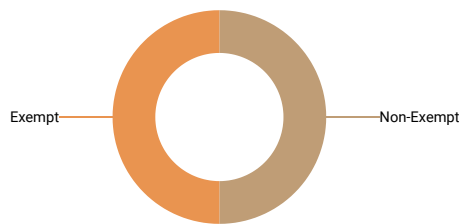
Statistics	
10th percentile	2
25th percentile	2
50th percentile	4
75th percentile	5
90th percentile	6
Mean	4
Median	4
Standard deviation	2

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



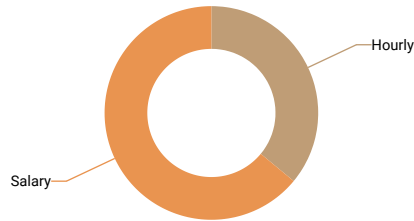
Results	%	N
Non-Exempt	45%	5
Exempt	45%	5

### 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	5	35,000	42,000	45,000	46,300	50,000	43,660	45,000	
Pay Range Maximum Salary	5	57,000	60,000	65,000	80,000	80,000	68,400	65,000	1
Actual Lowest Base Salary	7	34,570	43,050	47,500	50,021	67,900.3	48,477	47,500	1
Actual Average Base Salary	7	46,300	47,500	53,414	67,949.57	87,583	59,457	53,414	1
Actual Highest Base Salary	7	47,500	57,000	65,000	77,480	138,887	73,470	65,000	3
Average Incentive or Other Cash Bonus (Annual)									

### 6.10.4 Outside Sales Rep (commission)

#### Job description

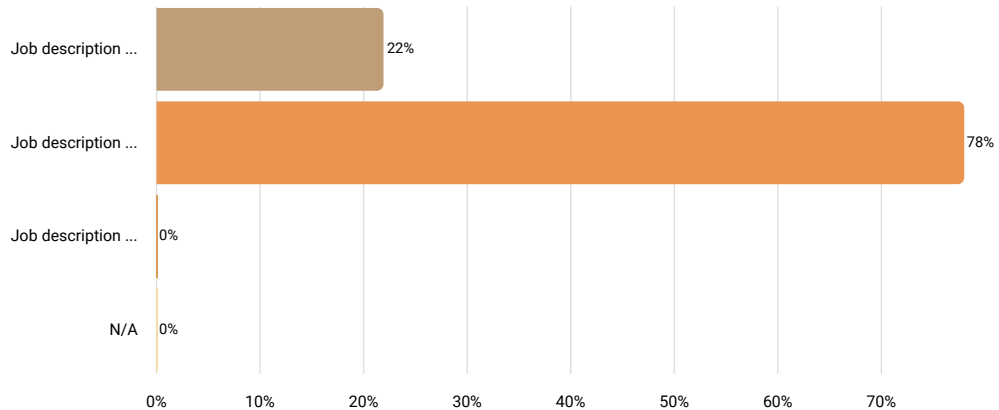
Markets and sells company products and services with established client base through various methods. Develops new customer accounts. Typically rec degree and 2-4 years of sales related experience. Opportunity to earn a commission on products or services sold.

#### 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



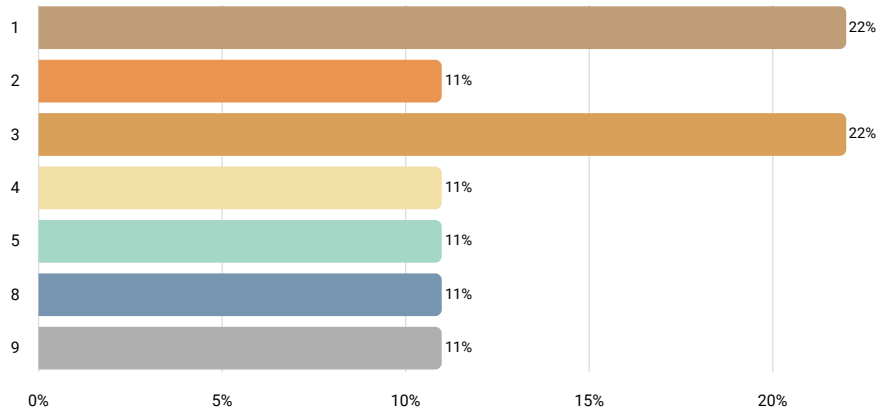
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



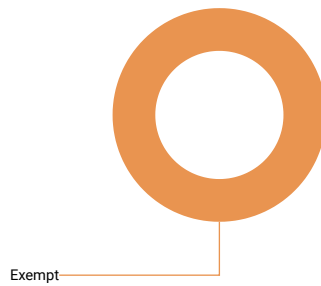
Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	5
90th percentile	9
Mean	4
Median	3
Standard deviation	3

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



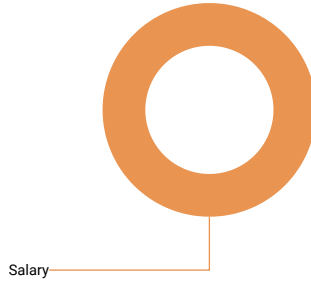
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

### Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	5	21,800	50,000	50,000	65,000	150,000	67,360	50,000	4
Pay Range Maximum Salary	5	55,000	100,116	115,000	150,000	470,000	178,023	115,000	16
Actual Lowest Base Salary	8	21,800	50,000	59,467	85,750	152,000	70,529	59,467	3
Actual Average Base Salary	9	35,000	61,678	82,558	93,500	262,000	93,955	82,558	6
Actual Highest Base Salary	8	55,000	79,547	100,058	131,000	696,000	171,526	100,058	27
Average Incentive or Other Cash Bonus (Annual)									

## 6.10.7 Sales Manager

### Job description

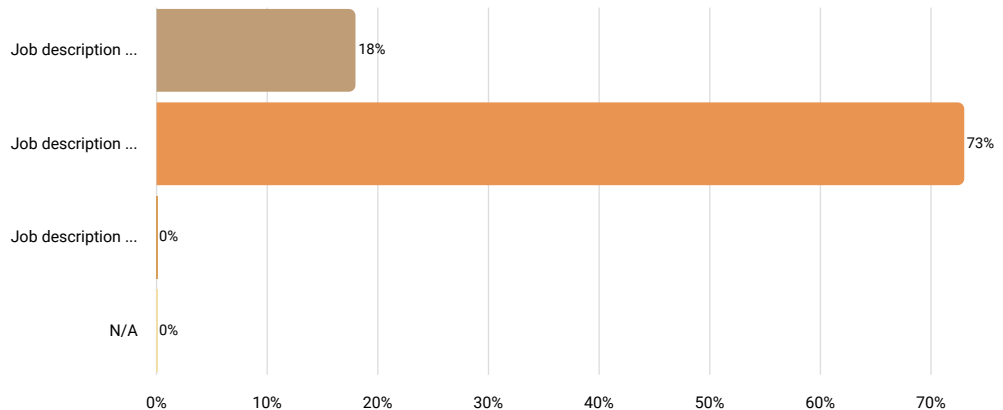
Manages sales division to ensure the achievement of sales goals. Serves as the principal liaison to major accounts and monitors and develops sales staf

#### 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	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

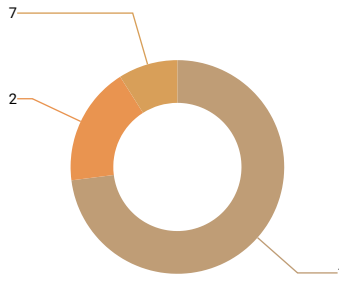
Results	
manager of sales services, regional sales manger	1
sales director	1
inside sales manager	1
manager of sales and marketing	1
vp of sales and marketing	1

### Number of Employees Currently in This Position

Answered 11 times

Skipped 0 times

Number input



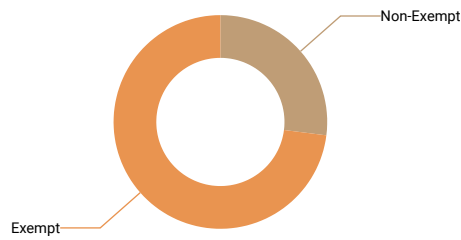
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	2
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 11 times

Skipped 0 times

Select one answer (radio button)



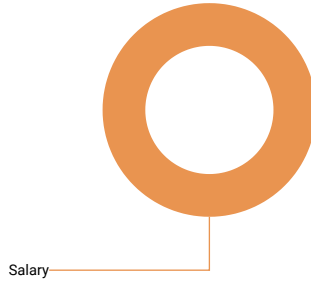
Results	%	N
Non-Exempt	27%	3
Exempt	73%	8

### Is this position paid an hourly rate or annual salary?

Answered 11 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	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	7	55,000	62,400	90,000	113,000	200,000	99,743	90,000	5
Pay Range Maximum Salary	7	65,000	96,000	112,000	115,000	200,000	114,318	112,000	4
Actual Lowest Base Salary	11	65,800	77,608	98,111.98	130,000	154,500	108,756	98,112	4
Actual Average Base Salary	11	77,608	85,000	98,111.98	130,000	160,320	111,154	98,112	3
Actual Highest Base Salary	11	77,608	92,600	98,111.98	130,000	200,000	123,157	98,112	6
Average Incentive or Other Cash Bonus (Annual)									

## 6.10.9 Business Development Manager

### Job description

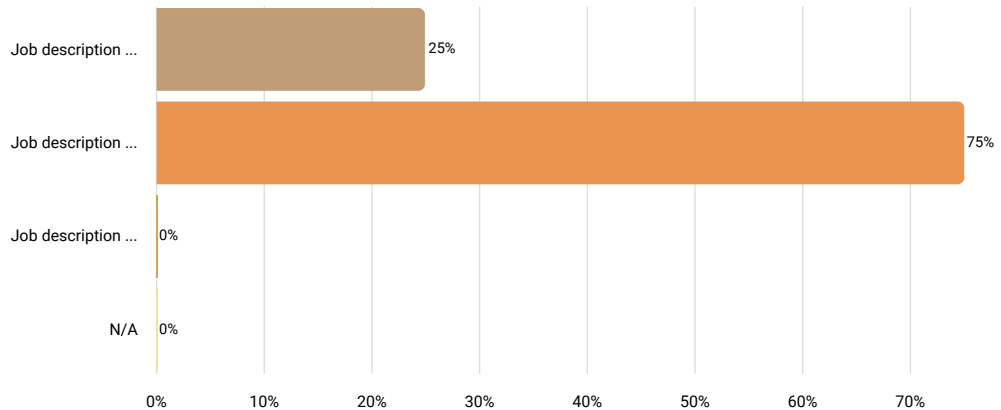
Identifies opportunities for business expansion and develops relationships and markets to establish new accounts. Targets and initiates contact with ma customers.

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

Answered 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



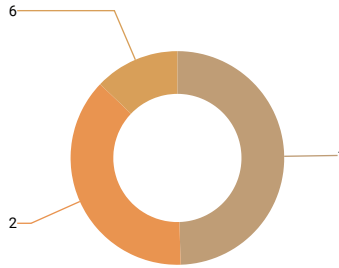
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



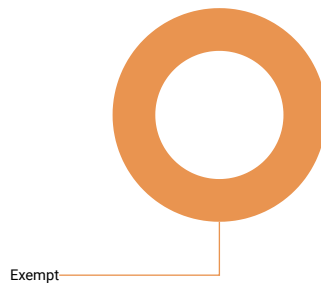
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1.5
75th percentile	2
90th percentile	6
Mean	2
Median	2
Standard deviation	2

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



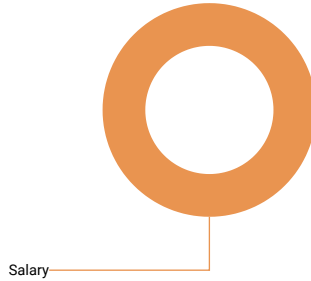
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

### 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	35,000	95,000	100,000	100,422.4	147,071	95,499	100,000	3
Pay Range Maximum Salary	5	40,000	135,000	150,000	198,978	211,369.6	147,070	150,000	6
Actual Lowest Base Salary	7	40,372	75,000	105,000	150,000	176,346.76	109,592	105,000	4
Actual Average Base Salary	8	40,372	80,850	120,000	157,037	182,879	117,378	120,000	4
Actual Highest Base Salary	7	40,372	75,000	135,000	188,474.13	215,758	133,680	135,000	6
Average Incentive or Other Cash Bonus (Annual)									

## 6.10.10 Marketing Manager or Director

### Job description

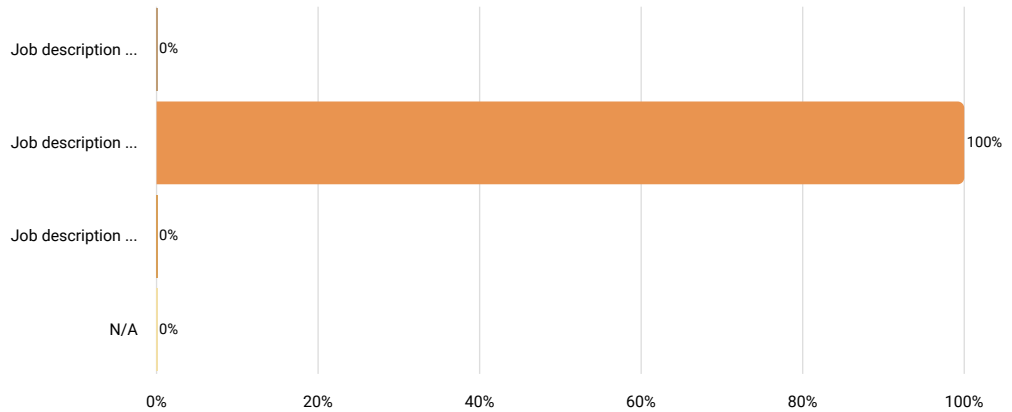
Directs and manages the marketing function of the company including supervising marketing staff, developing promotional material, preparing marketing working with sales team to ensure marketing plans are met and sales goals are reached.

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

Answered 7 times

Skipped 0 times

Select one answer (radio button)



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

### Job Title (if different than above)

Answered 2 times

Skipped 5 times

Text input



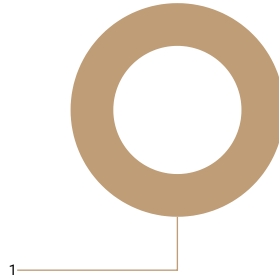
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



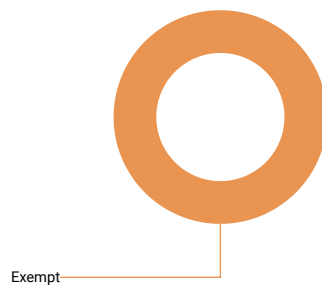
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



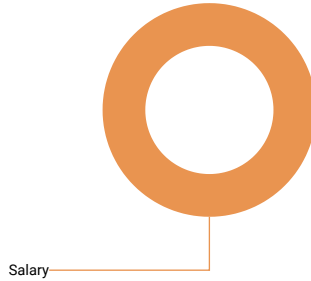
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	5	64,000	85,600	94,000	95,000	110,000	89,720	94,000	1
Pay Range Maximum Salary	5	69,700	94,000	95,000	135,000	200,000	118,740	95,000	5
Actual Lowest Base Salary	7	60,000	66,560	94,000	103,183.68	130,000	90,621	94,000	2
Actual Average Base Salary	7	64,000	66,560	95,000	107,000	130,000	94,249	95,000	2
Actual Highest Base Salary	7	66,560	69,700	95,000	130,000	133,700	98,878	95,000	2
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  
Maintenance Manager  
Logistics/Materials Manager  
Safety/Environmental Manager  
Production or Operations Manager  
IT Manager  
Project or Program Manager  
Project or Program Director  
Engineering Manager  
Quality Control Manager  
Human Resources Manager  
Facilities Manager  
Plant Manager  
Purchasing Manager

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

Administrative Manager  
Contracts Manager  
Proposal Manager  
Continuous Improvement Manager

### 6.11.1 Controller or Accounting Manager

#### Job description

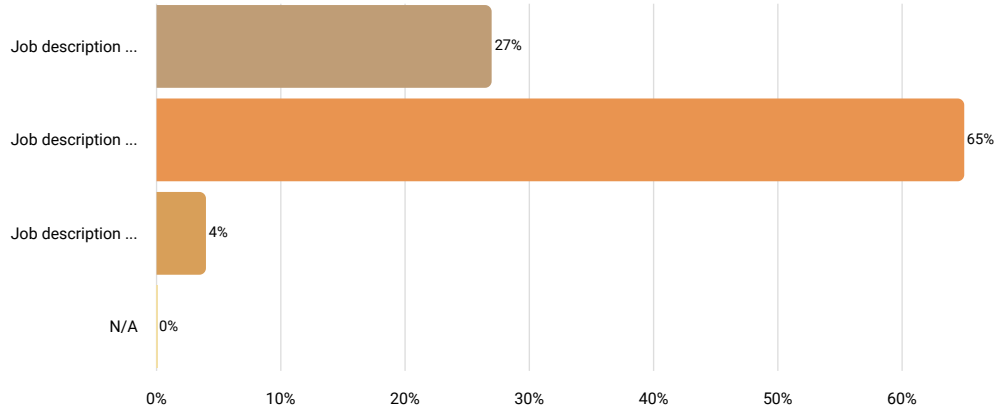
Manages accounting functions and entire staff engaged in accounting or financial work which may include compensation functions; assign audit and acc to staff. Responsible for financial reporting and analysis for the company.

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

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	27%	7
Job description matches the position at your company very well	65%	17
Job description is perceptibly stronger than the position at your company	4%	1
N/A	0%	0

#### Job Title (if different than above)

Answered 14 times

Skipped 12 times

Text input

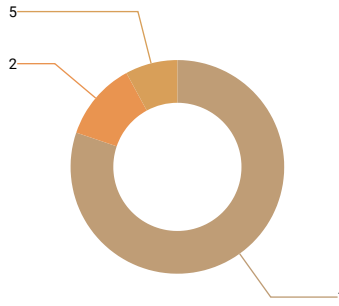
Results	
plant controller	2
country finance manager	1
assistant controller	1
vp finance	1
controller and co-controller/credit manager	1
corporate controller & director of treasury & financial planning	1
controller	1
plant acctg & admin mgr, huntsville	1
business manager	1
mkanager, finance and payroll	1
finance manager	1
controller, plant	1
controller, credit manager, director of financial planning, director of financial reporting, tax, & audit, accounting manager	1

### Number of Employees Currently in This Position

Answered 26 times

Skipped 0 times

Number input



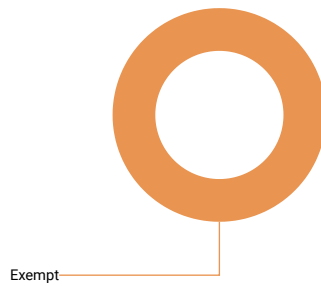
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 26 times

Skipped 0 times

Select one answer (radio button)



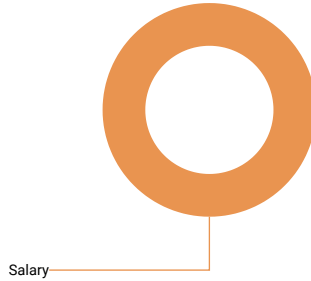
Results	%	N
Non-Exempt	0%	0
Exempt	100%	26

### Is this position paid an hourly rate or annual salary?

Answered 26 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	26

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	16	65,000	75,000	94,150	112,320	139,000	96,644	94,150	2
Pay Range Maximum Salary	16	90,000	116,000	138,000	156,250	197,600	142,398	138,000	4
Actual Lowest Base Salary	20	81,000	92,758	109,075	126,738	152,748.4	112,141	109,075	2
Actual Average Base Salary	24	83,750	97,250	110,000	141,998.4	168,000	119,726	110,000	3
Actual Highest Base Salary	20	83,500	100,650	116,000	138,000	170,251.6	125,116	116,000	4
Average Incentive or Other Cash Bonus (Annual)	9	7,000	10,000	13,000	24,000	59,500	20,478	13,000	1

## 6.11.2 Maintenance Manager

### Job description

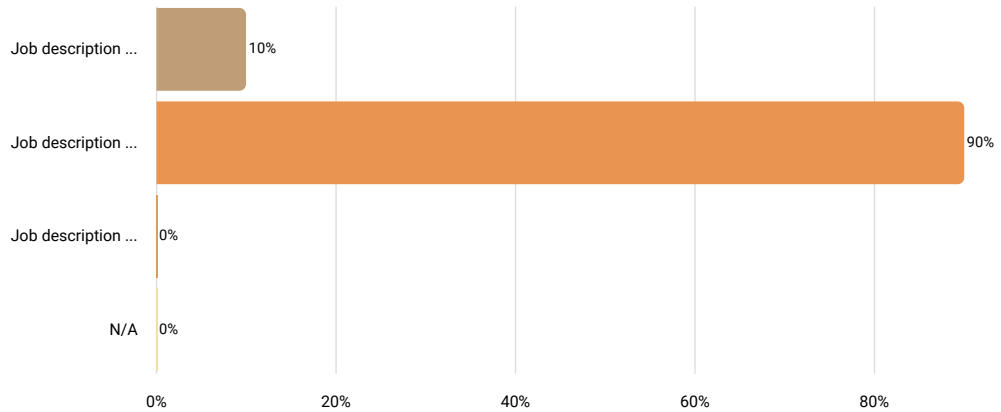
Manages all aspects of work and staff related to the physical property of the facility. Supervises maintenance supervisors. Coordinates and manages plant maintenance shutdowns/outages.

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	10%	2
Job description matches the position at your company very well	90%	19
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 15 times

Text input

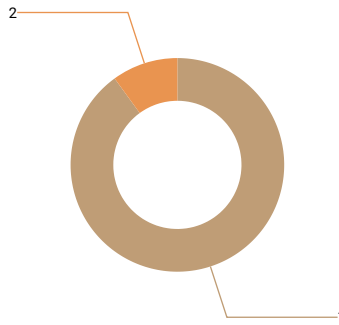
Results	
maintenance manager	3
maintenance and engineering manager	1
mgr-plant engineering & maintenance	1
leader, operations engineering team	1

### Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



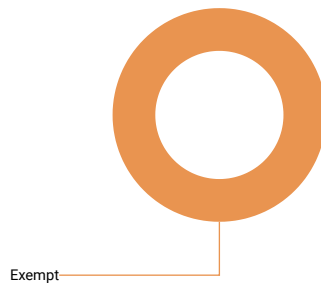
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



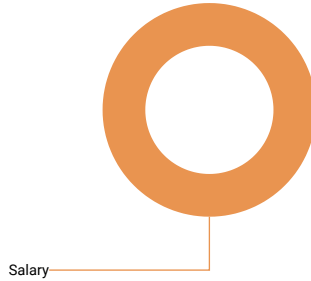
Results	%	N
Non-Exempt	0%	0
Exempt	100%	21

### Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	21

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	16	65,000	74,100	80,000	93,341	111,800.4	84,843	80,000	1
Pay Range Maximum Salary	16	80,000	101,500	118,500	129,500	185,800	122,390	118,500	3
Actual Lowest Base Salary	17	64,912.74	86,000	100,000	111,800.4	133,800	100,470	100,000	2
Actual Average Base Salary	19	64,912.74	86,000	108,000	124,000	133,800	103,707	108,000	2
Actual Highest Base Salary	18	64,912.74	86,000	107,500	122,304	133,800	104,057	107,500	2
Average Incentive or Other Cash Bonus (Annual)	6	10,000	10,000	12,700	13,605	32,950	15,326	12,700	1

### 6.11.3 Production or Operations Manager

#### Job description

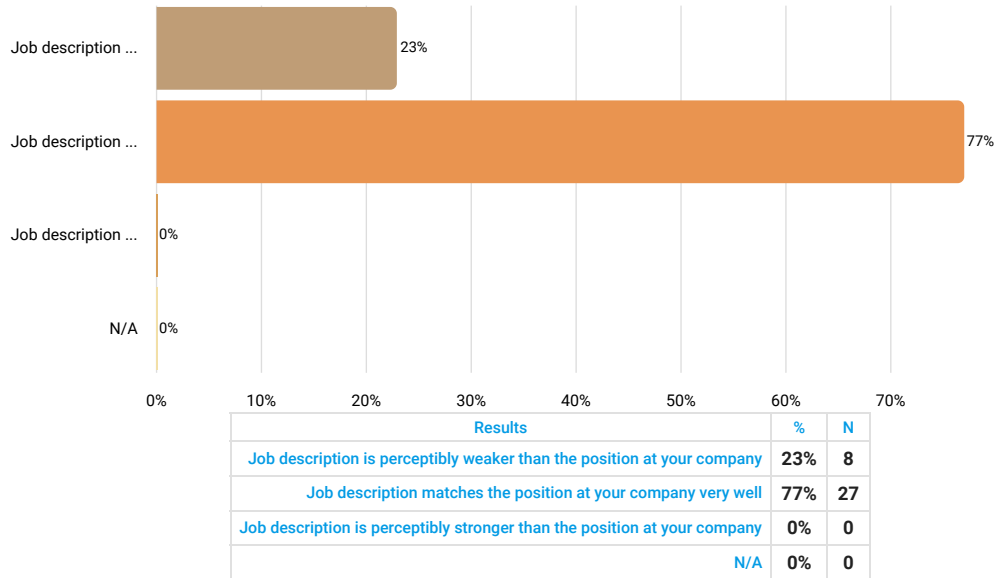
Directs production operations for the facility or part of the facility. Plans and maintains production schedules and ensures performance of production is n

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

Answered 35 times

Skipped 0 times

Select one answer (radio button)



#### Job Title (if different than above)

Answered 14 times

Skipped 21 times

Text input

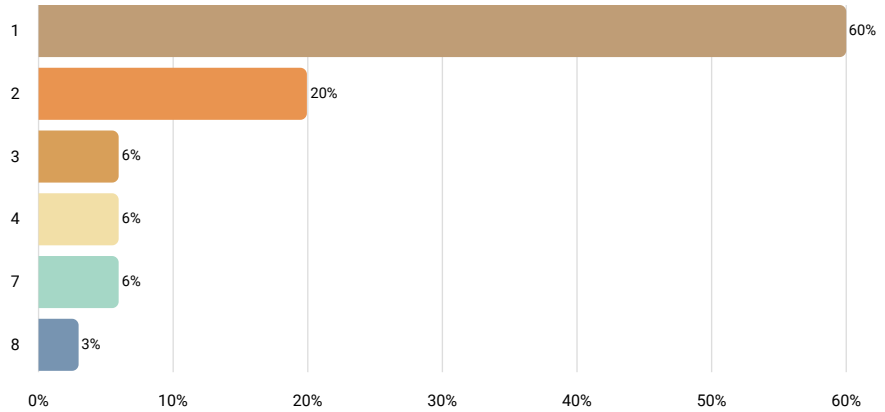
Results	
production manager	5
plant manager	1
director of programs, project control manager, & business operations manager	1
director of operations ; & other position is director of manufacturing (each separate functions held by separate people)	1
mgr-manufacturing	1
production supervisor	1
shop manager, grounds	1
production manager /operations manager	1
apu manager	1
mgr, production	1

### Number of Employees Currently in This Position

Answered 35 times

Skipped 0 times

Number input



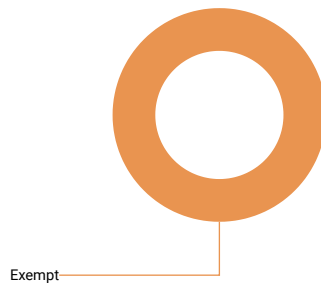
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	4
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 35 times

Skipped 0 times

Select one answer (radio button)



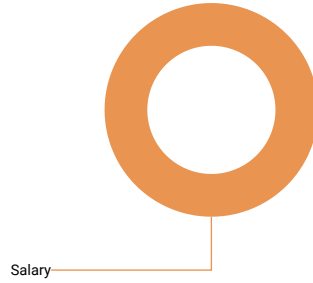
Results	%	N
Non-Exempt	0%	0
Exempt	97%	34

### Is this position paid an hourly rate or annual salary?

Answered 35 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	35

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	26	60,000	72,000	86,091	101,857.6	123,900	87,515	86,091	2
Pay Range Maximum Salary	26	80,000	100,000	127,519	162,000	191,089.6	130,325	127,519	4
Actual Lowest Base Salary	29	68,424	81,500	102,000	115,000	170,102.4	105,419	102,000	3
Actual Average Base Salary	34	70,000	91,797	105,500	129,000	165,464	112,201	105,500	3
Actual Highest Base Salary	29	68,424	91,797	110,000	143,225	180,793.6	118,380	110,000	3
Average Incentive or Other Cash Bonus (Annual)	16	2,000	7,753.5	12,750	21,250	36,800	16,383	12,750	1

## 6.11.4 IT Manager

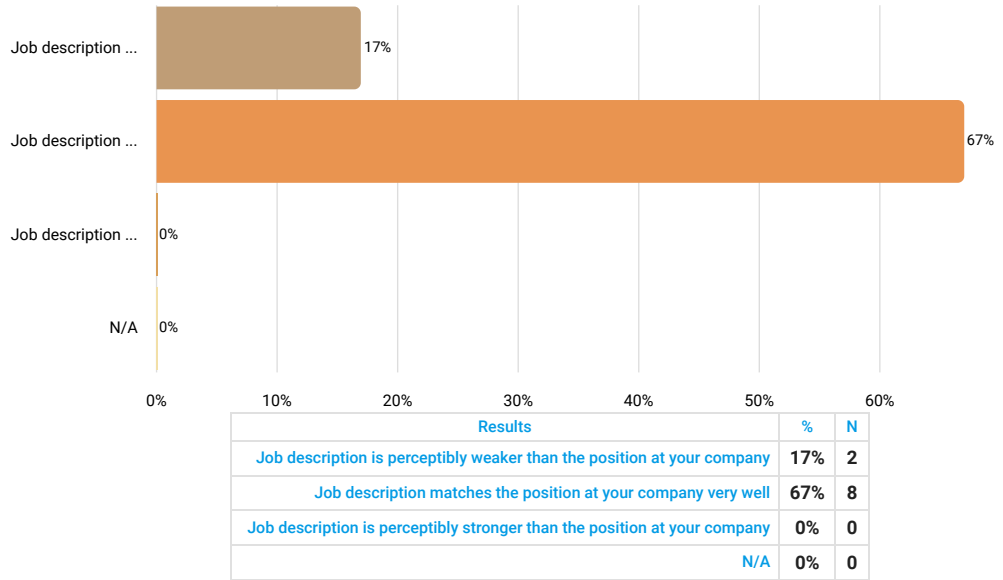
**Job description** Directs all computer operations that include one or more of the following: programming, network and technical support and syste

### 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 5 times

Skipped 7 times

Text input

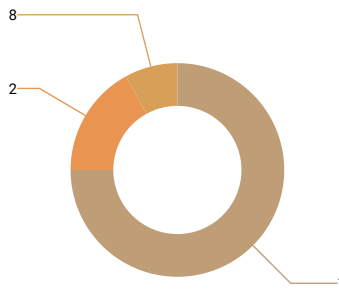
Results	
it director	2
director of it	1
it manager; it director	1
it assistant	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



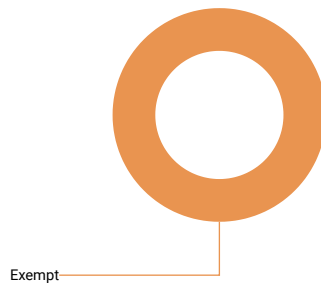
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	2
Median	1
Standard deviation	2

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



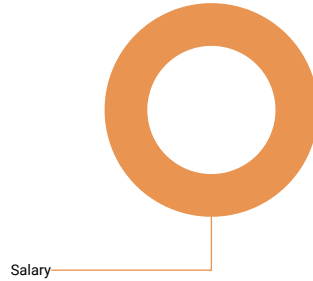
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	6	60,600	72,800	77,000	154,044.8	197,540	106,497	77,000	5
Pay Range Maximum Salary	7	60,000	79,000	125,000	195,228.8	267,260	138,556	125,000	7
Actual Lowest Base Salary	12	79,000	82,935	101,000	120,712.845	158,662.4	108,196	101,000	4
Actual Average Base Salary	12	79,000	82,935	102,000	134,952.5	158,662.4	111,303	102,000	4
Actual Highest Base Salary	12	79,000	82,935	102,000	140,331.2	200,000	117,669	102,000	4
Average Incentive or Other Cash Bonus (Annual)									

## 6.11.5 Logistics/Materials Manager

### Job description

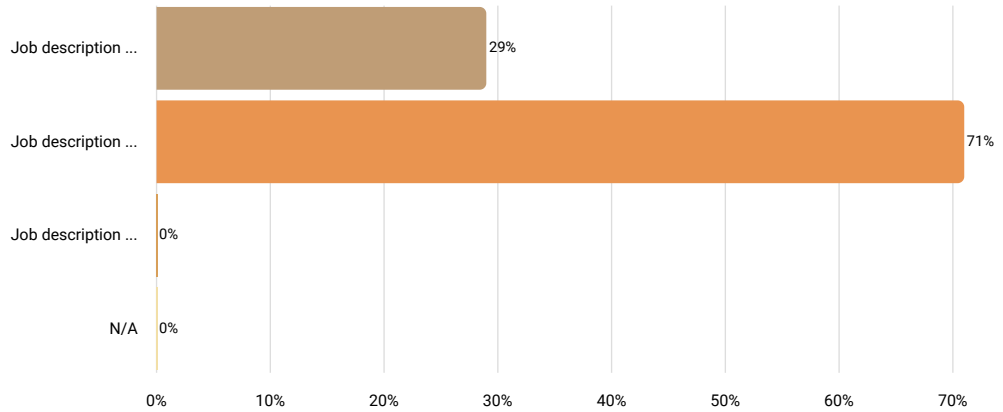
Manages aspects related to logistics including distribution, inventory, warehousing and transportation. Include Material and Traffic Managers in this cate

#### 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	29%	7
Job description matches the position at your company very well	71%	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 10 times

Skipped 14 times

Text input

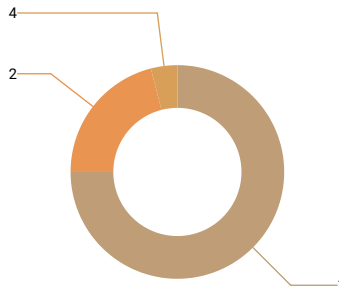
Results	
production control manager	2
materials manager	2
planning & logistics director; distribution manager	1
logistics manager	1
supply chain director & director logistics support fac.	1
mgr-logistics	1
material and production logistics manager	1
distribution manager	1

### Number of Employees Currently in This Position

Answered 24 times

Skipped 0 times

Number input



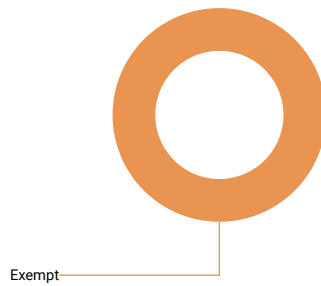
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1.5
90th percentile	2
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 24 times

Skipped 0 times

Select one answer (radio button)



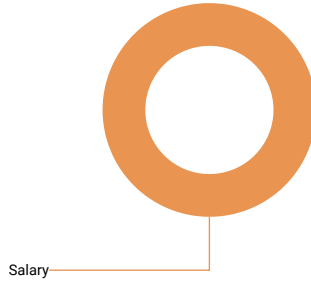
Results	%	N
Non-Exempt	0%	0
Exempt	96%	23

### Is this position paid an hourly rate or annual salary?

Answered 24 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	24

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	17	60,008	70,000	85,000	96,050	119,392	85,743	85,000	1
Pay Range Maximum Salary	17	75,000	95,000	117,000	145,000	186,929.6	124,338	117,000	3
Actual Lowest Base Salary	20	70,496.5	75,000	92,250	116,417	158,628.9	102,167	92,250	4
Actual Average Base Salary	22	72,000	80,000	100,000	114,234	153,025.6	106,533	100,000	3
Actual Highest Base Salary	20	73,500	85,000	111,250	137,686.4	187,497.3	116,849	111,250	4
Average Incentive or Other Cash Bonus (Annual)	7	8,900	10,000	15,750	22,000	53,800	20,350	15,750	1

### 6.11.6 Project or Program Manager

#### Job description

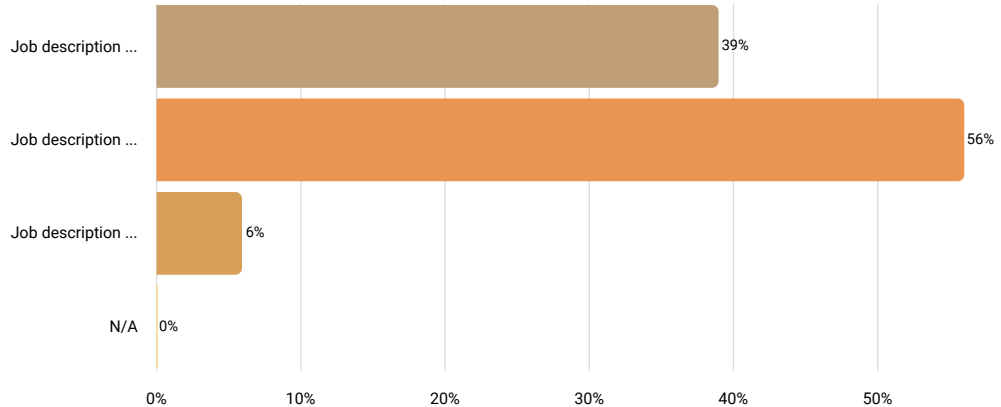
Coordinates and manages projects assigned to technical/engineering staff. This would be considered a first level position. Organizes all aspects of the p budget and workload.

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

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	39%	7
Job description matches the position at your company very well	56%	10
Job description is perceptibly stronger than the position at your company	6%	1
N/A	0%	0

#### Job Title (if different than above)

Answered 11 times

Skipped 7 times

Text input

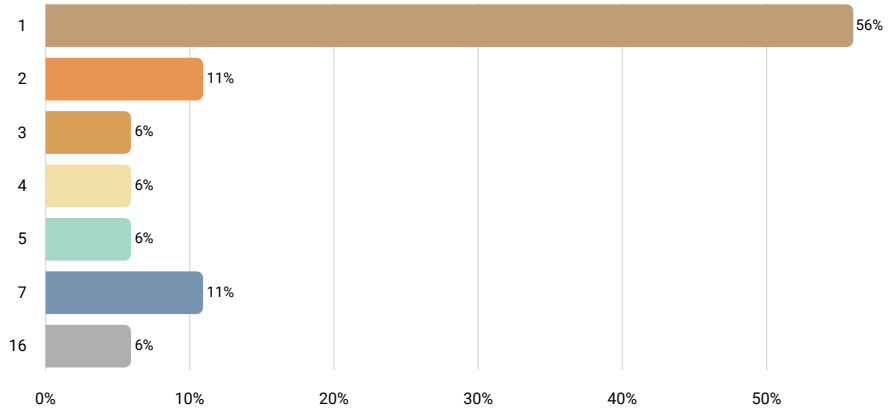
Results	
program manager	2
program management office manager	1
project manager	1
program manager ii-iv & aviation program manager	1
maintenance and project manager	1
technical lead/program manager	1
assistant project manager i, assistant project manager ii, assistant project manager iii	1
program manager; deputy program manager; operations manager	1
industrial program manager	1
manufacturing manager	1

### Number of Employees Currently in This Position

Answered 18 times

Skipped 0 times

Number input



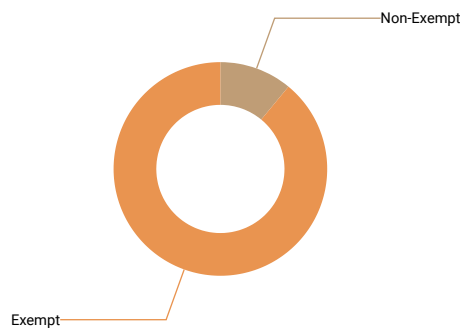
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	4
90th percentile	7
Mean	3
Median	1
Standard deviation	4

### FLSA Status

Answered 18 times

Skipped 0 times

Select one answer (radio button)



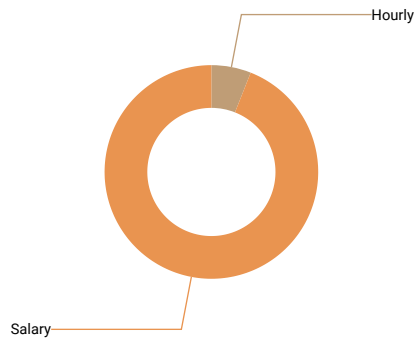
Results	%	N
Non-Exempt	11%	2
Exempt	89%	16

### Is this position paid an hourly rate or annual salary?

Answered 18 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	6%	1
Salary	94%	17

### 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	10	59,855	78,462	93,277	115,000	153,460.5	99,856	93,277	3
Pay Range Maximum Salary	11	99,000	119,921	125,538	150,000	186,744	135,342	125,538	3
Actual Lowest Base Salary	15	61,234.37	85,009.6	117,019	132,456.81	165,454	113,325	117,019	4
Actual Average Base Salary	16	65,000	100,416.5	118,470	142,295.76	165,454	120,128	118,470	3
Actual Highest Base Salary	15	66,837	117,019	126,464	165,454	195,083	133,905	126,464	4
Average Incentive or Other Cash Bonus (Annual)	5	800	7,021	9,900	15,000	16,545	9,853	9,900	1

### 6.11.7 Project or Program Director

#### Job description

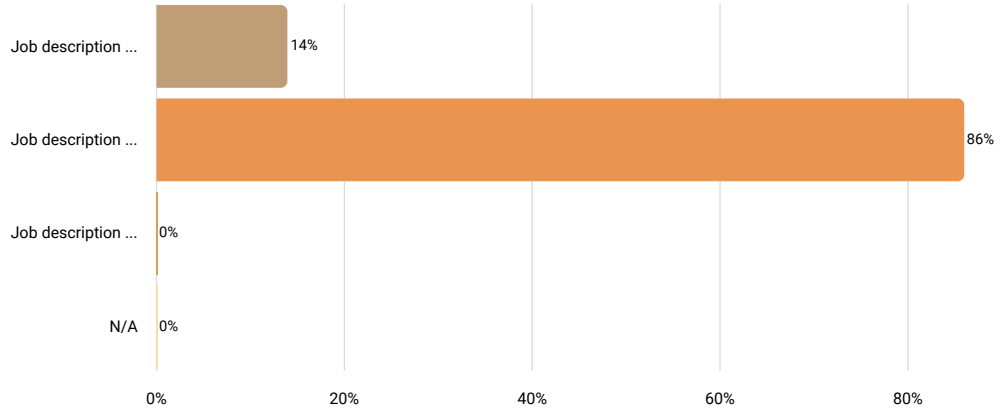
Plans, organizes, directs, coordinates, and controls the activities of the program in support of company goals to obtain optimum efficiency and economy. Analyses and reports project economics including costs, operational budgets, staffing requirements, resources, and risk.

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

Answered 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 4 times

Skipped 3 times

Text input



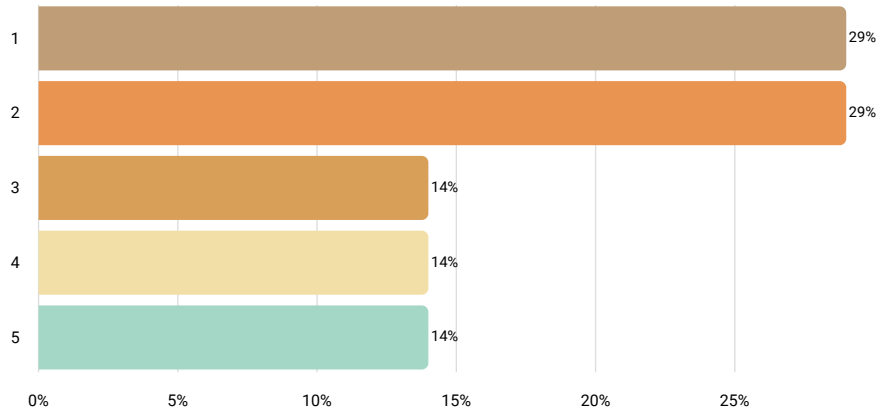
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 7 times

Skipped 0 times

Number input



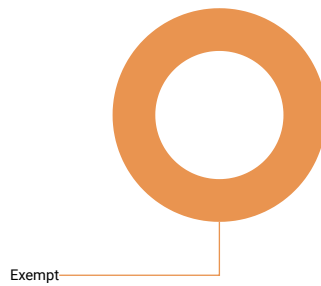
Statistics	
10th percentile	1
25th percentile	1
50th percentile	2
75th percentile	4
90th percentile	5
Mean	3
Median	2
Standard deviation	2

### FLSA Status

Answered 7 times

Skipped 0 times

Select one answer (radio button)



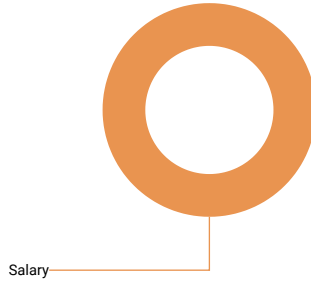
Results	%	N
Non-Exempt	0%	0
Exempt	100%	7

### 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	6	65,591	110,000	133,109.9	178,705.59	242,462.22	143,830	133,110	6
Actual Average Base Salary	6	77,694	112,500	157,190.9	186,754.99	242,462.22	155,632	157,191	5
Actual Highest Base Salary	6	89,279	115,000	180,121.865	202,363.2	242,462.22	168,225	180,122	5
Average Incentive or Other Cash Bonus (Annual)									

## 6.11.8 Engineering Manager

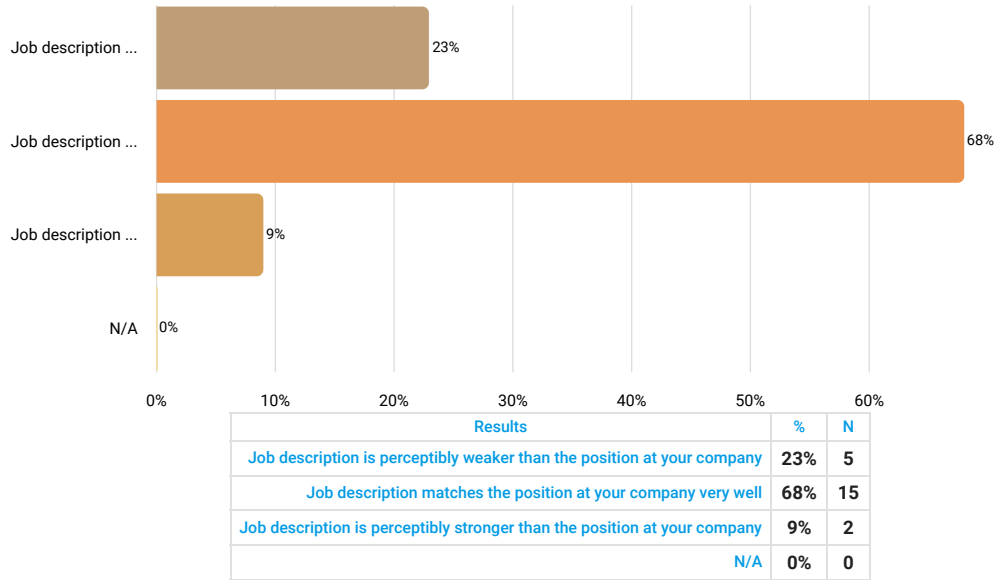
**Job description** Provide management to members of technical, engineering and/or research business units. Responsible for unit performance.

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

Answered 22 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 6 times

Skipped 16 times

Text input

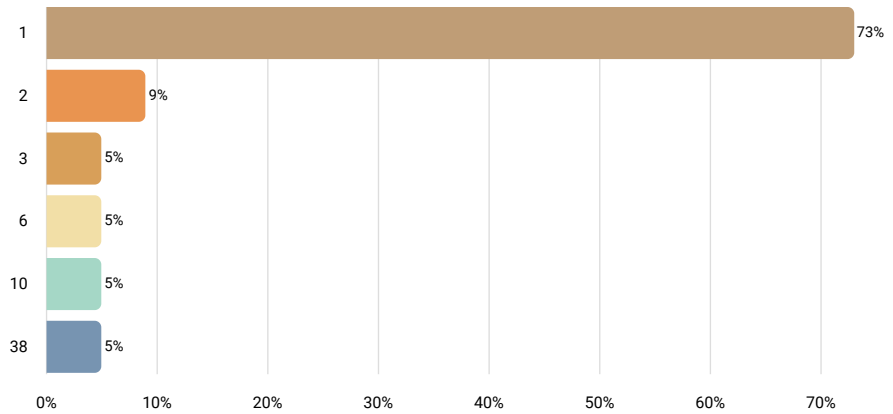
Results	
manager of engineering, customer and technical services	1
manager of technical services, senior project engineer	1
engineering manager	1
mgr-quality and process engineering	1
manufacturing engineering manager	1
mgr, engineering	1

### Number of Employees Currently in This Position

Answered 22 times

Skipped 0 times

Number input



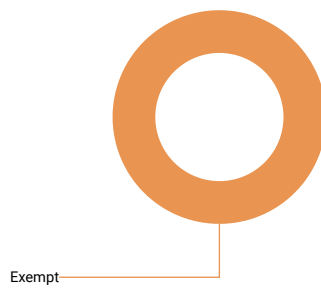
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	2
90th percentile	6
Mean	4
Median	1
Standard deviation	8

### FLSA Status

Answered 22 times

Skipped 0 times

Select one answer (radio button)



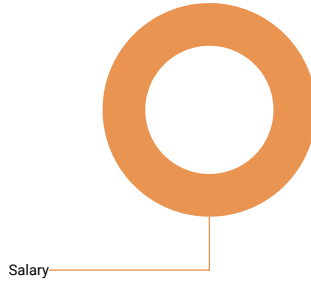
Results	%	N
Non-Exempt	0%	0
Exempt	100%	22

### Is this position paid an hourly rate or annual salary?

Answered 22 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	22

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	16	70,000	89,572	104,500	118,752	135,238	105,126	104,500	2
Pay Range Maximum Salary	16	110,000	127,500	149,049.8	171,199	179,031	147,143	149,050	2
Actual Lowest Base Salary	18	66,300	103,399.34	122,385	153,800	165,000	119,994	122,385	4
Actual Average Base Salary	19	75,000	106,000	130,000	156,818.13	165,000	129,363	130,000	3
Actual Highest Base Salary	18	66,300	106,000	125,104	160,557	190,962	131,719	125,104	4
Average Incentive or Other Cash Bonus (Annual)	9	5,000	7,183	16,000	19,000	37,000	16,570	16,000	1

## 6.11.9 Quality Control Manager

### Job description

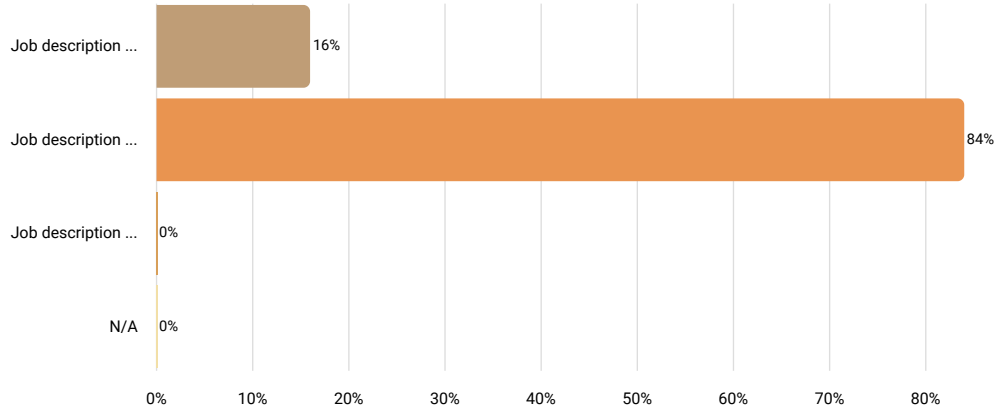
Directs quality assurance operations for a division of the plant or the entire facility. Monitors production's performance with Quality Assurance procedures with production manager(s) to ensure quality production. May also be responsible for conducting QA training.

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

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	16%	5
Job description matches the position at your company very well	84%	27
Job description is perceptibly stronger than the position at your company	0%	0
N/A	0%	0

### Job Title (if different than above)

Answered 13 times

Skipped 19 times

Text input

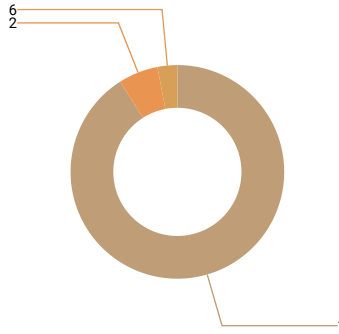
Results	
quality manager	4
quality control manager	2
quality and r&d manager	1
quality director	1
manager of quality and front end operations	1
tqs/continuous manager	1
manager, quality	1
quality management systems manager	1
mgt, quality	1

### Number of Employees Currently in This Position

Answered 32 times

Skipped 0 times

Number input



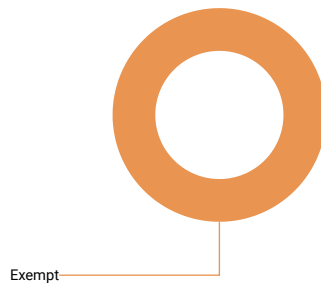
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 32 times

Skipped 0 times

Select one answer (radio button)



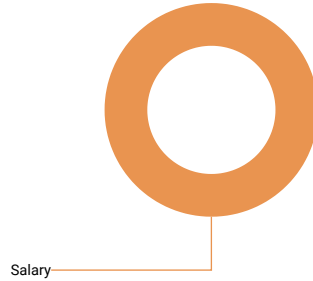
Results	%	N
Non-Exempt	0%	0
Exempt	100%	32

### Is this position paid an hourly rate or annual salary?

Answered 32 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	32

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	21	60,000	65,000	79,900	93,300	117,832	80,831	79,900	2
Pay Range Maximum Salary	21	80,000	90,000	119,800	130,000	152,984	117,845	119,800	3
Actual Lowest Base Salary	28	70,297	86,492	103,769.5	126,760.1	136,431.4	105,045	103,770	2
Actual Average Base Salary	31	70,297	87,984	108,150	127,389	136,431.4	106,025	108,150	2
Actual Highest Base Salary	28	70,297	88,992	108,619.5	126,760.1	144,143	108,384	108,620	2
Average Incentive or Other Cash Bonus (Annual)	8	600	8,879	13,250	25,370	39,300	16,862	13,250	1

## 6.11.10 Human Resources Manager

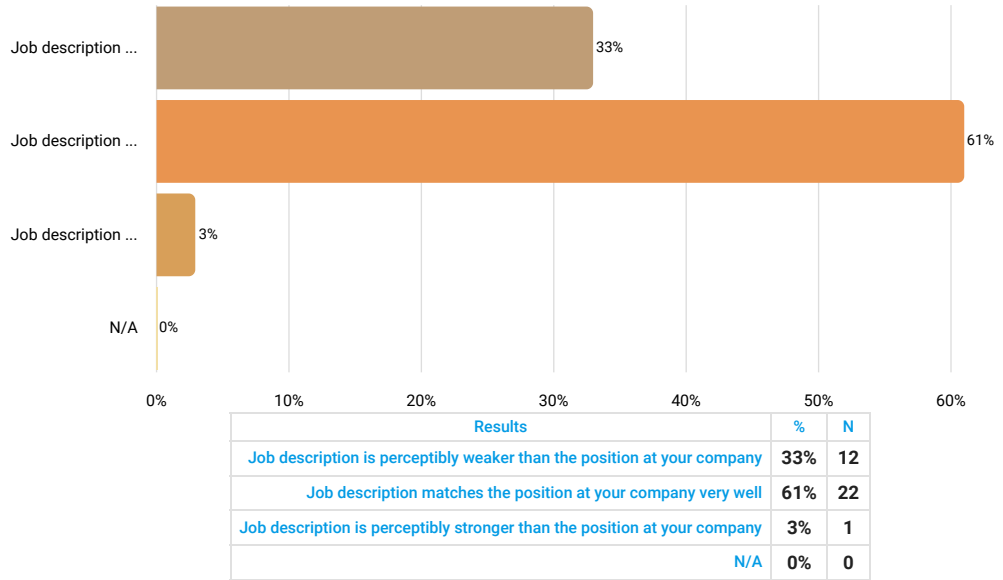
**Job description** Manages one or more functions within the Human Resource area.

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

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 8 times

Skipped 28 times

Text input

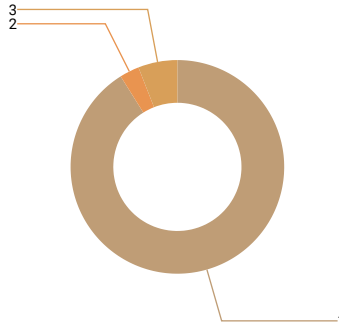
Results	
director of human resources	2
human resources director	1
hr/safety manager	1
corporate h.r. manager	1
hr manager	1
mgr-human resources, huntsville	1
mgr, human resources	1

### Number of Employees Currently in This Position

Answered 36 times

Skipped 0 times

Number input



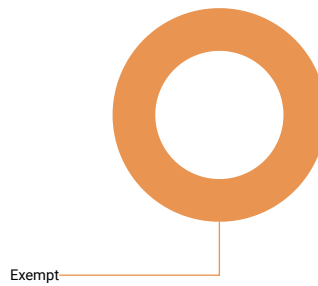
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 36 times

Skipped 0 times

Select one answer (radio button)



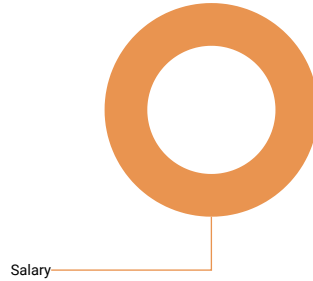
Results	%	N
Non-Exempt	0%	0
Exempt	100%	36

### Is this position paid an hourly rate or annual salary?

Answered 36 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	36

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	25	62,000	65,000	75,000	93,555	108,000	79,965	75,000	1
Pay Range Maximum Salary	25	76,000	80,000	106,000	145,000	187,226	117,244	106,000	4
Actual Lowest Base Salary	30	67,125	76,000	91,250	120,710	134,000	95,737	91,250	2
Actual Average Base Salary	34	70,000	78,561	92,759	120,710	140,150	98,267	92,759	2
Actual Highest Base Salary	30	68,125	78,000	92,509	126,250	148,500	103,059	92,509	3
Average Incentive or Other Cash Bonus (Annual)	12	1,000	7,713	16,250	30,500	37,296	18,855	16,250	1

### 6.11.11 Safety/Environmental Manager

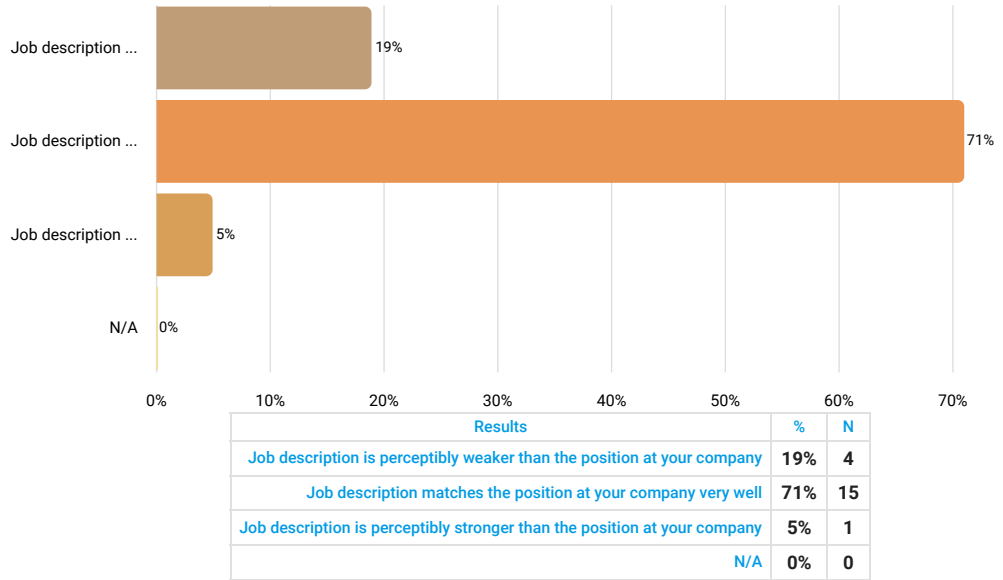
**Job description** Responsible for compliance with safety and environmental standards throughout the facility.

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

Answered 21 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 8 times

Skipped 13 times

Text input

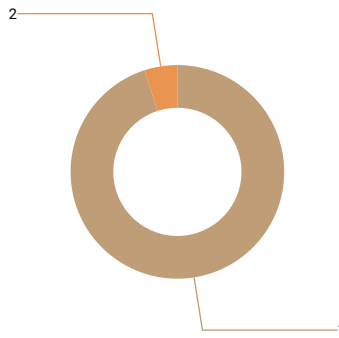
Results	
security, safety, environmental manager	1
health & safety specialist	1
safety and security manager	1
mgr-environmental health & safety	1
safety director	1
ehs manager	1
mgr, ehs	1
director of quality assurance	1

### Number of Employees Currently in This Position

Answered 21 times

Skipped 0 times

Number input



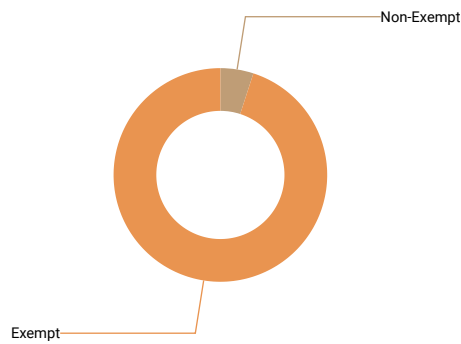
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 21 times

Skipped 0 times

Select one answer (radio button)



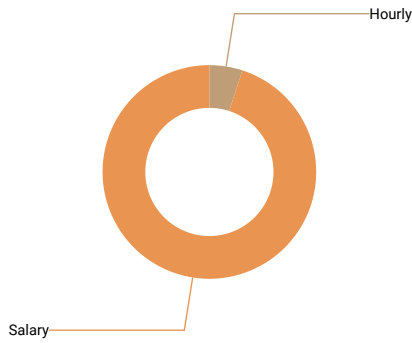
Results	%	N
Non-Exempt	5%	1
Exempt	95%	20

### Is this position paid an hourly rate or annual salary?

Answered 21 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	5%	1
Salary	95%	20

### 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	15	65,000	70,000	79,400	106,116	114,713	85,243	79,400	1
Pay Range Maximum Salary	15	74,630	100,000	125,000	159,174	197,600	129,334	125,000	4
Actual Lowest Base Salary	16	67,600	75,106	104,990.5	121,297.5	148,000	102,610	104,991	2
Actual Average Base Salary	18	67,600	75,712	108,739.5	127,300	153,000	105,500	108,740	3
Actual Highest Base Salary	16	67,600	75,106	104,990.5	121,297.5	153,000	102,391	104,991	3
Average Incentive or Other Cash Bonus (Annual)	9	500	9,500	10,160	19,900	71,130	20,699	10,160	2

### 6.11.14 Facilities Manager

#### Job description

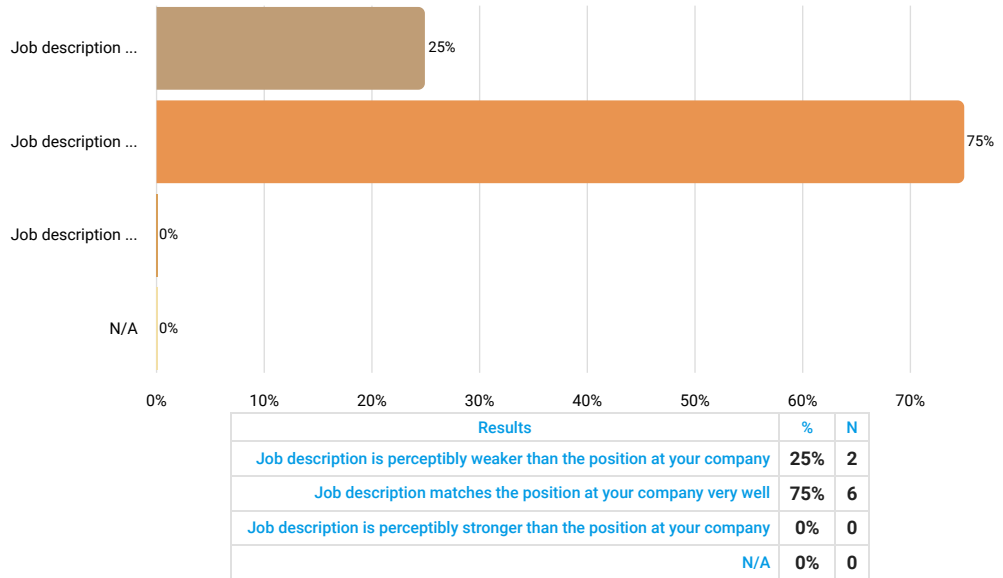
Responsible for the security, maintenance, and services of work facilities to ensure that they meet the needs of the organization and its employees.

#### 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 1 times

Skipped 7 times

Text input



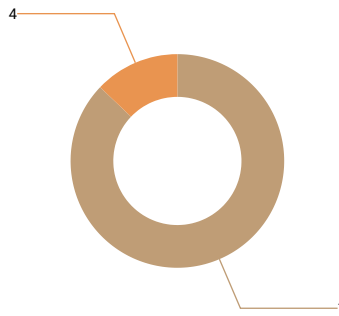
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 8 times

Skipped 0 times

Number input



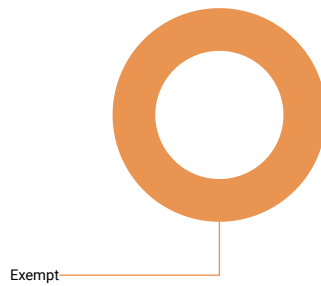
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	4
Mean	1
Median	1
Standard deviation	1

### FLSA Status

Answered 8 times

Skipped 0 times

Select one answer (radio button)



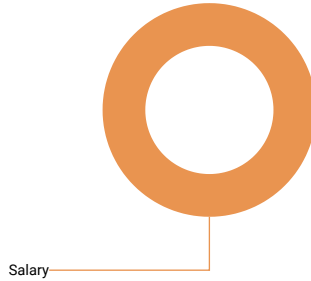
Results	%	N
Non-Exempt	0%	0
Exempt	100%	8

### 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	53,400	70,000	87,569	100,068.8	135,200	89,248	87,569	3
Pay Range Maximum Salary	5	118,475	125,000	128,300	135,408	220,480	145,533	128,300	4
Actual Lowest Base Salary	8	67,931.13	79,125	90,345.5	112,924.6	159,000	98,965	90,346	2
Actual Average Base Salary	8	78,500	84,220.5	93,740.705	112,924.6	159,000	102,409	93,741	2
Actual Highest Base Salary	8	78,500	84,220.5	98,927	125,000.935	159,000	106,725	98,927	2
Average Incentive or Other Cash Bonus (Annual)									

## 6.11.16 Plant Manager

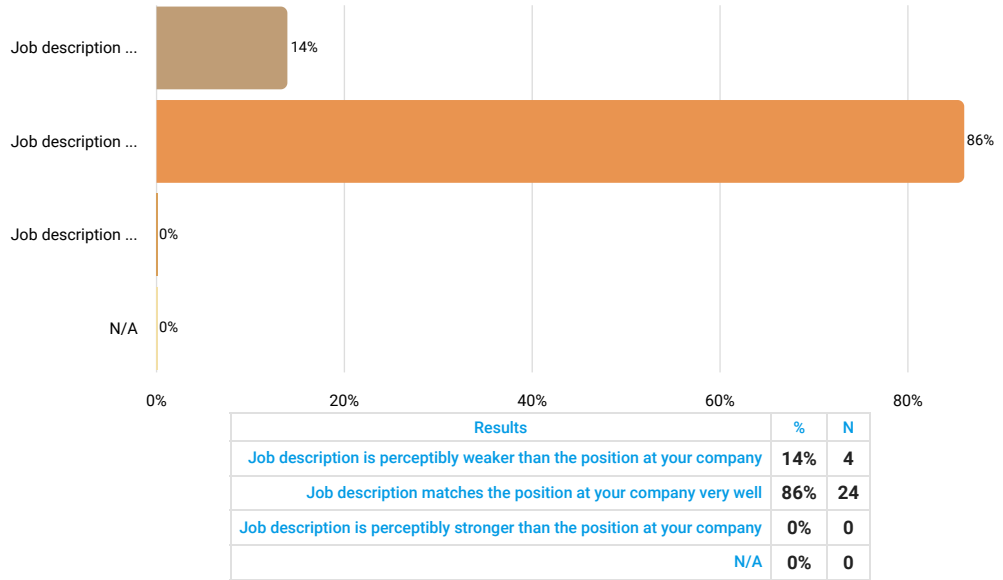
**Job description** Directs and coordinates overall plant operations to ensure overall facility objectives are achieved.

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

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 10 times

Skipped 18 times

Text input

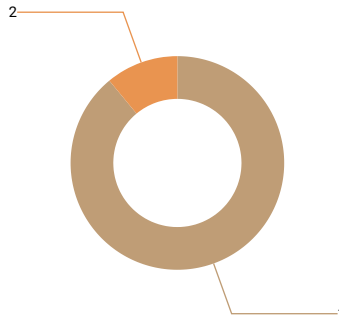
Results	
general manager	3
site manager	1
millwork plant manager, truss plant manager	1
associate director-huntsville	1
general manager, manufacturing	1
dir, plant	1
sr. factory manager	1
plant manager	1

### Number of Employees Currently in This Position

Answered 28 times

Skipped 0 times

Number input



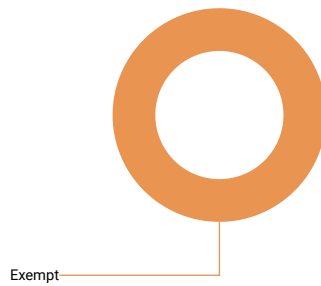
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 28 times

Skipped 0 times

Select one answer (radio button)



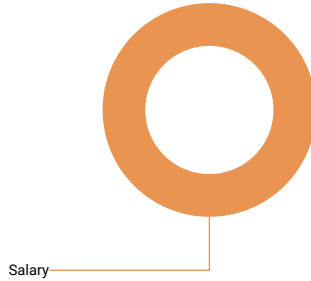
Results	%	N
Non-Exempt	0%	0
Exempt	100%	28

### Is this position paid an hourly rate or annual salary?

Answered 28 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	28

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	24	74,170	93,350	111,051.5	134,450	179,800	117,738	111,052	3
Pay Range Maximum Salary	24	100,000	136,575.5	163,500	204,088.5	230,000	172,924	163,500	5
Actual Lowest Base Salary	22	88,670	100,000	119,731	147,901	200,000	131,959	119,731	4
Actual Average Base Salary	26	89,107	115,000	142,820	180,000	207,250	142,663	142,820	4
Actual Highest Base Salary	22	89,544	109,000	134,570	150,000	200,000	139,021	134,570	4
Average Incentive or Other Cash Bonus (Annual)	16	8,000	16,470	25,000	36,439.5	90,000	32,647	25,000	2

### 6.11.17 Purchasing Manager

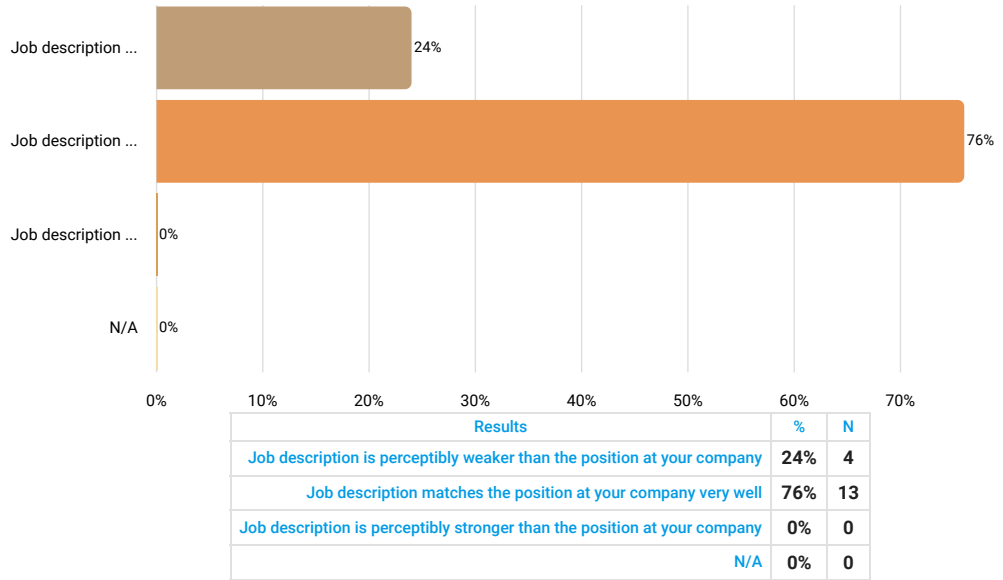
**Job description** Responsible for buying or approving the acquisition of goods and services needed by the company.

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

Answered 17 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 5 times

Skipped 12 times

Text input

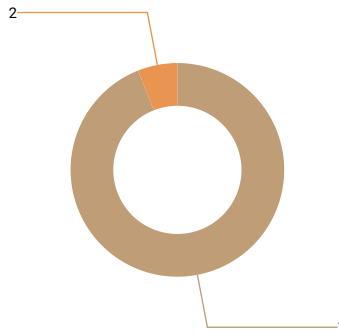
Results	
procurement manager	2
director of planning and purchasing	1
purchasing agent	1
director of procurement	1

### Number of Employees Currently in This Position

Answered 17 times

Skipped 0 times

Number input



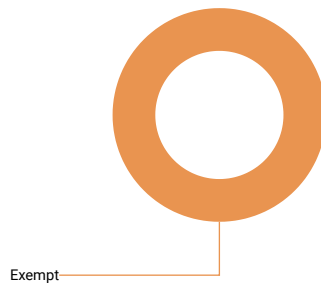
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 17 times

Skipped 0 times

Select one answer (radio button)



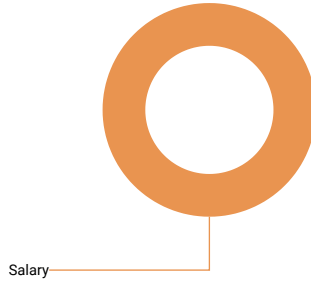
Results	%	N
Non-Exempt	0%	0
Exempt	100%	17

### Is this position paid an hourly rate or annual salary?

Answered 17 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	17

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	11	68,250	70,000	74,880	100,000	112,560	82,868	74,880	2
Pay Range Maximum Salary	11	71,000	74,880	124,848	150,000	152,000	118,549	124,848	4
Actual Lowest Base Salary	15	62,886	74,800	87,000	114,046.4	121,000	92,317	87,000	2
Actual Average Base Salary	16	62,886	74,840	89,500	112,971.2	121,000	92,847	89,500	2
Actual Highest Base Salary	15	62,886	74,800	92,000	120,000	124,848	95,664	92,000	2
Average Incentive or Other Cash Bonus (Annual)									

## 6.12 Executive Positions

**The survey received sufficient data for the following job titles:**

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

Top Programs Exec (CFO)

Top Financial Exec (CFO)

Top Manufacturing/Production Executive

Top HR Exec (CHRO/VP HR)

Chief Operating Officer (COO)

CEO/President

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

Top Technical Exec (CTO/VP Technology)

Top Quality Assurance Exec (VP Quality)

Top Contracts Executive

Chief Administrative Officer (VP Admin)

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

### Job description

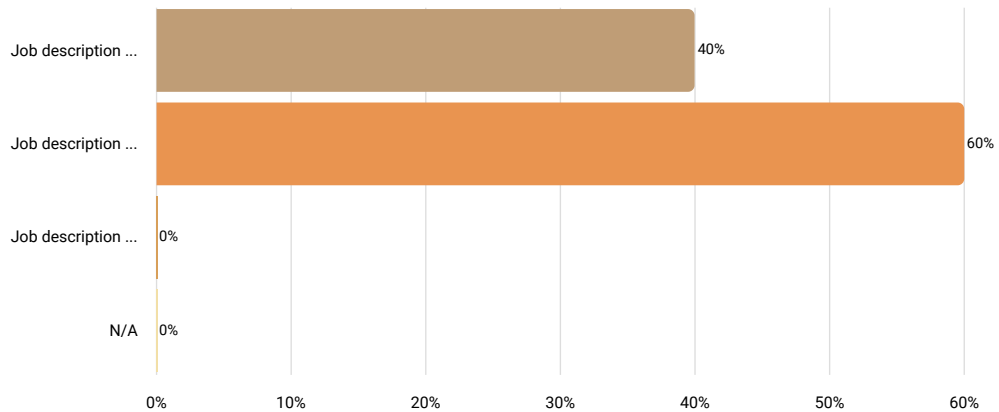
Leader of the entire sales/marketing/business development function of the organization. Responsible for managing all brands, distribution channels, and sales for the organization. They are responsible for developing the strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization.

### 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	60%	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 7 times

Skipped 3 times

Text input

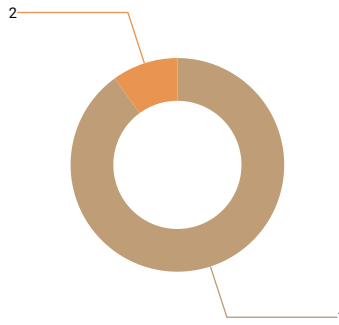
Results	
vp of business development	2
vice president of product marketing	1
director of sales	1
director of business development	1
sales and marketing director	1
vp of sales and marketing	1

### Number of Employees Currently in This Position

Answered 10 times

Skipped 0 times

Number input



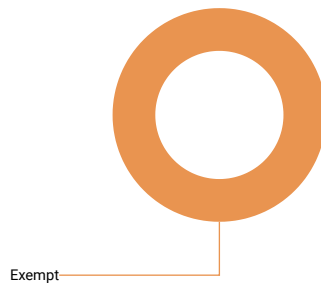
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1.5
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 10 times

Skipped 0 times

Select one answer (radio button)



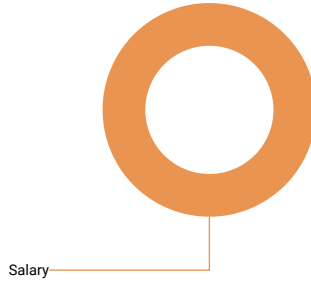
Results	%	N
Non-Exempt	0%	0
Exempt	100%	10

### 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	90,000	95,000	135,000	170,643.2	180,000	134,749	135,000	3
Pay Range Maximum Salary	7	105,000	150,000	188,800	230,000	305,697.6	189,928	188,800	6
Actual Lowest Base Salary	8	100,000	114,940	129,800	190,000	230,006.4	149,936	129,800	5
Actual Average Base Salary	9	100,000	119,880	150,000	230,000	360,000	177,576	150,000	8
Actual Highest Base Salary	8	100,000	120,540	143,500	212,150	230,006.4	160,298	143,500	5
Average Incentive or Other Cash Bonus (Annual)									

## 6.12.4 Top Programs Exec (VP Programs)

### Job description

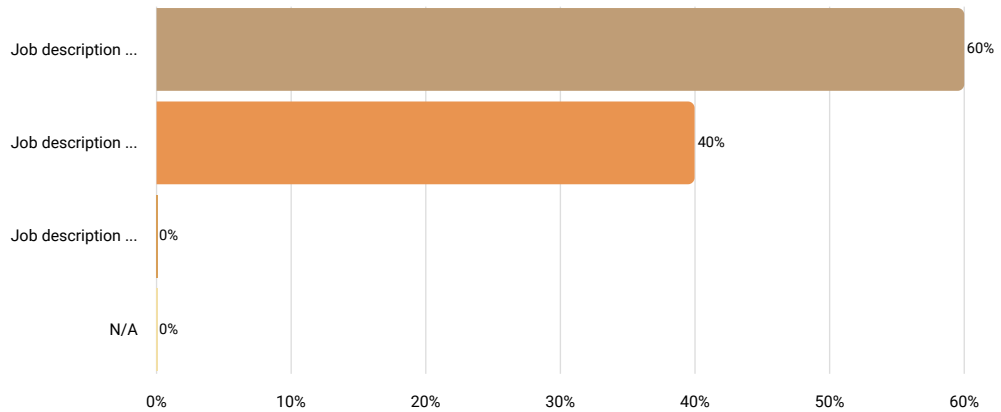
Leader of the entire Programs function of the organization. Leads activities of the programs in support of company goals to obtain optimum efficiency ar operations.

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

Answered 5 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	60%	3
Job description matches the position at your company very well	40%	2
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 2 times

Text input



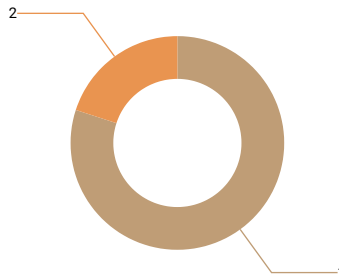
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 5 times

Skipped 0 times

Number input



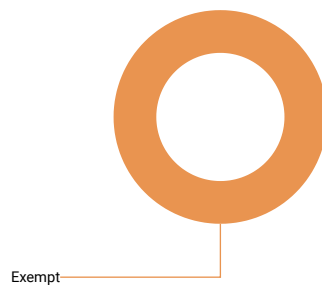
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	2
Mean	1
Median	1
Standard deviation	0

### 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									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	115,908	175,219.2	194,688	200,000	234,004	183,964	194,688	4
Actual Average Base Salary	5	115,908	175,219.2	194,688	205,000	234,004	184,964	194,688	4
Actual Highest Base Salary	5	115,908	175,219.2	194,688	210,000	234,004	185,964	194,688	4
Average Incentive or Other Cash Bonus (Annual)									

## 6.12.5 Top Financial Exec (CFO)

### Job description

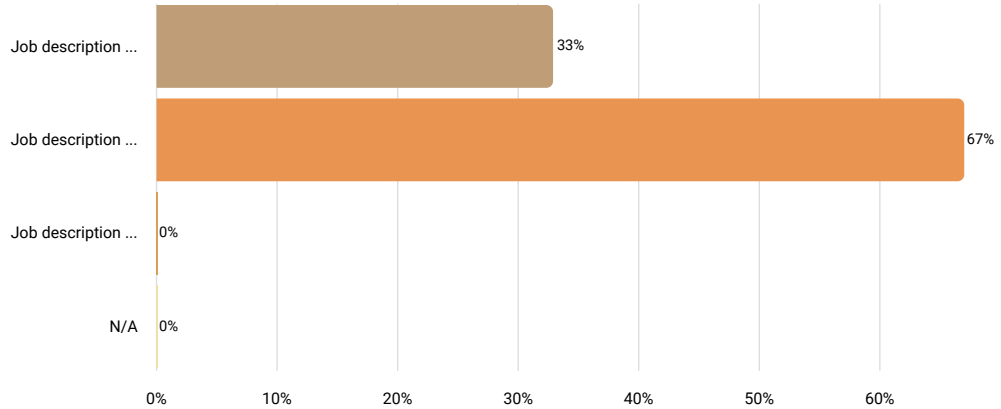
Leader of all manufacturing functions of the organization. Manages all production and production support staff in order to achieve company product out with the organization's strategic objectives.

#### 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	33%	4
Job description matches the position at your company very well	67%	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 7 times

Text input

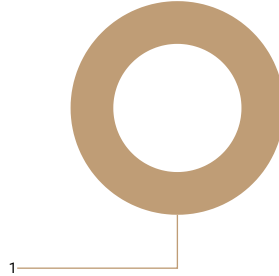
Results	
cfo	2
vp - finance and operation	1
director of finance	1
vp of finance	1

### Number of Employees Currently in This Position

Answered 12 times

Skipped 0 times

Number input



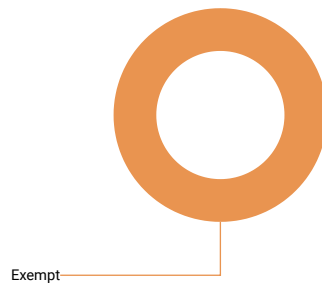
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 12 times

Skipped 0 times

Select one answer (radio button)



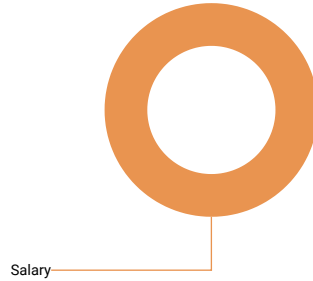
Results	%	N
Non-Exempt	0%	0
Exempt	100%	12

### Is this position paid an hourly rate or annual salary?

Answered 12 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	12

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	9	108,000	123,045	170,000	187,200	250,000	167,720	170,000	4
Pay Range Maximum Salary	9	108,000	175,000	190,000	230,000	322,857.6	201,874	190,000	6
Actual Lowest Base Salary	10	117,499.5	145,000	177,000	231,753.6	315,534.575	195,402	177,000	7
Actual Average Base Salary	12	126,999	157,500	183,600	235,876.8	250,000	200,860	183,600	7
Actual Highest Base Salary	10	117,499.5	145,000	177,000	231,753.6	315,534.575	195,402	177,000	7
Average Incentive or Other Cash Bonus (Annual)	5	1,000	6,000	20,000	45,900	48,000	24,180	20,000	2

## 6.12.6 Top Manufacturing/Production Executive

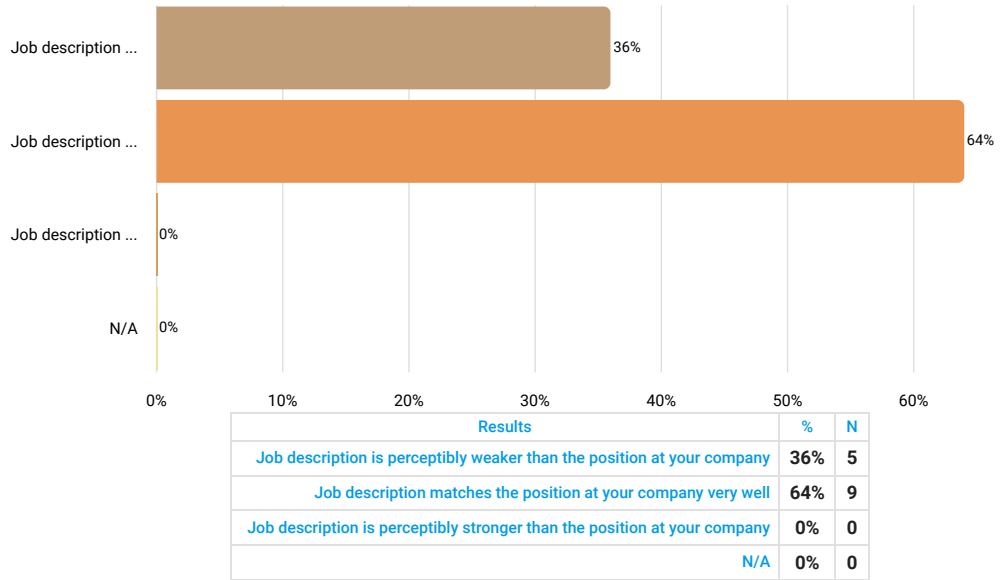
**Job description** Leader of the entire production/manufacturing function of the organization. Manages all plant and production managers and sta

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

Answered 14 times

Skipped 0 times

Select one answer (radio button)



**Job Title (if different than above)**

Answered 9 times

Skipped 5 times

Text input

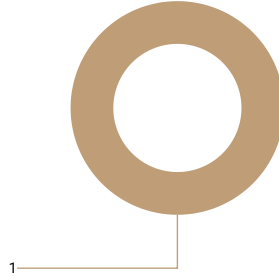
Results	
vp of operations	1
vp - manufacturing	1
vp manufacturing	1
director of operations	1
vice president of operations	1
manufacturing manager	1
vice president, manufacturing/business development	1
chief operating officer	1
vice president of sales	1

### Number of Employees Currently in This Position

Answered 14 times

Skipped 0 times

Number input



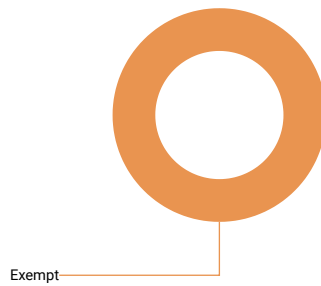
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 14 times

Skipped 0 times

Select one answer (radio button)



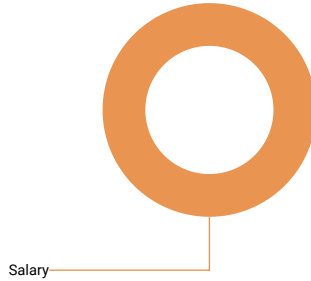
Results	%	N
Non-Exempt	0%	0
Exempt	100%	14

### Is this position paid an hourly rate or annual salary?

Answered 14 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	14

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	Standard Deviation
Pay Range Minimum Salary	8	89,912	121,522.5	155,000	177,132.8	200,000	149,653	155,000	3
Pay Range Maximum Salary	8	140,000	156,902.5	181,100	231,781.6	250,000	191,196	181,100	4
Actual Lowest Base Salary	12	137,246	145,900	167,609.5	193,995.2	200,000	179,200	167,610	5
Actual Average Base Salary	14	137,246	149,800	175,109.5	200,000	216,250	181,547	175,110	5
Actual Highest Base Salary	12	137,246	145,900	167,609.5	193,995.2	200,000	179,200	167,610	5
Average Incentive or Other Cash Bonus (Annual)									

## 6.12.7 Top HR Exec (CHRO/VP HR)

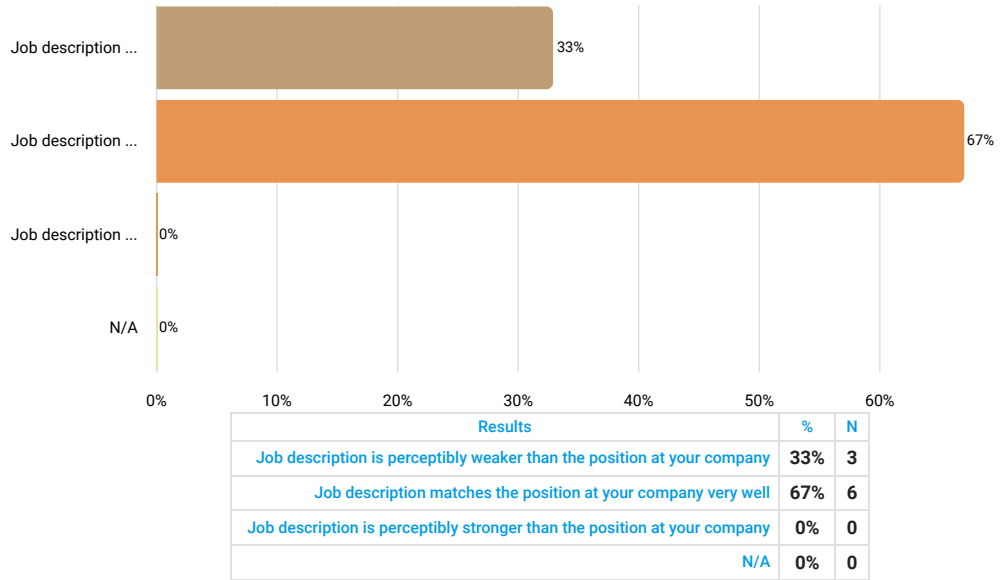
**Job description** Leader of the entire HR function of the organization. Sets and guides the people strategy of the organization.

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

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Job Title (if different than above)

Answered 4 times

Skipped 5 times

Text input



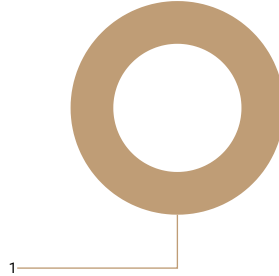
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 9 times

Skipped 0 times

Number input



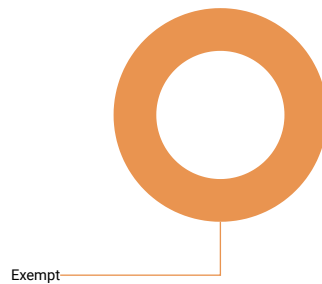
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 9 times

Skipped 0 times

Select one answer (radio button)



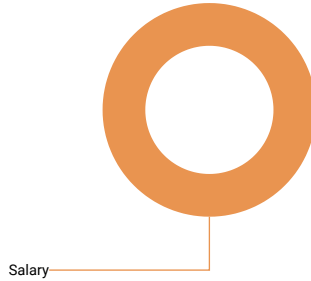
Results	%	N
Non-Exempt	0%	0
Exempt	100%	9

### Is this position paid an hourly rate or annual salary?

Answered 9 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	9

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary	6	102,000	120,000	138,450	156,665.6	184,265	139,972	138,450	2
Pay Range Maximum Salary	6	130,000	140,000	187,991.2	208,300	249,298	183,930	187,991	4
Actual Lowest Base Salary	6	126,000	136,500	153,302.4	214,469.53	214,650	166,371	153,302	3
Actual Average Base Salary	8	126,000	137,250	142,152.5	191,537.165	214,650	160,316	142,153	3
Actual Highest Base Salary	6	126,000	136,500	153,302.4	214,469.53	214,650	166,371	153,302	3
Average Incentive or Other Cash Bonus (Annual)									

## 6.12.9 Chief Operating Officer (COO)

### Job description

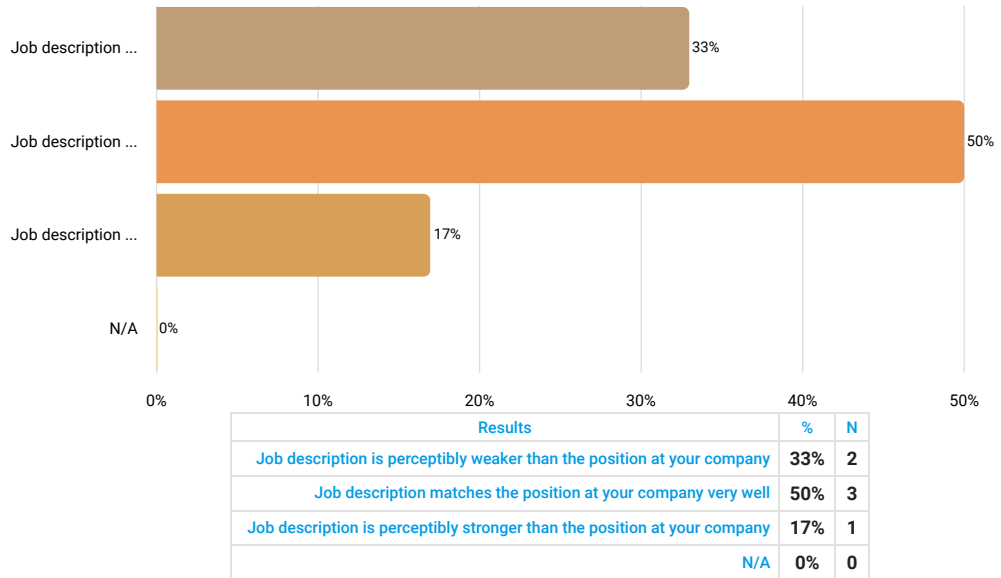
Leader of the operational functions of the organization. Ensures the company has in place, and executes, effective operational strategies and procedures

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

Answered 6 times

Skipped 0 times

Select one answer (radio button)



#### Job Title (if different than above)

Answered 2 times

Skipped 4 times

Text input



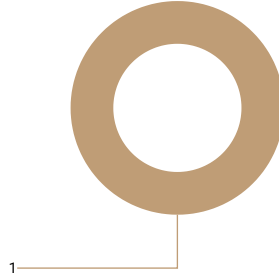
We are sorry but the collected data is not sufficient to render an accurate r

### Number of Employees Currently in This Position

Answered 6 times

Skipped 0 times

Number input



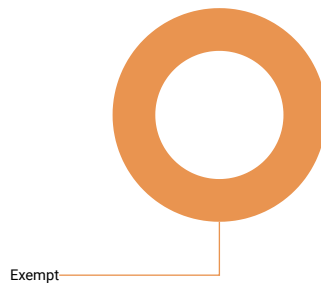
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 6 times

Skipped 0 times

Select one answer (radio button)



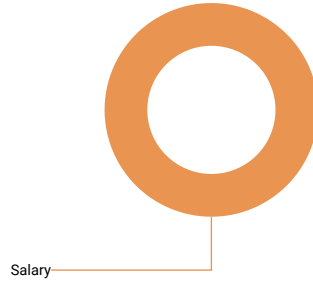
Results	%	N
Non-Exempt	0%	0
Exempt	100%	6

### Is this position paid an hourly rate or annual salary?

Answered 6 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	6

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St de
Pay Range Minimum Salary									
Pay Range Maximum Salary									
Actual Lowest Base Salary	5	104,090	120,000	175,000	240,000	250,000	177,818	175,000	6
Actual Average Base Salary	6	104,090	120,000	201,000	240,000	250,000	186,015	201,000	6
Actual Highest Base Salary	5	104,090	120,000	175,000	240,000	250,000	177,818	175,000	6
Average Incentive or Other Cash Bonus (Annual)									

## 6.12.11 CEO/President

### Job description

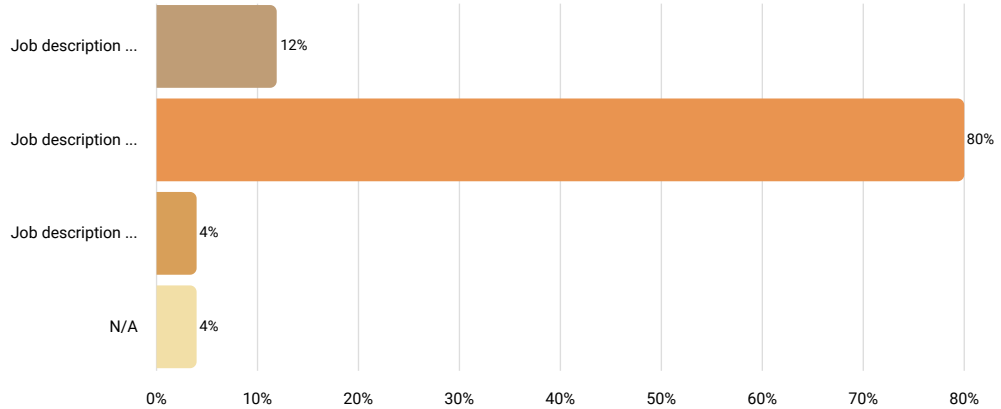
Leader of the entire organization. The highest-ranking company executive that makes major corporate decisions, serves as liaison between the company directors.

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

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results		
	%	N
Job description is perceptibly weaker than the position at your company	12%	3
Job description matches the position at your company very well	80%	20
Job description is perceptibly stronger than the position at your company	4%	1
N/A	4%	1

#### Job Title (if different than above)

Answered 5 times

Skipped 20 times

Text input

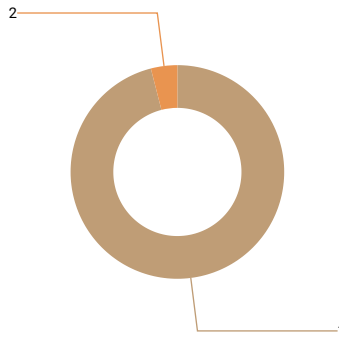
Results	
president	2
division president	1
president services and manufacturing	1
same	1

### Number of Employees Currently in This Position

Answered 25 times

Skipped 0 times

Number input



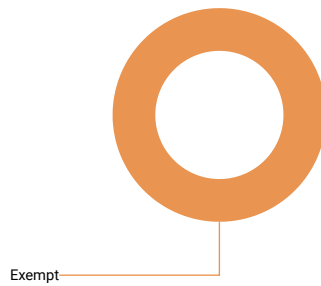
Statistics	
10th percentile	1
25th percentile	1
50th percentile	1
75th percentile	1
90th percentile	1
Mean	1
Median	1
Standard deviation	0

### FLSA Status

Answered 25 times

Skipped 0 times

Select one answer (radio button)



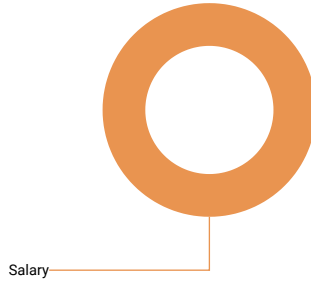
Results	%	N
Non-Exempt	0%	0
Exempt	100%	25

### Is this position paid an hourly rate or annual salary?

Answered 25 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hourly	0%	0
Salary	100%	25

### Compensation data

	N	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean	Median	St dev
Pay Range Minimum Salary	16	100,000	156,582	187,500	231,550	271,772	199,503	187,500	8
Pay Range Maximum Salary	16	145,000	172,500	215,200	338,615.6	450,000	264,535	215,200	1
Actual Lowest Base Salary	21	120,000	126,000	190,000	213,000	310,000	216,330	190,000	1
Actual Average Base Salary	25	120,000	150,000	200,000	254,696	412,000	231,835	200,000	1
Actual Highest Base Salary	21	120,000	150,000	197,600	254,696	310,000	224,304	197,600	1
Average Incentive or Other Cash Bonus (Annual)	10	14,000	37,333	57,500	115,000	162,000	73,483	57,500	5

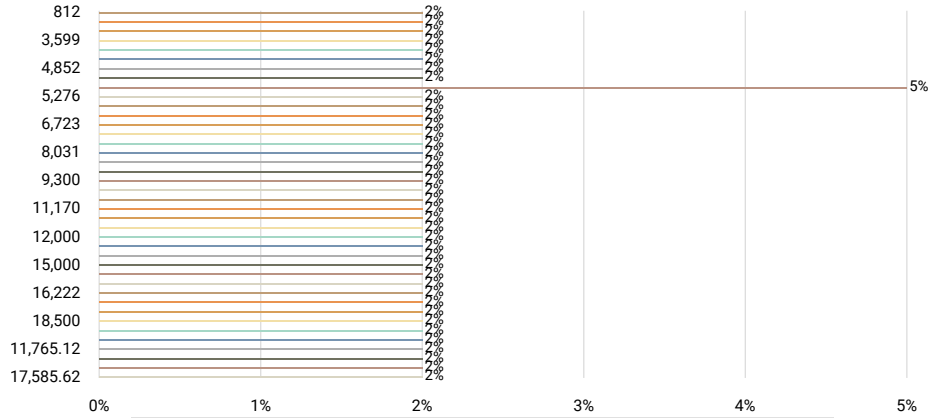
# 7. General Benefit Information

## 7.1. Average Benefit Cost Per Employee

Answered 41 times

Skipped 31 times

Number input



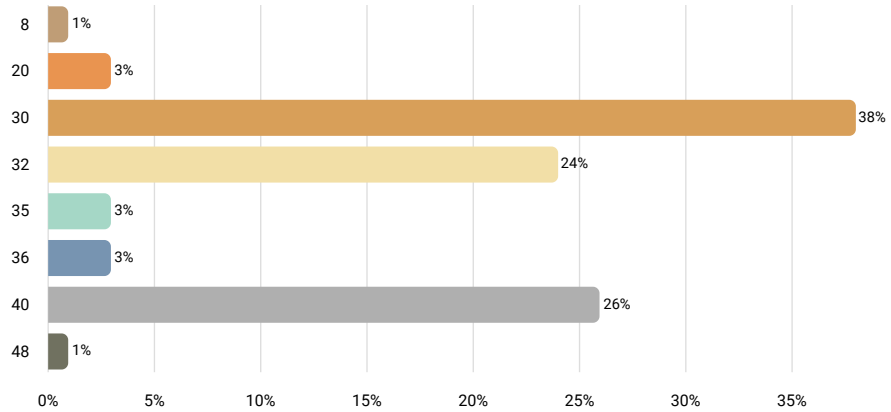
Statistics	
10th percentile	4,150
25th percentile	5,000
50th percentile	9,300
75th percentile	14,204
90th percentile	17,480
Mean	10,099
Median	9,300
Standard deviation	5,805

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

Answered 68 times

Skipped 4 times

Number input



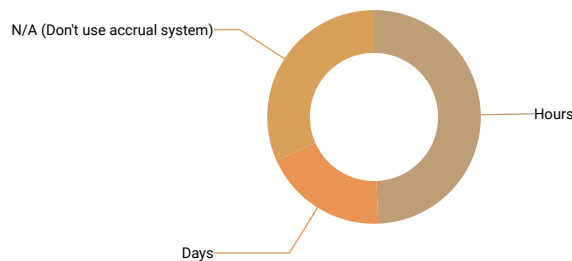
Statistics	
10th percentile	30
25th percentile	30
50th percentile	32
75th percentile	40
90th percentile	40
Mean	33
Median	32
Standard deviation	6

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Hours	39%	28
Days	15%	11
N/A (Don't use accrual system)	25%	18

### 7.4. Types of Coverage Offered

Answered 70 times

Skipped 2 times

Select multiple answers per row for multiple rows (checkboxes)

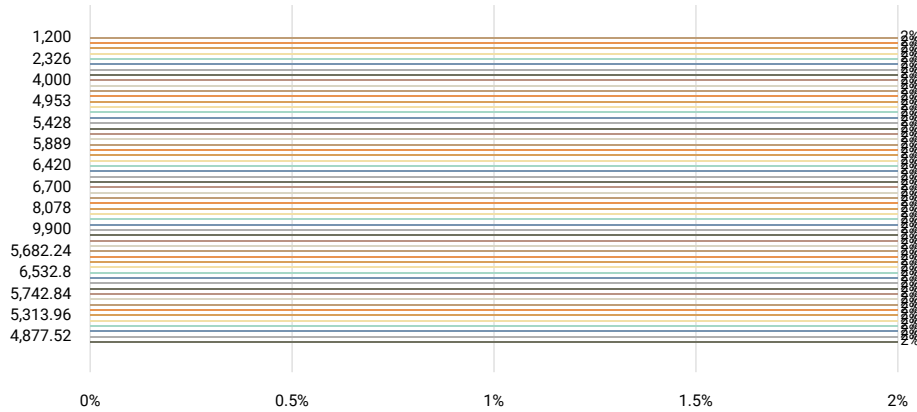
	Offered for FTE	Offered for Part-Time Employees	Self Insured
Medical	97%	10%	26%
Dental	97%	10%	19%
Vision	93%	10%	13%
Prescription Drug Plan	84%	10%	20%
Life Insurance	99%	11%	9%
Health Spending/Savings Account	61%	7%	9%
Dependent Plan	63%	7%	4%
Pension Plan (Defined Benefit)	10%	4%	1%
401(k) Plan	97%	29%	3%
PTO (includes sick, vacation, holiday, etc.)	56%	9%	
Sick Leave	40%	9%	3%
Family/Parental Leave	51%	7%	3%
Vacation	83%	19%	3%
Bereavement	99%	19%	3%
Jury Duty Leave	99%	19%	3%
Personal Leave	49%	9%	3%
Short-term Disability	96%	9%	7%
Long-term Disability	89%	7%	3%
Salary Continuation Plan	16%	3%	
Education Assistance/Tuition Reimbursement	70%	7%	3%
Employee Assistance Plan	77%	17%	1%
Flex Time	17%	7%	
Telework/Remote Work	27%	6%	

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

Answered 58 times

Skipped 14 times

Number input



Statistics	
10th percentile	2,326
25th percentile	4,832
50th percentile	5,815.92
75th percentile	6,876
90th percentile	9,338.88
Mean	6,223
Median	5,816
Standard deviation	4,215

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

Answered 55 times

Skipped 17 times

Number input



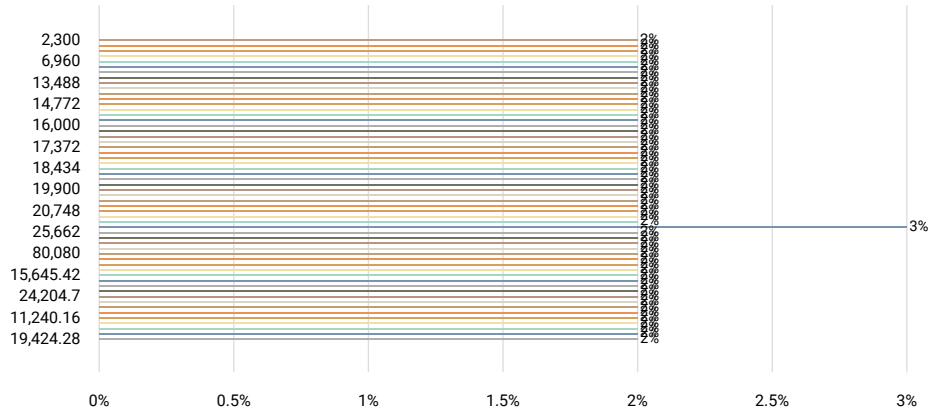
Statistics	
10th percentile	6,612
25th percentile	9,864
50th percentile	12,400
75th percentile	14,852.76
90th percentile	19,000
Mean	13,170
Median	12,400
Standard deviation	7,514

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

Answered 58 times

Skipped 14 times

Number input



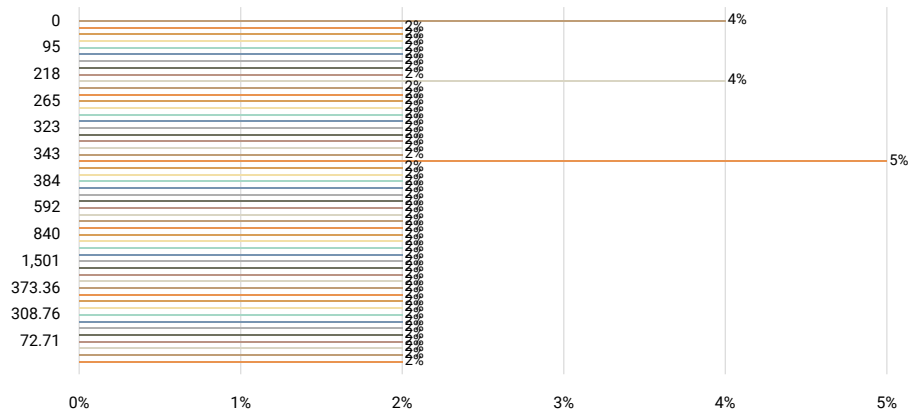
Statistics	
10th percentile	6,960
25th percentile	14,068
50th percentile	17,436
75th percentile	20,748
90th percentile	25,266.24
Mean	17,922
Median	17,436
Standard deviation	10,459

### 7.8. Dental Coverage Total Cost Per Employee (Annual)

Answered 56 times

Skipped 16 times

Number input



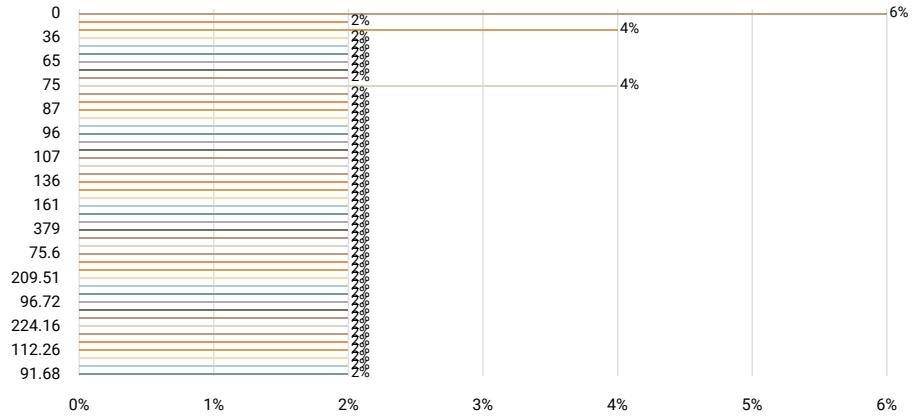
Statistics	
10th percentile	72.71
25th percentile	252
50th percentile	340
75th percentile	434.725
90th percentile	882.96
Mean	466
Median	340
Standard deviation	573

### 7.9. Vision Coverage Total Cost Per Employee (Annual)

Answered 50 times

Skipped 22 times

Number input



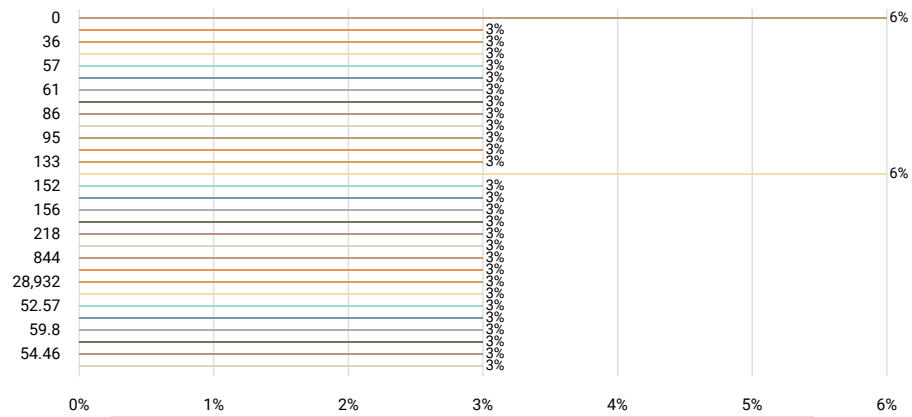
Statistics	
10th percentile	24
25th percentile	67.8
50th percentile	89.34
75th percentile	112.26
90th percentile	220.53
Mean	111
Median	89
Standard deviation	89

### 7.10. Life Insurance Total Cost Per Employee (Annual)

Answered 32 times

Skipped 40 times

Number input



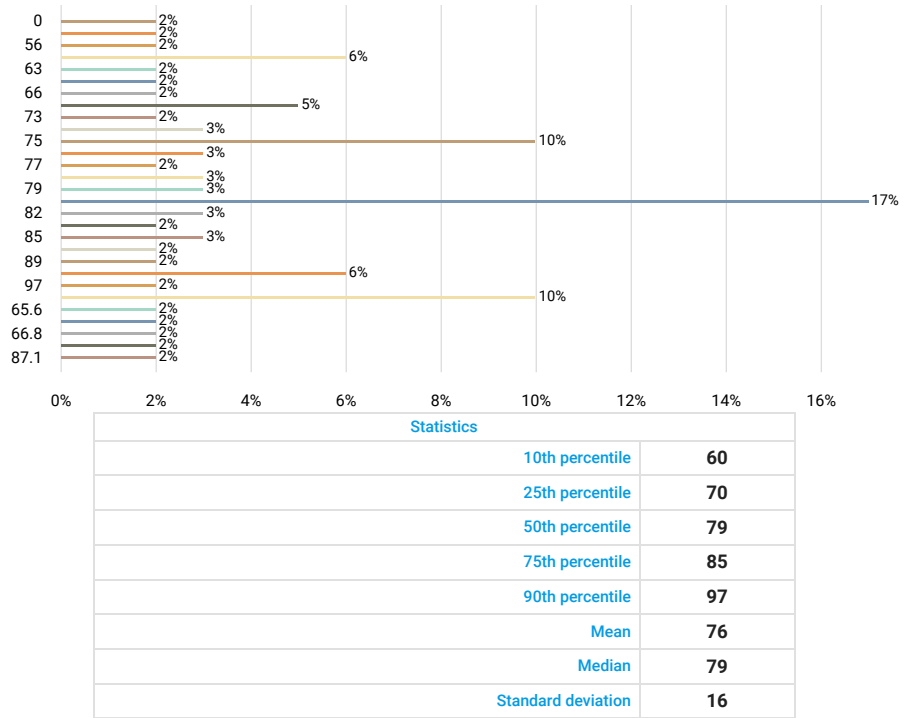
Statistics	
10th percentile	36
25th percentile	53.515
50th percentile	92.5
75th percentile	162.76
90th percentile	844
Mean	8,714
Median	93
Standard deviation	43,236

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

Answered 63 times

Skipped 9 times

Number input

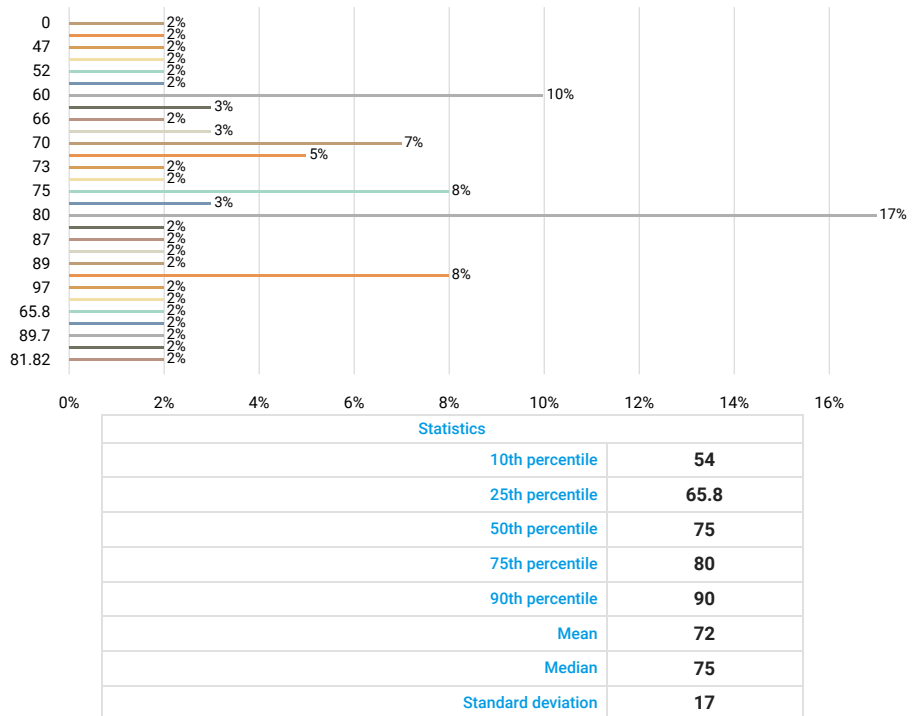


### 7.12. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 59 times

Skipped 13 times

Number input

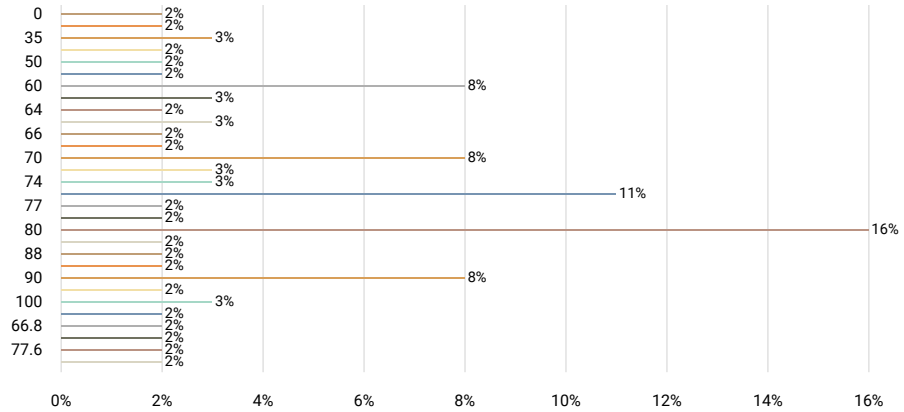


### 7.13. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 63 times

Skipped 9 times

Number input



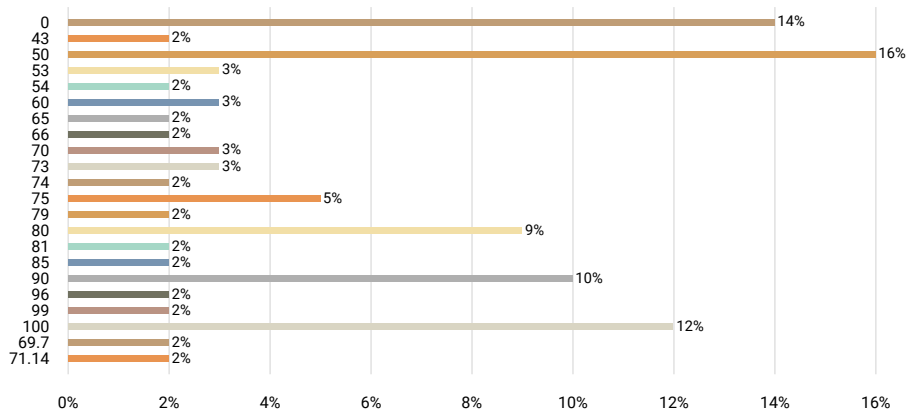
Statistics	
10th percentile	56
25th percentile	65
50th percentile	75
75th percentile	80
90th percentile	90
Mean	71
Median	75
Standard deviation	18

### 7.14. Dental Coverage Percentage Paid By Employer (Annual)

Answered 58 times

Skipped 14 times

Number input



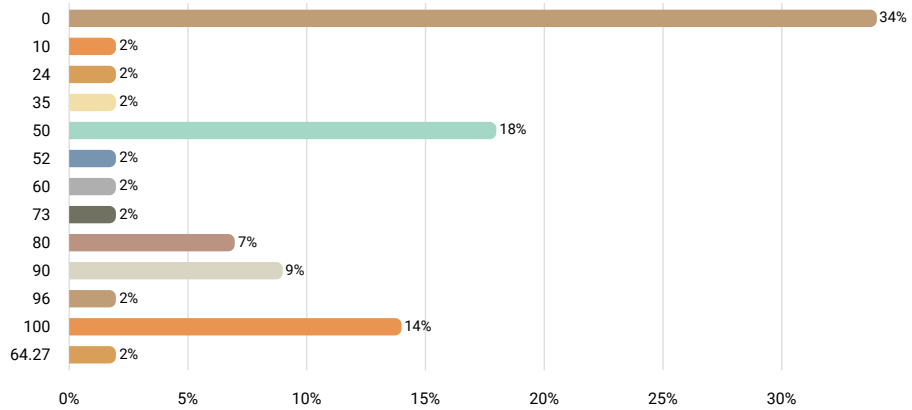
Statistics	
10th percentile	0
25th percentile	50
50th percentile	72.07
75th percentile	90
90th percentile	100
Mean	64
Median	72
Standard deviation	31

### 7.15. Vision Coverage Percentage Paid By Employer (Annual)

Answered 44 times

Skipped 28 times

Number input



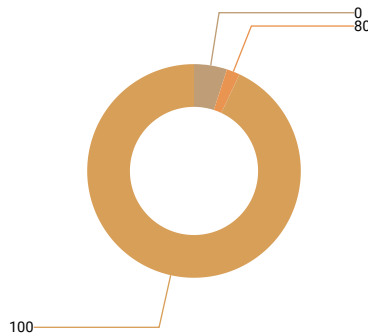
Statistics	
10th percentile	0
25th percentile	0
50th percentile	50
75th percentile	85
90th percentile	100
Mean	46
Median	50
Standard deviation	39

### 7.16. Life Insurance Percentage Paid By Employer (Annual)

Answered 58 times

Skipped 14 times

Number input



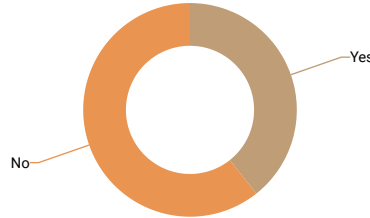
Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	94
Median	100
Standard deviation	22

### 7.17. Do you offer any health and fitness incentives?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	35%	25
No	54%	39

### 7.18. Please describe your health and fitness incentives.

Answered 23 times

Skipped 2 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"

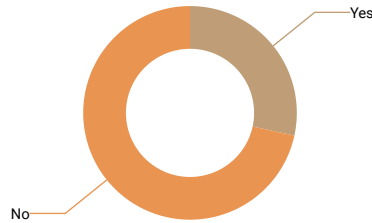
Results	
wellness program for 5% discount on weekly health insurance premiums	1
walking step bonus	1
virgin pulse	1
wellness program with gift card incentive for annual physical and dental checkup.	1
no upcharge when yearly check up completed	1
discounts on weekly insurance premiums for bmi and tobacco free. also fun incentives if you participate in program ie t-shirts, etc.	1
\$50 is deposited monthly into employee account to be used toward reimbursement of health and fitness related items purchased on or before 12/31. any unused balance does not roll over to the following year.	1
reimburse up to \$25 per month	1
participants in our wellness program receive lower medical rates	1
if the employee works out at least 12 times a month they receive \$30.	1
incentives for non-smoker and for getting a wellness physical annually	1
free gym membership for ee	1
\$20 a month if they attend a gym 12x within that month	1
employees get a discount on their health insurance by getting an annual check-up and by certifying that they are non-tobacco users	1
livewell program	1
virgin pulse program. up to 600.00 annually for achieving healthy objectives. 200.00 for spouse/partner.	1
no tobacco discounts	1
discount at local gym.	1
wellness checks (once per year) with principal - individual receives a stipen (\$50) for submitting qualifying wellness check	1
benefit-eligible associates can earn up to \$300 in choose well credits, which are lump sum taxable dollars applied directly to your paycheck. medical plan contribution discount for 2022; save up to \$600 per year if you enroll in a kohler medical plan (up to \$1200 per year if you have an enrolled spouse and both participate)	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
up to \$300 annually based on activities and achievement of points	1
will reimburse \$25/month to employees that visit a gym 4 or more times per month.	1

### 7.19. Does your company have a severance policy?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	25%	18
No	63%	45

### 7.20. Please describe your severance policy criteria.

Answered 11 times

Skipped 7 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		
	depending on seniority/position	1
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
	depends on situation	1
	1 week of pay based on each year of service	1
	1 week of pay for each year of service up to a max of 26 weeks.	1
	based on years of service	1
	1 year of service with the company to qualify.	1
	at least two weeks	1
	if given a package, it is one week of pay per one year of service.	1
	based on tenure	1
	3 weeks for every year of service	1

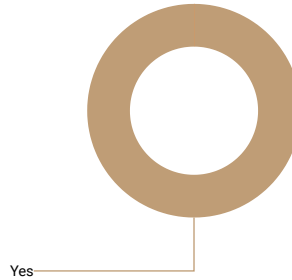
# 8. Medical Coverage

## 8.1. Does your company offer medical coverage?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	72
No	0%	0

## 8.2. Type of Medical Coverage Plan(s) Offered

Answered 68 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
PPO	68
HMO	2
EPO	1
POS	0
HDHP	24

## 8.3. Medical Coverage Plan Provider(s)

Answered 70 times

Skipped 2 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	2
Blue Cross Blue Shield	58
Cigna	7
Humana	0
United Healthcare	5
Viva Health	0
Other Not Listed	3

### 8.4. Other Medical Coverage Plan Provider

Answered 3 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"
- '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

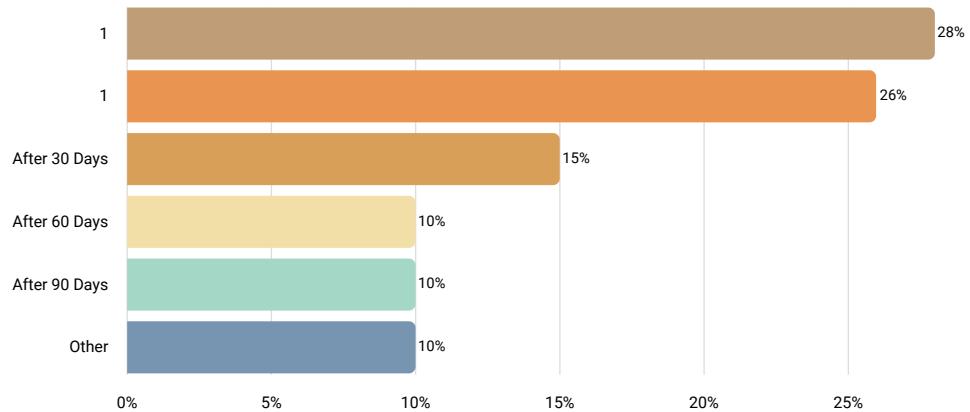
### 8.5. When do employees become eligible for coverage?

Answered 72 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	28%	20
1st of Month After Date of Hire	26%	19
After 30 Days	15%	11
After 60 Days	10%	7
After 90 Days	10%	7
Other	10%	7

### 8.6. Other Eligibility Period

Answered 7 times

Skipped 1 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"

Results	
1st of the month following 60 days after hire date but before 91st day	1
beginning of 2nd full calendar month of employment	1
1st of month following the 60th day	1
1st of month following 30 days of employment	1
1st of the month after the first 30 days of employment	1
first of the next month after first 30 days	1
first of month following 30th day of employment	1

### 8.7. Deductible Amount

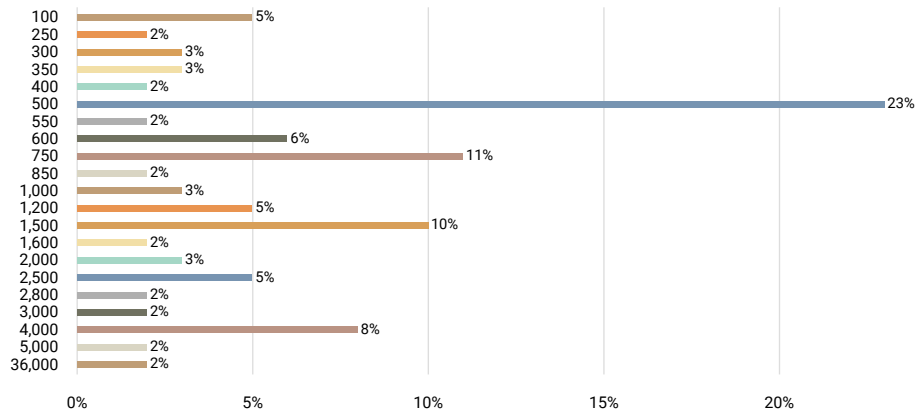
Answered 62 times

Skipped 10 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	350
25th percentile	500
50th percentile	750
75th percentile	1,500
90th percentile	4,000
Mean	1,819
Median	750
Standard deviation	4,567

### 8.8. Copay Amount (after deductible)

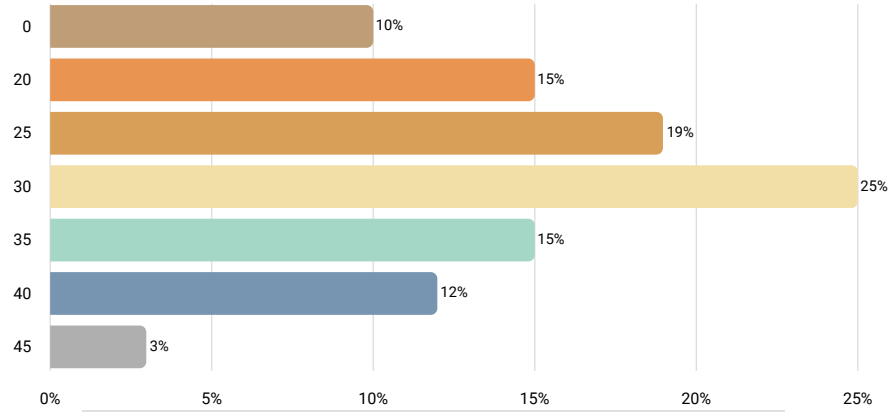
Answered 59 times

Skipped 13 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	0
25th percentile	20
50th percentile	30
75th percentile	35
90th percentile	40
Mean	27
Median	30
Standard deviation	11

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

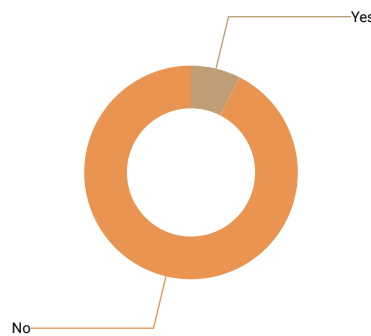
Answered 72 times

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%	5
No	86%	62

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

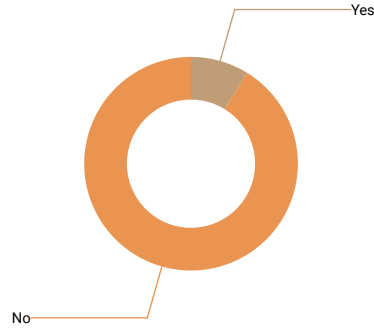
Answered 72 times

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	8%	6
No	83%	60

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

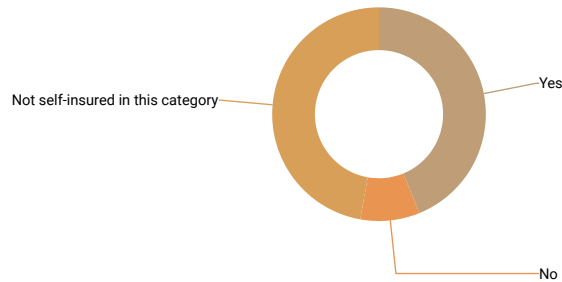
Answered 72 times

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	39%	28
No	8%	6
Not self-insured in this category	42%	30

### 8.12. Is there a tobacco use surcharge?

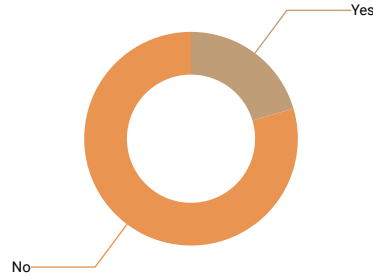
Answered 72 times

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	19%	14
No	74%	53

### 8.13. Do you offer medical coverage for domestic partners?

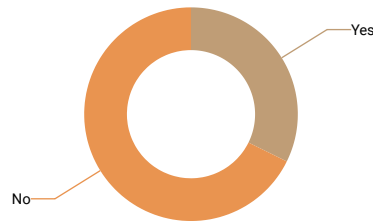
Answered 72 times

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	31%	22
No	65%	47

### 8.14. What are the requirements for receiving coverage?

Answered 14 times  
 Skipped 11 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	
common law partners	1
work full time, eligible after 90 days	1
employee must sign affidavit attesting to the domestic partner relationship and provide documentation supporting the relationship (such as rental agreement, mortgage, or lease listing both as tenants/mortgagees plus one of following: property tax receipt, homeowner's or renters insurance, church tithing statement, automobile title or registration listing co-owners, loan agreement showing both names as co-borrowers, credit card statements listing both names as cardholders, 2 separate current billings, one in each spouse's name sent to the same address, or current car title or registration for each spouse's car showing the same address).	1
proof of dependency	1
spouse or registered domestic partner	1
verification of jointly own property, joint bank accounts	1
proof of relationship	1
married or same dwelling or joint taxes	1
marriage certificate	1
proper paper work	1
employee statement	1
complete and attestation and provide documents showing joint ownership.	1
must meet the definition of domestic partner based on the state of residence	1
proof of residence with employee	1

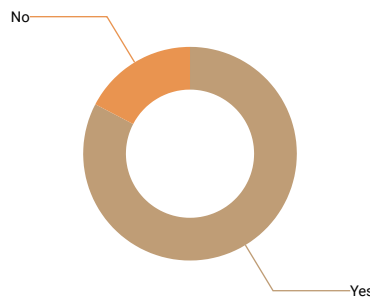
### 8.15. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

Answered 72 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	81%	58
No	17%	12

### 8.16. Is there a spousal surcharge?

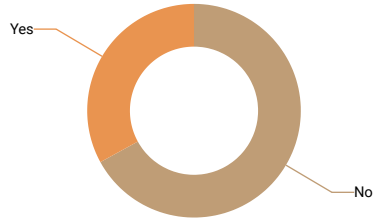
Answered 60 times

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	65%	39
Yes	32%	19

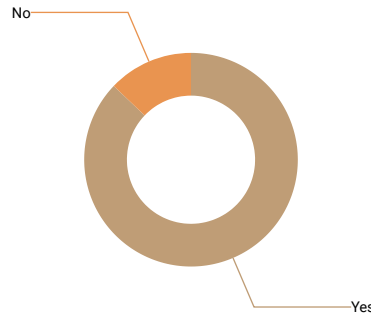
# 9. Prescription Drug Plan

## 9.1. Does your company offer a Prescription Drug Plan?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	88%	63
No	13%	9

## 9.2. Type of Prescription Plan(s) Offered

Answered 53 times

Skipped 10 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	49
80/20	8
Other	0

## 9.3. Other Type of Prescription Plan

Answered 0 times

Skipped 10 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 60 times

Skipped 3 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	2
Anthem	1
Blue Cross Blue Shield	35
Cigna	5
CVS Caremark	6
Humana	0
United Healthcare	2
Viva Health	0
Other	12

### 9.5. Other Prescription Plan Provider

Answered 11 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"
- `Prescription Plan Provider(s)` has `Other` checked

Results	N
express scripts	3
optum rx	2
rxbenefits	1
navitus	1
rx benefits - express script	1
escripts	1
some common prescriptions are free through our wellness clinic.	1
rx benefits	1

### 9.6. When do employees become eligible for coverage?

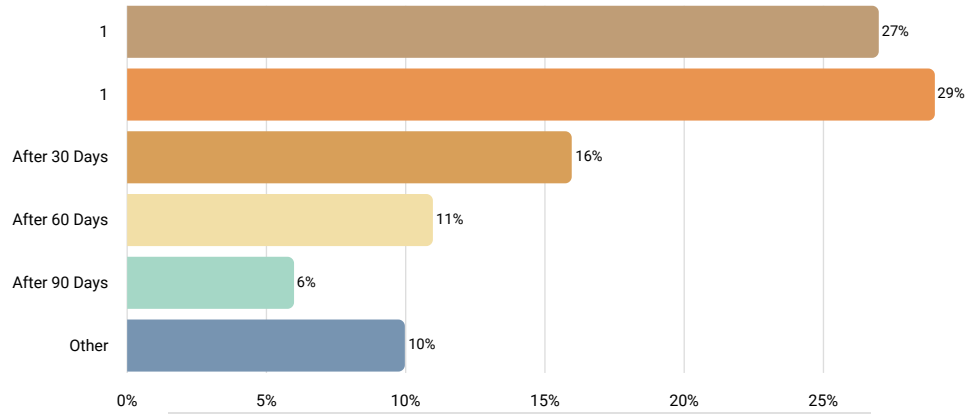
Answered 63 times

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	27%	17
1st of Month After Date of Hire	29%	18
After 30 Days	16%	10
After 60 Days	11%	7
After 90 Days	6%	4
Other	10%	6

### 9.7. Other Eligibility Period

Answered 6 times

Skipped 1 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"

Results	N
1st of month following 60 days after hire date but before 91st	1
beginning of 2nd full calendar month of employment	1
1st of month following the 60th day	1
1st of the month after the first 30 days of employment	1
first of the month following 30 days	1
first of the month following 30th day of employment	1

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

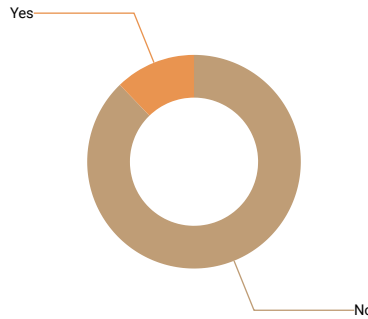
Answered 63 times

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	79%	50
Yes	11%	7

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

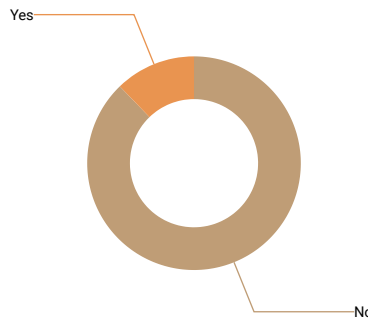
Answered 63 times

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	79%	50
Yes	11%	7

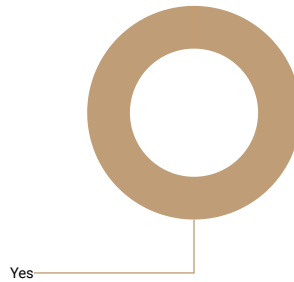
# 10. Dental Coverage

## 10.1. Does your company offer Dental Coverage?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	72
No	0%	0

## 10.2. Type(s) of Dental Coverage Offered

Answered 63 times

Skipped 9 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	59
DHMO	4
Other	2

## 10.3. Other Type of Dental Coverage

Answered 2 times

Skipped 9 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 70 times

Skipped 2 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	2
Blue Cross Blue Shield	21
Cigna	5
Concordia	1
Delta Dental	25
Metlife	3
Principal	5
United Healthcare	1
Other	12

### 10.5. Other Dental Plan Provider

Answered 12 times

Skipped 2 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	6
the standard	2
standard insurance	1
unum	1
dentemax	1
southland	1

### 10.6. When do employee become eligible for coverage?

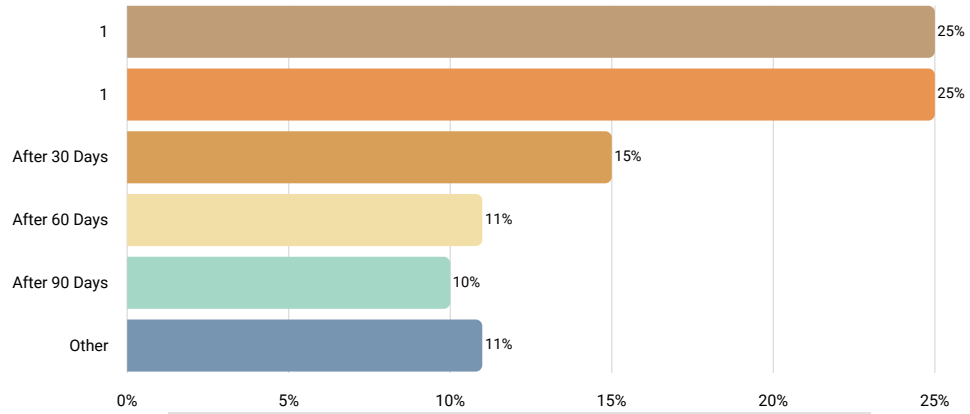
Answered 72 times

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	25%	18
1st of Month After Date of Hire	25%	18
After 30 Days	15%	11
After 60 Days	11%	8
After 90 Days	10%	7
Other	11%	8

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

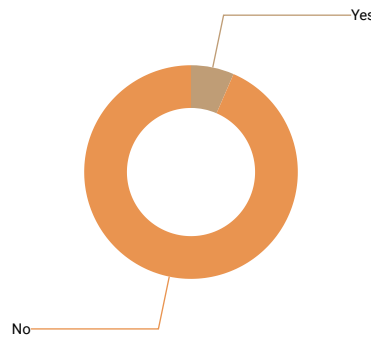
Answered 72 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	6%	4
No	86%	62

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

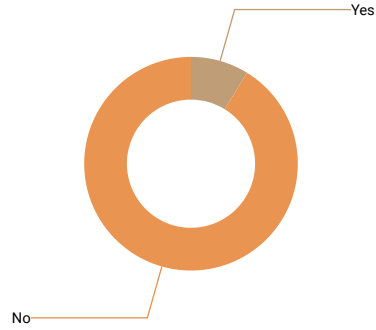
Answered 72 times

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	8%	6
No	83%	60

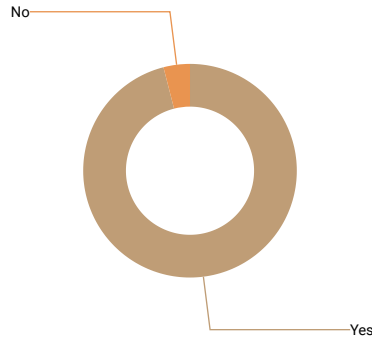
# 11. Vision Coverage

## 11.1. Does your company offer Vision Coverage?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	96%	69
No	4%	3

## 11.2. Vision Plan Provider(s)

Answered 67 times

Skipped 2 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	5
Cigna	1
Eyemed	10
Guardian	3
Humana	1
Metlife	1
Principal	4
Superior Vision	2
United Healthcare	3
VSP	36
Other	7

### 11.3. Other Vision Plan Provider

Answered 7 times

Skipped 2 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	
avesis	2
standard insurance	1
davis vision direct	1
national vision administrators	1
the standard	1
vision benefits of america	1

### 11.4. When do employees become eligible for coverage?

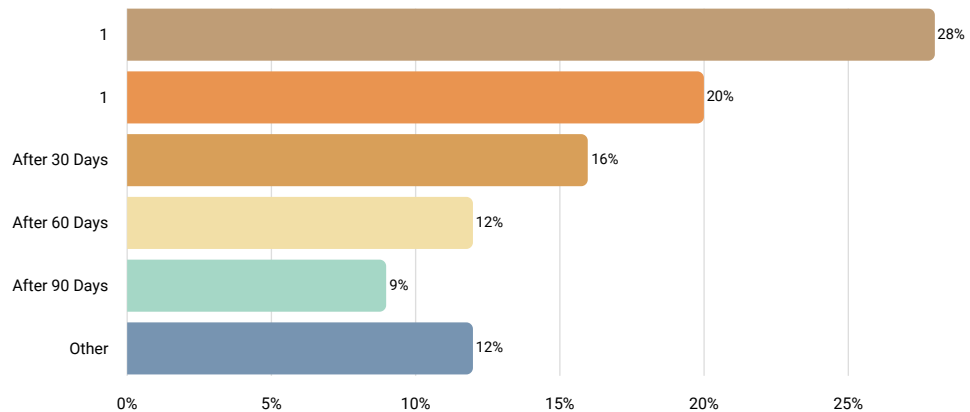
Answered 69 times

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	28%	19
1st of Month After Date of Hire	20%	14
After 30 Days	16%	11
After 60 Days	12%	8
After 90 Days	9%	6
Other	12%	8

### 11.5. Other Vision Eligibility Period

Answered 8 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"
- "When do employees become eligible for coverage?" has Selected button "Other"

Results	
1st of month after 60 days	1
1st of month following 60 days after hire date but before 91st day	1
beginning of 2nd full calendar month of employment	1
1st of the month following the 60th day	1
1st of month following 30 days of employment	1
1st of the month after the first 30 days of employment	1
first of the month after 30 days	1
1st of month following 30th day of employment	1

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

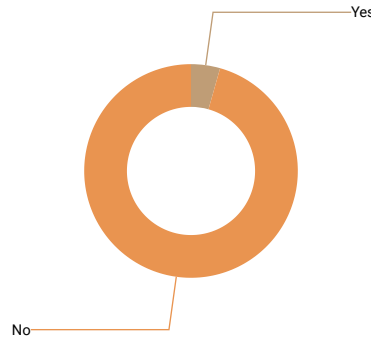
Answered 69 times

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	4%	3
No	87%	60

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

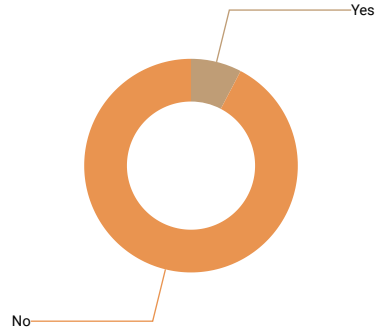
Answered 69 times

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	7%	5
No	84%	58

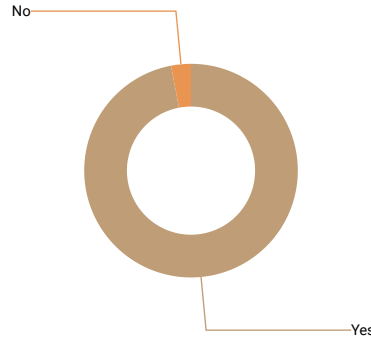
# 12. Life Insurance

## 12.1. Does your company offer Life Insurance?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	70
No	3%	2

## 12.2. Type(s) of Life Insurance Offered

Answered 60 times

Skipped 10 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	55
Whole Life Insurance	7
Other	1

## 12.3. Other Type of Life Insurance Offered

Answered 1 times

Skipped 10 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

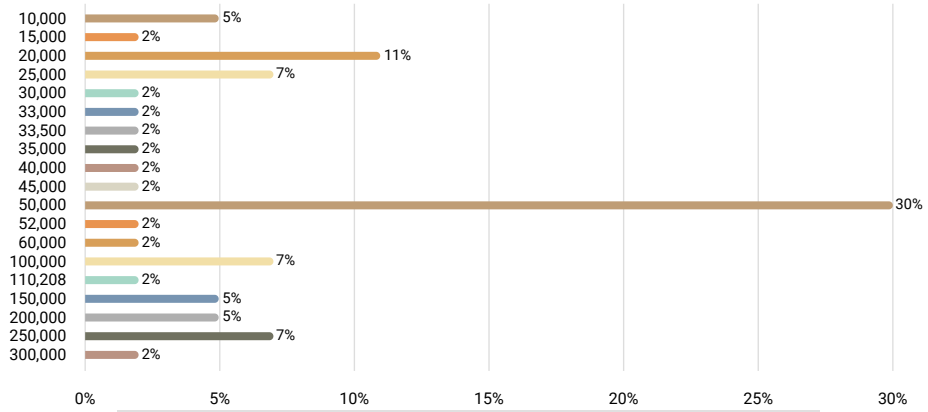
Answered 44 times

Skipped 26 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	20,000
25th percentile	27,500
50th percentile	50,000
75th percentile	100,000
90th percentile	200,000
Mean	76,107
Median	50,000
Standard deviation	74,841

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

Answered 68 times

Skipped 2 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	61
Yes, Spouse/Partner	61
Yes, Dependents	64

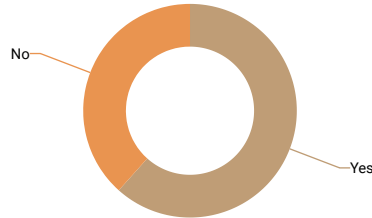
# 13. Health Spending/Savings Account

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	61%	44
No	38%	27

## 13.2. Is this benefit earned or given?

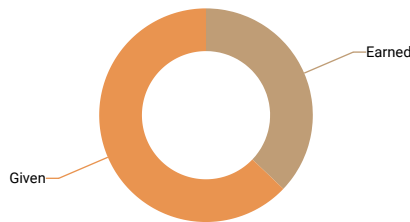
Answered 44 times

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	36%	16
Given	61%	27

### 13.3. What is required for eligibility?

Answered 14 times

Skipped 3 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	10
FTE Status	7
Other	0

### 13.4. Other HSA Eligibility Requirement

Answered 0 times

Skipped 3 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

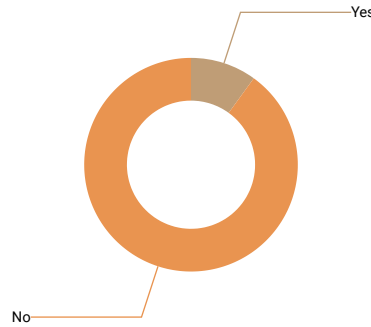
# 14. Pension Plan (Defined Benefit)

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	10%	7
No	90%	65

## 14.2. When do employees become eligible?

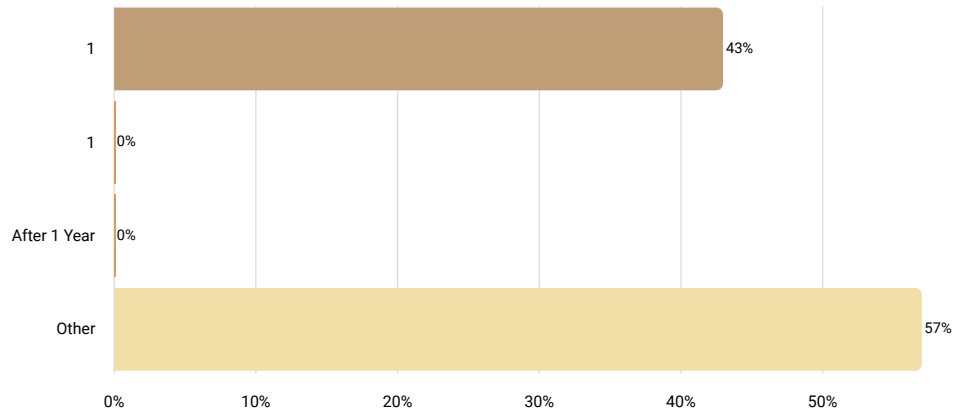
Answered 7 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
1st Day of Employment	43%	3
1st of Month After Date of Hire	0%	0
After 1 Year	0%	0
Other	57%	4

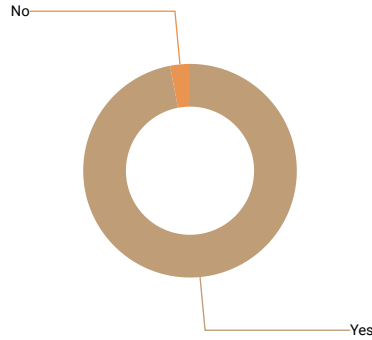
# 15. 401(k) Plan

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	70
No	3%	2

## 15.2. When do employees become eligible?

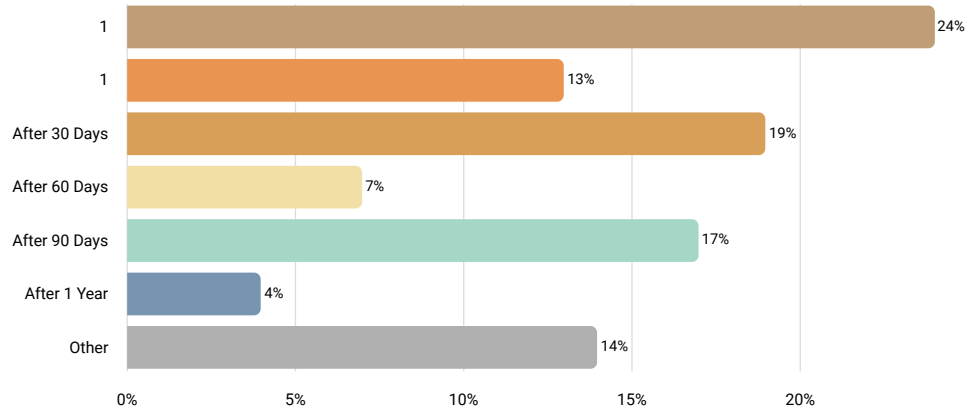
Answered 70 times

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	24%	17
1st of Month After Date of Hire	13%	9
After 30 Days	19%	13
After 60 Days	7%	5
After 90 Days	17%	12
After 1 Year	4%	3
Other	14%	10

### 15.3. Other 401(k) Eligibility Period

Answered 10 times

Skipped 1 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"

Results	
after 6 months	2
1st of quarter following 6 months of service	1
after 1 year of service and attained age of 21	1
6 months	1
45 days	1
1st of month following 30 days of employment	1
plan entry date is on the first day of the month after eligibility requirements are met	1
1st of the month after the first 30 days of employment	1
first quartely enrollment after 90 days of employment.	1

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

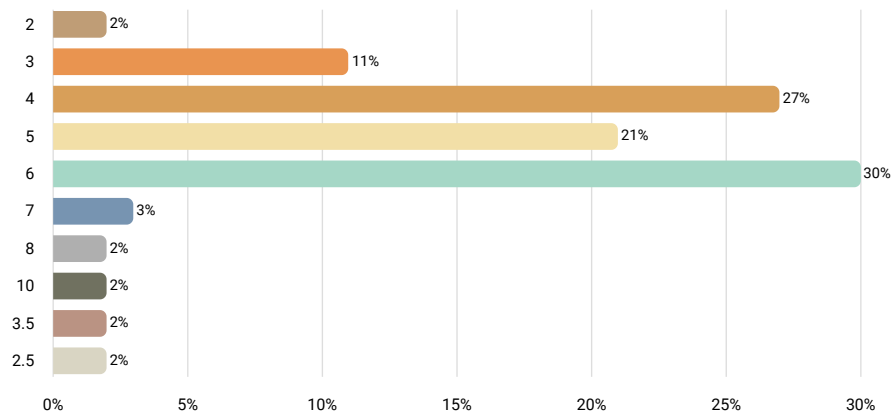
Answered 63 times

Skipped 7 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	4
50th percentile	5
75th percentile	6
90th percentile	6
Mean	5
Median	5
Standard deviation	1

### 15.5. Is there a vesting period for employer contributions?

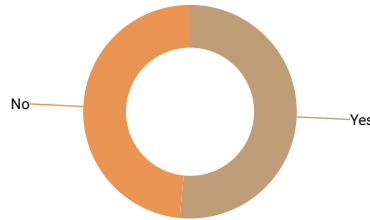
Answered 70 times

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	50%	35
No	47%	33

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

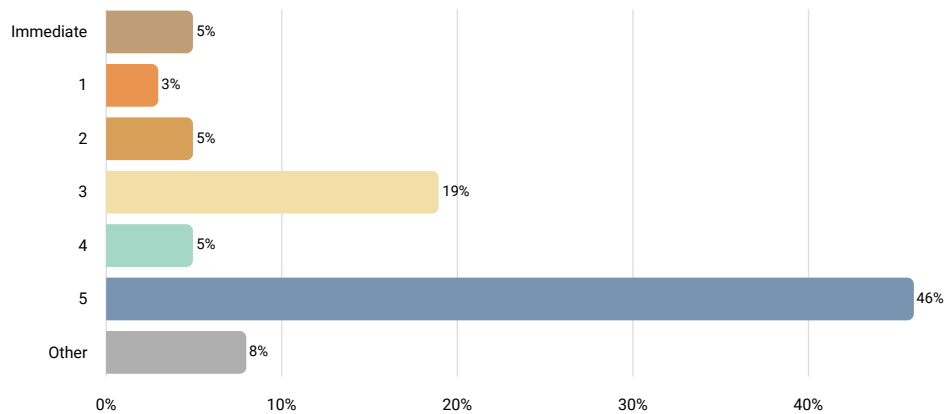
Answered 37 times

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	5%	2
1 Year	3%	1
2 Years	5%	2
3 Years	19%	7
4 Years	5%	2
5 Years	46%	17
Other	8%	3

### 15.7. Is there a vesting schedule?

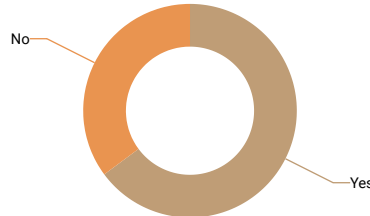
Answered 37 times

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	59%	22
No	32%	12

### 15.8. Describe the vesting schedule.

Answered 20 times

Skipped 5 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	N
1 year 20%, 2 years 40%, 3 years 60%, 4 years 80%, 5 years 100%	1
1 yr - 20%, 2 - 40%, 3 - 60%, 4 - 80%, 5 - 100%	1
1 yr 20%, 2 yr 40%. 3 yr 60%, 4 yr 80%, 5+ yrs 100%	1
after 1 year 0% after 2 years 20% after 3 years 40% after 4 years 60% after 5 years 80% after 6 years 100%	1
2 years 20%, 3 years 40%, 4 years 60%, 5 years 80%, 6 years 100%	1
20% each year	1
5 years	1
33.3% each year	1
2 year cliff	1
less than 2 years - 0% 2 years but less than 3 - 50% 3 years but less than 4 - 60% 4 years but less than 5 - 75% 5 years or more -100%	1
1 year= 40%, 2 years=70%, 3 years=100%	1
4 years, 25% each year	1
25% each year	1
20% per year for 5 years	1
20% after 1 year 40% after 2 years 60% after 3 years 80 % after 4 years 100% at 5 years	1
1 year 20% - 2 years 40% - 3 years 60% - 4 years 80% - 5 years 100%	1
2 years 20%, 3 years 40%, 4 years 60%, 5 years 80% and 6 years 100%	1
20% per year	1
20% per year.	1
0-2 year 0% / 2 yrs20% /3 yrs 40% / 4 yrs 60% / 5 yrs 80% / 6 yrs 100%	1

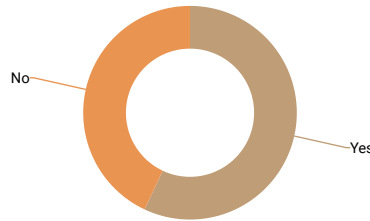
# 16. PTO (Paid Time Off)

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	57%	41
No	43%	31

## 16.2. Annual Amount of PTO in Days

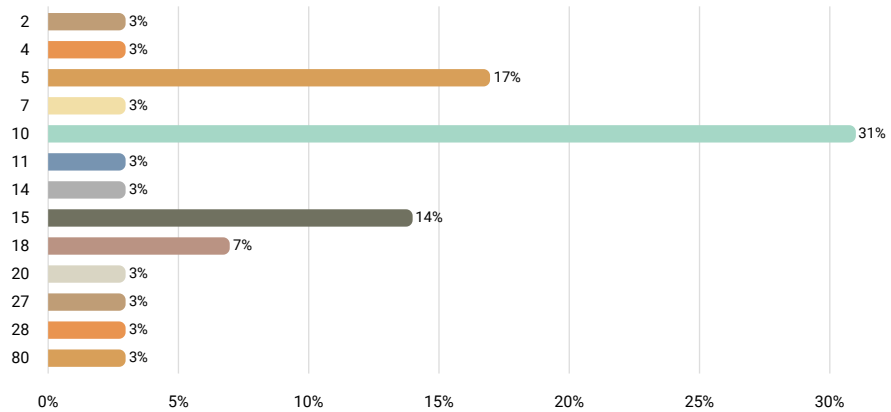
Answered 29 times

Skipped 12 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	5
25th percentile	7
50th percentile	10
75th percentile	15
90th percentile	27
Mean	14
Median	10
Standard deviation	14

### 16.3. How is PTO accrued?

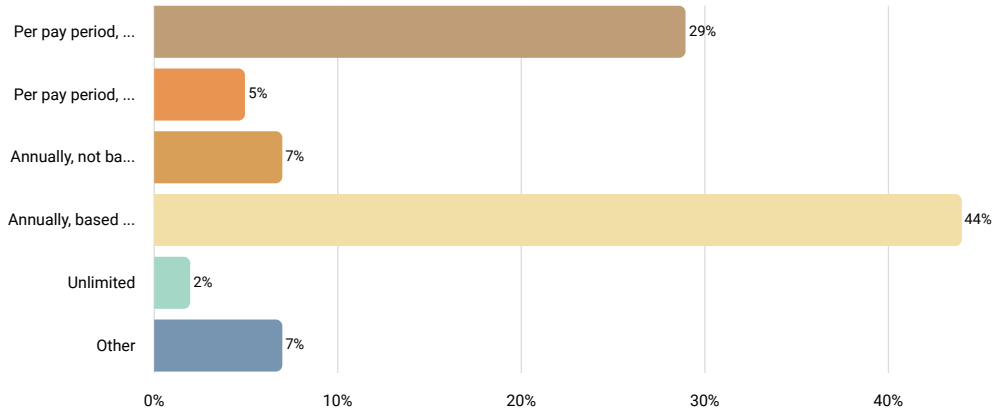
Answered 41 times

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	29%	12
Per pay period, based on hours worked	5%	2
Annually, not based on years of service	7%	3
Annually, based on years of service	44%	18
Unlimited	2%	1
Other	7%	3

### 16.4. Other PTO Accrual Rate

Answered 3 times

Skipped 2 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 36 times

Skipped 5 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	10
Vacation	10
Holidays	27
Personal Leave	12

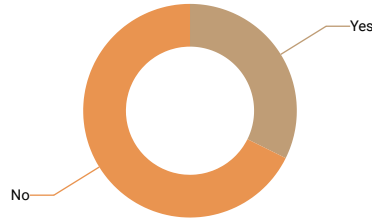
# 17. Sick Leave

## 17.1. Does your company offer Sick Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	32%	23
No	67%	48

## 17.2. Annual Amount of Sick Leave in Days

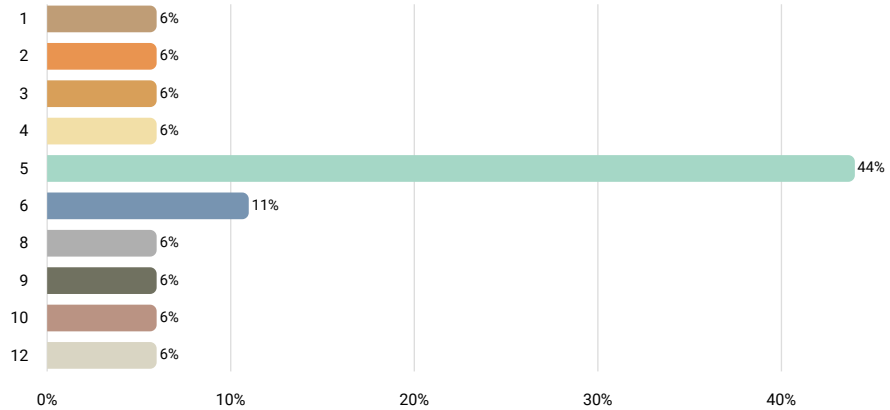
Answered 18 times

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	2
25th percentile	5
50th percentile	5
75th percentile	6
90th percentile	10
Mean	6
Median	5
Standard deviation	3

### 17.3. How is Sick Leave accrued?

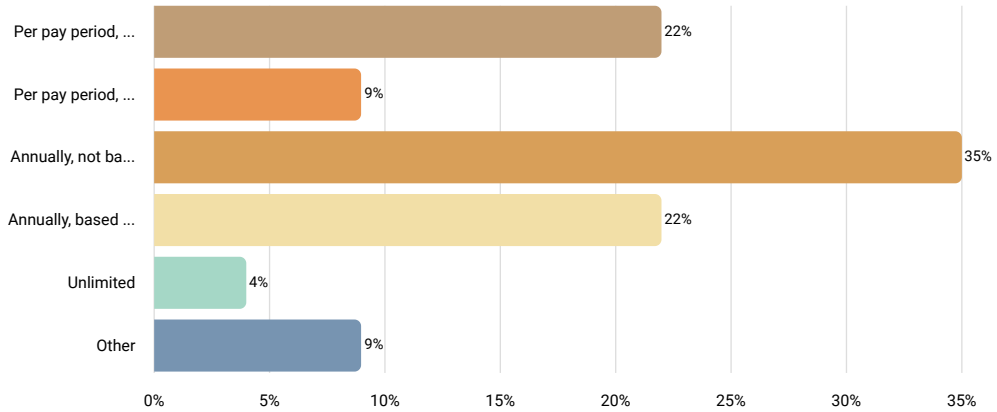
Answered 23 times

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	22%	5
Per pay period, based on hours worked	9%	2
Annually, not based on years of service	35%	8
Annually, based on years of service	22%	5
Unlimited	4%	1
Other	9%	2

### 17.4. Other Sick Leave Accrual Rate

Answered 2 times

Skipped 0 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?

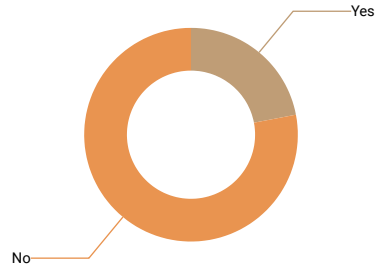
Answered 23 times

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	22%	5
No	78%	18

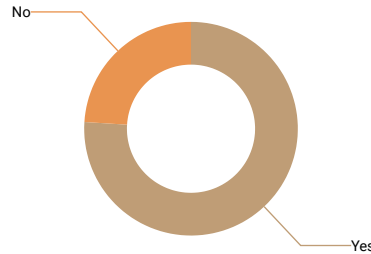
# 18. Vacation

## 18.1. Does your company offer Vacation Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	76%	55
No	24%	17

## 18.2. Annual Amount of Vacation Leave in Days

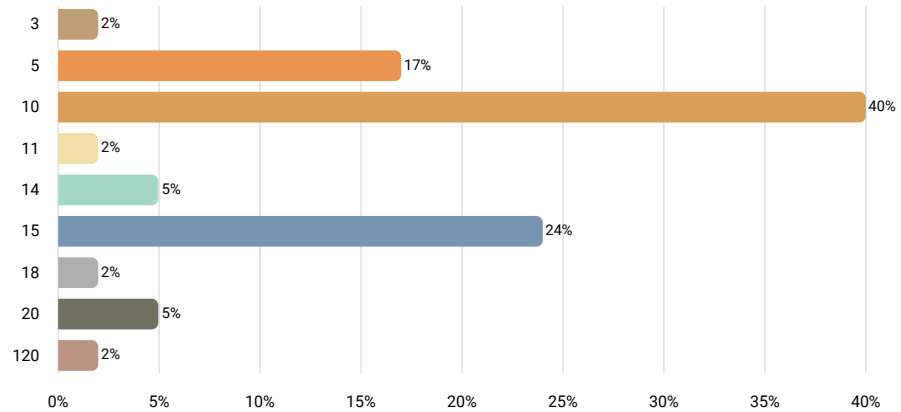
Answered 42 times

Skipped 13 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	5
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	15
Mean	14
Median	10
Standard deviation	17

### 18.3. How is Vacation Leave accrued?

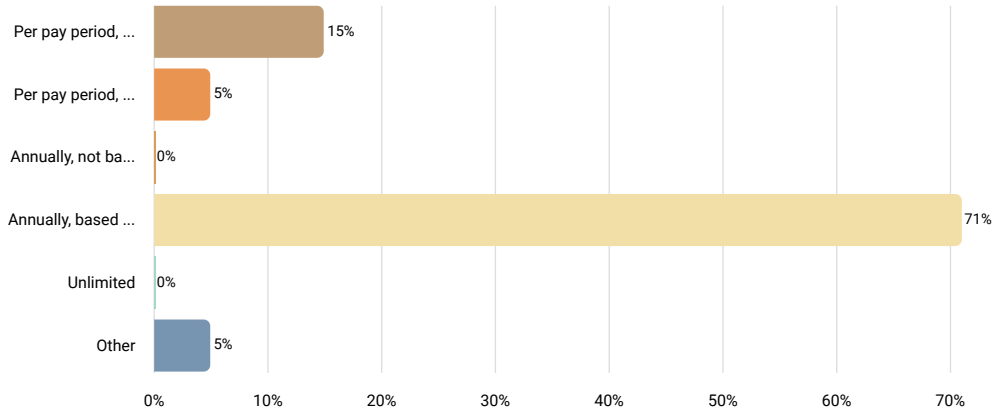
Answered 55 times

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	15%	8
Per pay period, based on hours worked	5%	3
Annually, not based on years of service	0%	0
Annually, based on years of service	71%	39
Unlimited	0%	0
Other	5%	3

### 18.4. Other Vacation Accrual Rate

Answered 3 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"



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### 18.5. Paid out at termination?

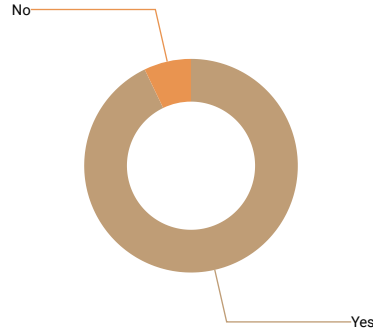
Answered 55 times

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	91%	50
No	7%	4

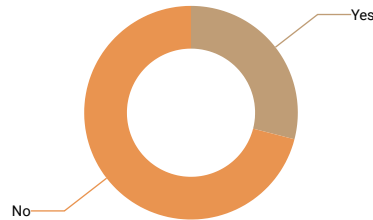
# 19. Personal Leave

## 19.1. Does your company offer Personal Leave?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	29%	21
No	71%	51

## 19.2. Annual Amount of Personal Leave in Days

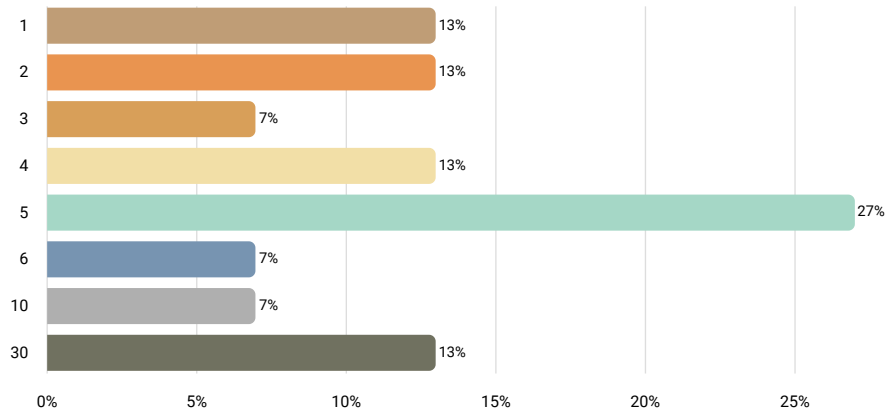
Answered 15 times

Skipped 6 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
50th percentile	5
75th percentile	6
90th percentile	30
Mean	8
Median	5
Standard deviation	9

### 19.3. How is Personal Leave accrued?

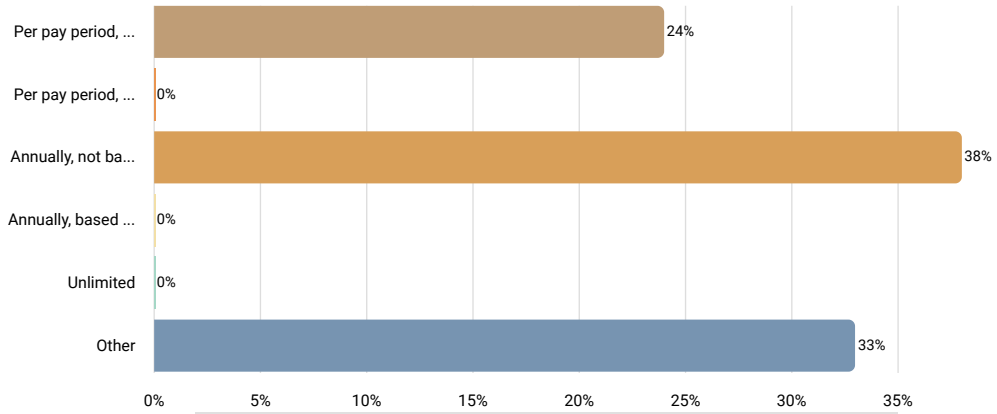
Answered 21 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Per pay period, flat rate	24%	5
Per pay period, based on hours worked	0%	0
Annually, not based on years of service	38%	8
Annually, based on years of service	0%	0
Unlimited	0%	0
Other	33%	7

### 19.4. Other Personal Leave Accrual Rate

Answered 5 times

Skipped 3 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"

Results	N
1 personal day per year	1
bereavement leave - three days for immediate family	1
based on need	1
this is based on an as need basis - unpaid	1
quarterly	1

### 19.5. Paid out at termination?

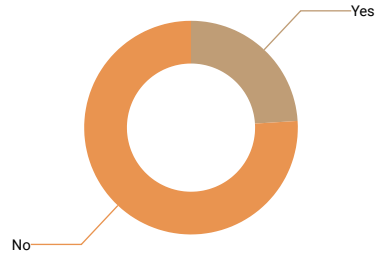
Answered 21 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	24%	5
No	76%	16

# 20. Paid Family Leave

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	31%	22
No	69%	50

## 20.2. Annual Amount of Paid Family Leave in Weeks

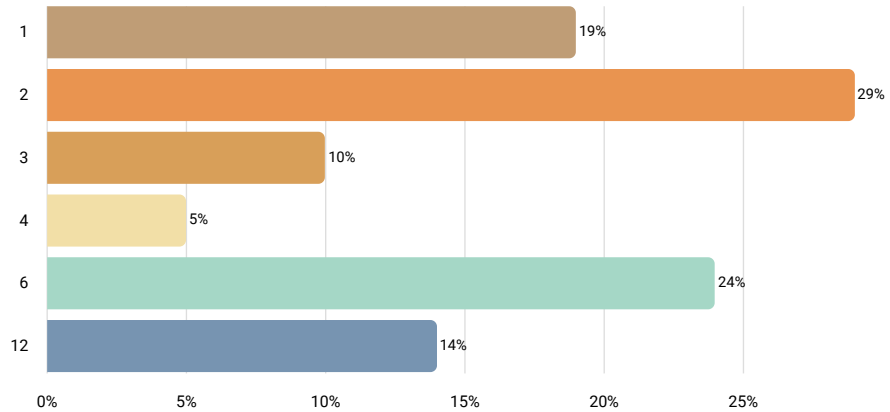
Answered 21 times

Skipped 1 times

Number input

This question is applicable when the following conditions are met:

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



Statistics	
10th percentile	1
25th percentile	2
50th percentile	3
75th percentile	6
90th percentile	12
Mean	4
Median	3
Standard deviation	4

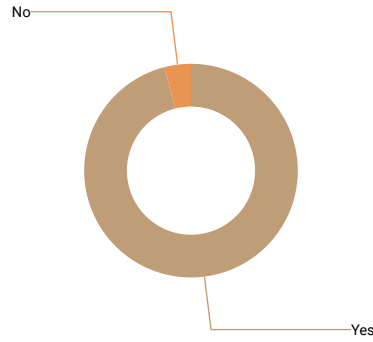
# 21. Short-term Disability

## 21.1. Does your company offer Short-Term Disability?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	96%	69
No	4%	3

## 21.2. Short-term Disability Coverage Amount

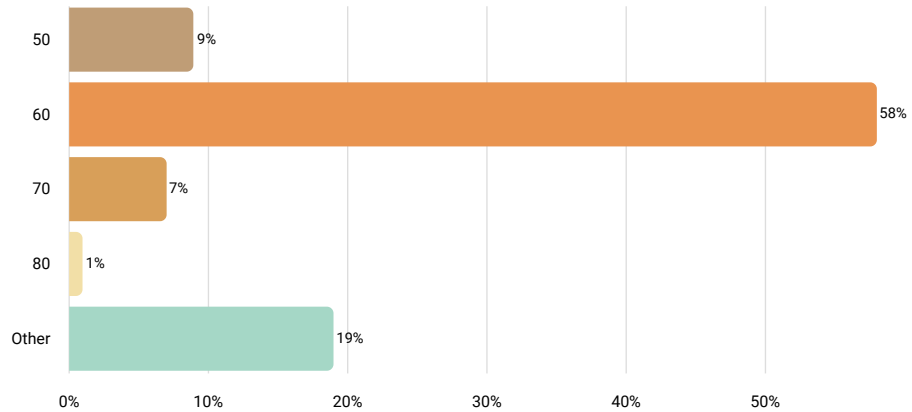
Answered 69 times

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	9%	6
60% of Income	58%	40
70% of Income	7%	5
80% of Income	1%	1
Other	19%	13

### 21.3. Other Short-term Disability Coverage Amount

Answered 12 times

Skipped 5 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"

Results	
based on years of service. less than 1 yr - 3 yrs = 8 wks @ 100% & 17 wks @ 60%; 4 yrs = 10 wks @ 100% & 15 wks @ 60%; 5 yrs = 12 wks @ 100% & 13 wks @ 60%; 6 yrs = 14 wks @ 100% & 11 wks @ 60%; 7 yrs = 16 wks @ 100% & 9 wks @ 60%; 8 yrs = 18 wks @ 100% & 7 wks @ 60%; 9 yrs = 22 wks @ 100% & 3 wks @ 60%; 10 years + =25 wks @ 100%	1
100%	1
based on service years	1
60 % of base pay, maximum of \$350 per week	1
earn full by years of service. 100% for 26 weeks if fully accrued. or 100% / 60% until achieved.	1
0-9 years of service - 60% of base pay / 10+ years of service 100% of base pay	1
\$550 weekly for hourly	1
60-100 depending on years of service	1
tiered up to 100%	1
50% less than year of service. 100% after year of service	1
66.66	1
75% of base salary	1

### 21.4. Coverage Waiting Period Days

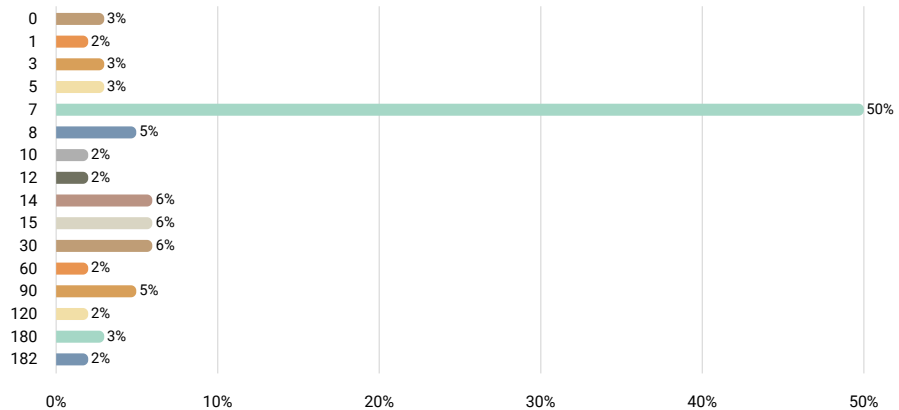
Answered 64 times

Skipped 5 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	5
25th percentile	7
50th percentile	7
75th percentile	14.5
90th percentile	90
Mean	24
Median	7
Standard deviation	42

### 21.5. Short-term Disability Coverage Term

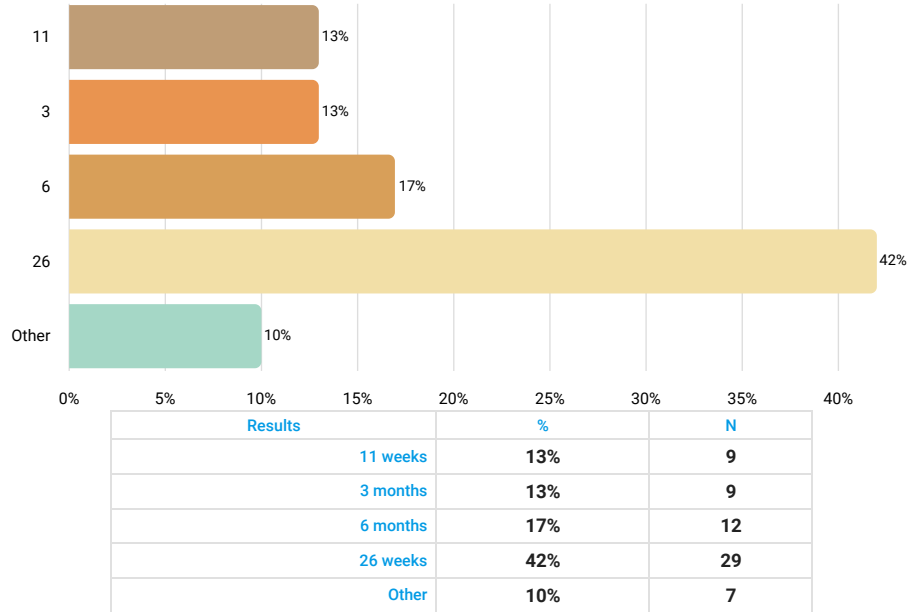
Answered 69 times

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"



### 21.6. Other Short-term Disability Coverage Term

Answered 7 times

Skipped 3 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	
13 weeks	4
25 weeks	1
60 weeks (for full-time hourly employees)	1
12 weeks	1

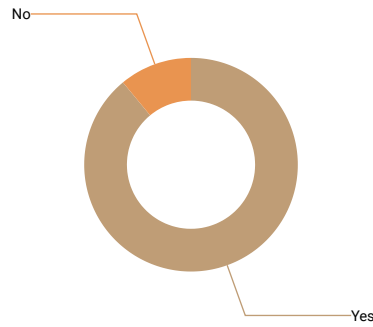
## 22. Long-term Disability

### 22.1. Does your company offer Long-Term Disability?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	89%	64
No	11%	8

### 22.2. Long-term Disability Coverage Amount

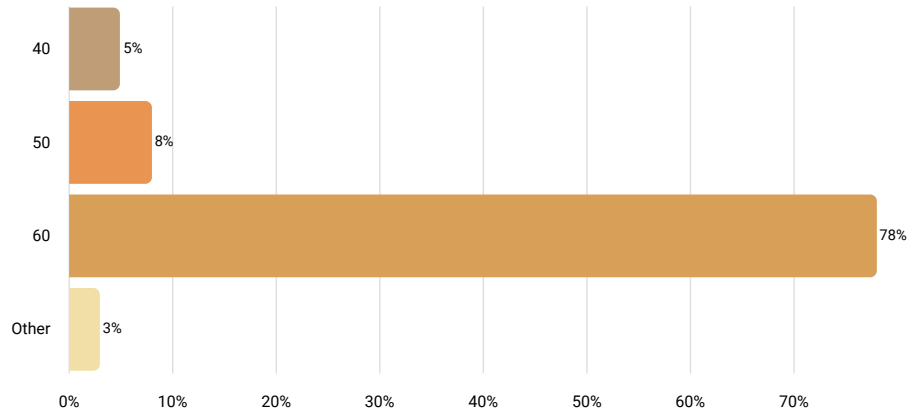
Answered 64 times

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	5%	3
50% of Income	8%	5
60% of Income	78%	50
Other	3%	2

### 22.3. Other Long-term Disability Coverage Amount

Answered 2 times  
 Skipped 4 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

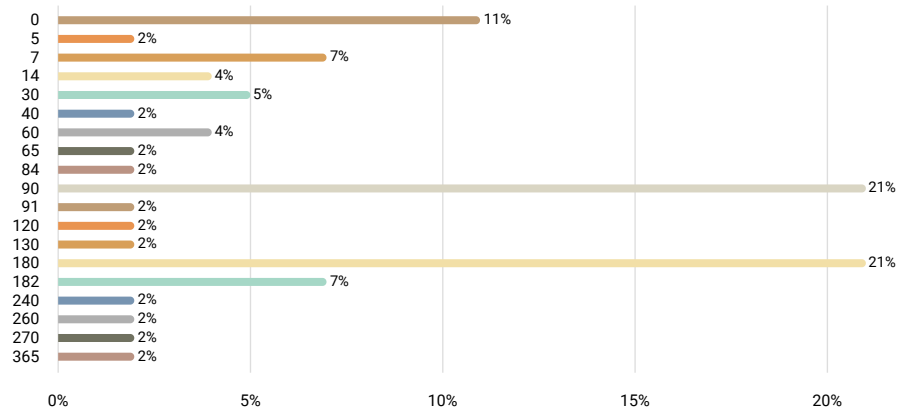
### 22.4. Coverage Waiting Period Days

Answered 56 times  
 Skipped 8 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	0
25th percentile	30
50th percentile	90
75th percentile	180
90th percentile	182
Mean	105
Median	90
Standard deviation	84

### 22.5. Long-term Disability Coverage Term

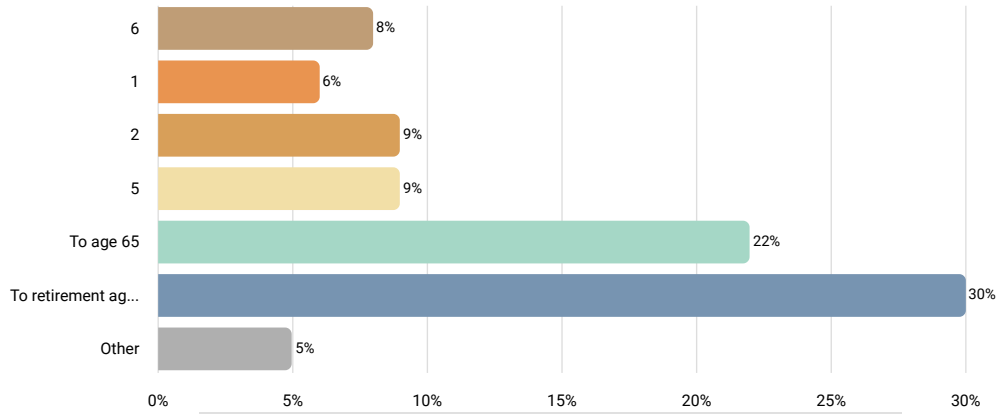
Answered 64 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
6 months	8%	5
1 year	6%	4
2 years	9%	6
5 years	9%	6
To age 65	22%	14
To retirement age	30%	19
Other	5%	3

### 22.6. Other Long-term Disability Coverage Term

Answered 3 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 Term" has Selected button "Other"



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

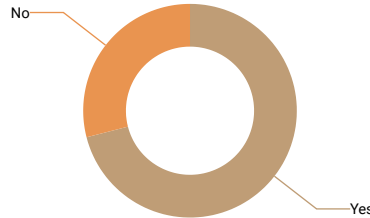
# 23. Education Assistance/Tuition Reimbursement

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

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	71%	51
No	29%	21

## 23.2. Education/Tuition Eligibility Requirements

Answered 47 times

Skipped 4 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	42
FTE	32
Minimum grade/score	36
Other	4

## 23.3. Other Education/Tuition Eligibility Requirement

Answered 4 times

Skipped 4 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

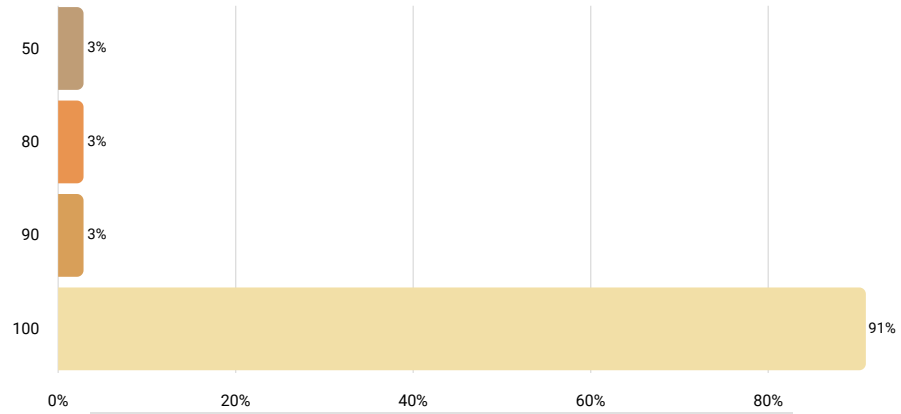
Answered 35 times

Skipped 16 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	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	98
Median	100
Standard deviation	9

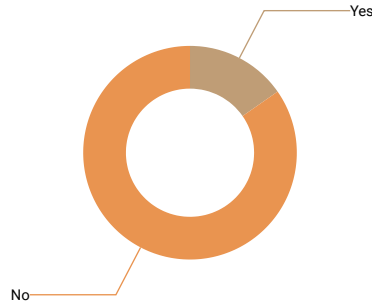
# 24. Flex-Time

## 24.1. Does your company offer Flex-Time?

Answered 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	15%	11
No	83%	60

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

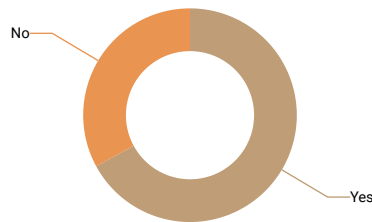
Answered 11 times

Skipped 0 times

Select one answer (radio button)

*This question is applicable when the following conditions are met:*

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



Results	%	N
Yes	55%	6
No	27%	3

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

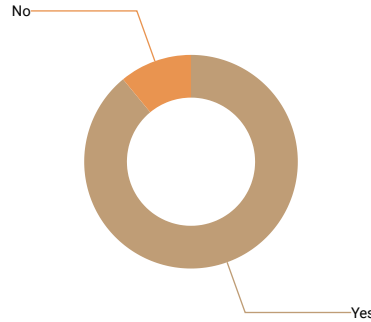
Answered 11 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

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



Results	%	N
Yes	73%	8
No	9%	1

### 24.4. Describe your Flex-Time Policy.

Answered 8 times

Skipped 2 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	
depends on role	1
9/80 work schedule	1
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
employees may flex time before/after core hours	1
ee dependent on needs	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
varies as needed	1

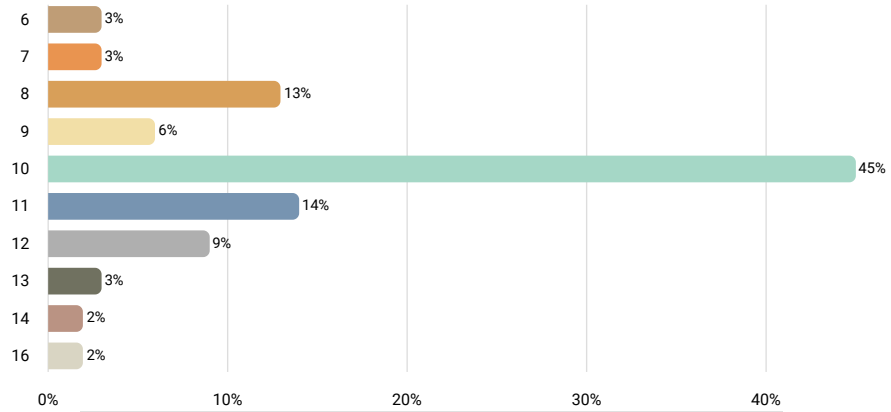
# 25. Holidays

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

Answered 64 times

Skipped 8 times

Number input



Statistics	
10th percentile	8
25th percentile	9.5
50th percentile	10
75th percentile	11
90th percentile	12
Mean	10
Median	10
Standard deviation	2

## 25.2. Annual Holidays Offered

Answered 72 times

Skipped 0 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	72
Martin Luther King, Jr. Day	20
Presidents' Day	11
Good Friday	39
Easter	3
Memorial Day	71
Independence Day	71
Labor Day	71
Veterans Day	8
Thanksgiving Day	71
Day after Thanksgiving	61
Christmas Eve	53
Christmas Day	70
New Year's Eve	33
Floating	24
Others Not Listed	25

### 25.3. List other holidays.

Answered 25 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

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

Results	
10 shutdown days, 1 week at independence day and 1 week at christmas.	1
2 floating	1
days between christmas and new years	1
2 personal holidays	1
hourly birthday	1
3 floating holidays	1
4 personal holidays	1
employee's birthday	1
the rest of the holidays cover time at the end of the year when the facility closes.	1
2nd day at labor day, juneteenth	1
1 flexible holiday determined and scheduled by company.	1
entire week from christmas through new year's day	1
all days between christmas day and new years day	1
new year's eve day, personal day	1
birthday	1
personal holiday	1
columbus day, and 1 floating holiday	1
2 holidays during summer shutdown and 5 more shut down holidays during the last couple of weeks in december	1
3 floating holidays to be used anytime	1
entire week between christmas eve and new years	1
3 extra days during christmas	1
floating	1
july & december shutdown	1
from christmas eve to after new years day	1
we consider christmas eve through new years day holidays.	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 72 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	56%	40
No	44%	32

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

Answered 40 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	28
Layoffs/Furlough	21
Wage Changes	11
Benefits Changes	5

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

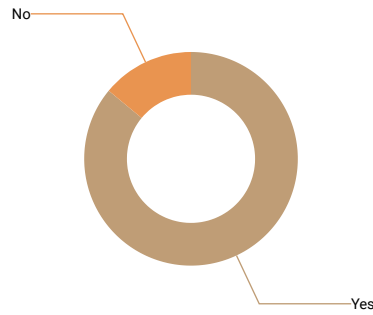
Answered 28 times

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	86%	24
No	14%	4

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

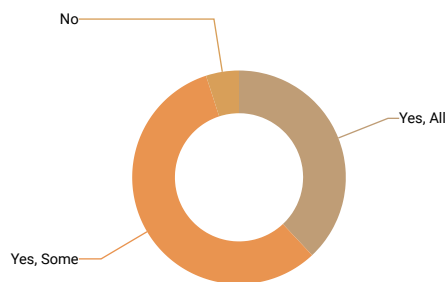
Answered 21 times

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



Results	%	N
Yes, All	38%	8
Yes, Some	57%	12
No	5%	1

### 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	2
Pension (Defined Benefit)	0
401(k) Plan	2
PTO	1
Sick Leave	3
Vacation Leave	0
Personal Leave	1
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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